

Order No.010/2025

Subject: Policy on Human Right and Labor Practice

Policy

Yuasa Battery (Thailand) Public Company Limited, hereinafter referred to as “the Company,” is committed to treating all personnel with fairness and equality without discrimination, enabling them to fully realize their potential at work. In addition to respecting human rights, the Company adheres to international labor standards and complies with the Labor Protection Act as well as other relevant laws, regulations, and requirements. Therefore, human rights and labor practices are established as part of the Company’s code of conduct in business operations.

(1) Objectives

(1.1) To prevent any violations or adverse impacts related to human rights and labor practices in all business activities of the Company.

(1.2) To protect personnel from all forms of discrimination and harassment.

(1.3) To promote collaboration and provide equal opportunities for all personnel to develop themselves.

(2) Scope

This Policy on Human Rights and Labor Practices shall apply to all directors, executives, employees, and workers of the Company, who are required to strictly comply with the procedures outlined herein. In addition, the Company expects its business partners, distributors, and other individuals involved in the Company’s business operations to support and uphold the implementation of this policy as well.

(3) Duties and Responsibilities

(3.1) The Board of Directors: The Board of Directors has established a Good Corporate Governance policy, which includes guidelines on fair treatment of employees and respect for human rights. To prevent any violations of human rights in all of the Company’s activities, the Chief Executive Officer has implemented these guidelines as the Company’s Human Rights and Labor Practices Policy. This policy also forms an integral part of the Company’s Code of Business Ethics.

(3.2) Human Resources Department: Responsible for overseeing the implementation of the Policy on Human Rights and Labor Practices and for improving practices to ensure more effective application.

(3.3) Employees: Required to understand and comply with the Policy on Human Rights and Labor Practices, and to report or whistleblow on any actions that violate this policy.

/(4) Definitions...

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(1) Human Rights: Refer to the fundamental rights to which all human beings are inherently entitled, without discrimination based on physical differences, race, gender, nationality, language, religion, or any other status. Everyone is equally entitled to these rights and must be protected from violations by others.

(2) Diversity: Refers to the variety of perspectives, cultures, beliefs, races, nationalities, sexual orientations, gender identities, abilities, health conditions, social statuses, skills, and other personal characteristics.

(3) Inclusion: Refers to valuing individual differences and creating an organization where employees feel engaged, accepted, and treated fairly in all aspects.

(4) Harassment: Refers to any inappropriate or unwelcome behavior, whether verbal or physical, that causes offense, embarrassment, or discomfort to others. This includes actions that intimidate, demean, or create a hostile or unfriendly work environment.

(5) Sexual Harassment: Refers to behavior that violates another person's sexual rights, whether through words, gestures, looks, or physical actions, including coercion into sexual activity. The focus is on how the recipient feels—if the action causes embarrassment, violates privacy, or lacks consent, it is considered sexual harassment.

(6) Forced Labor: Refers to work or services that a person is compelled to perform against their will, often as a punishment. This may involve threats, physical or sexual violence, confinement, or debt bondage, where the person did not voluntarily agree to work.

(7) Discrimination: Refers to unequal treatment, exclusion, or granting privileges to individuals or groups based on characteristics such as race, nationality, ethnicity, skin color, ancestry, religion, social status, gender, age, disability, political views, or marital status.

(5) Guidelines on Human Rights and Labor Practices

(5.1) Respect for Laws and Fundamental Human Rights

(5.1.1) Civil and Political Rights

(a) Promote acceptance of differences and the ability to coexist equally based on those differences.

(b) Refrain from any actions that may create a threatening, hostile, or unfriendly work environment, including physical, verbal, psychological, or written harassment.

(c) Refrain from any conduct that disrupts others' work performance or causes annoyance or discomfort.

(d) Refrain from any immoral acts or sexual harassment against others. Such acts include molestation, indecent behavior, or any verbal or physical sexual advances that may cause discomfort, embarrassment, loss of dignity, or demotivation.

(e) Refrain from restricting others' freedom of expression or participation in political activities, which are considered personal rights and opinions. In doing so, the company's name must not be used, nor shall any company assets be utilized for political purposes.

(5.1.2) Economic, Social, Cultural Rights

(a) Provide employees with social security and legal welfare benefits.

(b) Ensure employees receive proper rest periods during working hours and full-paid annual leave in accordance with the labor laws.

(c) Refrain from restricting employees' rights to practice their cultural and religious beliefs.

(5.2) Fair and Equitable Labor Practices

(5.2.1) Forced Labor: The company shall not engage in or support the use of forced labor in any form. All work or services must be voluntarily performed by individuals without any form of coercion or penalty. This includes not forcing individuals to work against their will, not using threats or intimidation, not engaging in physical violence or sexual abuse, not using confinement or debt bondage, not withholding or delaying wage payments, not restricting freedom of movement, or isolating employees. The company also shall not charge recruitment fees or withhold personal identification documents, except where permitted by law.

(5.2.2) Non-Discrimination and Equal Opportunity

(a) Wages, compensation, and other benefits shall be paid in accordance with labor laws, in a timely manner, and without any unlawful deductions.

(b) Equal remuneration shall be provided to both men and women for work of equal value.

(c) Discrimination against personnel in any context is strictly prohibited, including creating inequality based on bias unrelated to work performance.

(d) Discrimination in recruitment and selection based on age, gender, race, nationality, disability, or religion is not permitted. Recruitment must be based on the qualifications required for the job position.

(e) Personnel development shall be provided equitably and without discrimination, considering the appropriateness of the position and career progression.

(f) Performance evaluation criteria shall be established and disclosed to ensure transparency.

(g) The results of performance evaluations shall be openly and fairly communicated to employees, allowing them to improve their performance.

(h) Job transfers must ensure equal opportunities for career advancement and must not involve any form of discrimination.

(i) Termination of employment must be based on poor performance as measured by the evaluation criteria, serious disciplinary violations warranting dismissal, medical reasons as diagnosed by a physician, or other non-discriminatory grounds.

(5.2.3) Right to Peaceful Assembly

(a) Assemblies must be conducted peacefully and without weapons.

(b) Assemblies must not affect work efficiency or the continuity of customer service.

(c) No actions shall be taken to restrict the right to assemble, except when such restrictions are made to protect the public interest, maintain public order, or prevent violations of laws or business ethics.

(d) Respect the rights and freedoms of association or participation in any form of group, including joining groups for negotiation purposes, provided that such participation is in accordance with the law. This is a fundamental right that leads to the protection of other rights, social progress, and sustainable development.

(5.2.4) Prohibition of Child Labor

(a) Employment of children below the minimum legal working age is strictly prohibited.

(b) Employment of children in work that is unsafe or harmful to their health, safety, or development, or that interferes with compulsory education, as defined by the laws, is strictly prohibited.

(c) Employment of children for overtime work or on holidays is strictly prohibited.

(5.3) Safety, Occupational Health, and Working Environment

(5.3.1) The Company places great importance on workplace safety and considers it the responsibility of every employee, at all levels, to cooperate and adhere to safety practices to ensure the safety of both themselves and others.

(5.3.2) The Company prioritizes preventive measures to avoid workplace accidents that may affect employees or other individuals.

(5.3.3) The Company actively supports and promotes initiatives related to safety, occupational health, and improvements to the working environment to maximize operational efficiency.

(5.3.4) The Company continuously supports the development of employees' competencies in safety, occupational health, and environmental practices to maintain high standards of safe and efficient operations.

(5.3.5) All employees, as well as external parties performing work or accessing Company facilities, are required to strictly comply with safety, occupational health, and environmental regulations.

(5.3.6) Supervisors at all levels are responsible for promoting, supporting, overseeing, and emphasizing the importance of safety, occupational health, and working conditions for their subordinates.

(5.3.7) The Company will monitor and evaluate the implementation of its safety, occupational health, and environmental policies to ensure strict compliance and optimal effectiveness, in accordance with applicable regulations and safety standards.

(5.4) Fair and Equitable Treatment of Stakeholders

The Company treats all stakeholders—such as customers and business partners—equitably and without discrimination. It respects the rights of stakeholders by, for example, treating consumers and customers fairly, safeguarding their personal data, and dealing with business partners justly through transparent procurement processes that promote fair competition. The company is also mindful of community rights by listening to community opinions and supporting their active participation.

(5.5) Establishing a Comprehensive Human Rights Due Diligence Process

The Company establishes a comprehensive Human Rights Due Diligence (HRDD) process, which encompasses defining the scope for identifying relevant human rights issues, assessing human rights risks, implementing risk mitigation measures or preventive mechanisms, monitoring and reviewing human rights risks, and establishing remediation mechanisms in cases of human rights violations.

(6) Practices for Business Partners and Contractors in the Supply Chain

The Company supports adherence to human rights principles with its business partners, including suppliers and contractors, which entails avoiding involvement in human rights violations and preventing any potential adverse impacts on human rights.

To ensure that the business operations of all suppliers and contractors are conducted based on respect for human rights, they are required to strictly comply with the Company's human rights policies and practices. The following practices are included:

- Conducting business based on integrity, honesty, transparency, and ethics.
- Strictly comply with labor laws and international labor standards, including the protection of workers, prohibition of forced labor, and the establishment of fair working hours and compensation.
- Respect the equality of individuals and avoid any discrimination or actions in employment that create inequality based on age, race, nationality, religion, disability, gender identity, or sexual orientation.
- Do not restrict the rights to union membership and political activities.
- Support good working conditions for employees, including ensuring a safe working environment, and comply with relevant environmental laws and regulations to enable all suppliers and contractors to control and prevent environmental impacts resulting from their business operations.

The Company will continuously monitor its suppliers and contractors to assess potential human rights impacts, using evaluation methods such as risk assessment forms, unannounced site inspections, and whistleblowing channels for reporting, among others.

(7) Policy Review and Improvement

The Company will assign the Human Resources department the responsibility of regularly reviewing this policy at least once a year, or when significant changes occur, to ensure alignment with the company's operations. The reviewed policy will then be submitted to the Chief Executive Officer for consideration.

(8) Related Policies

- (8.1) Business Code of Conduct
- (8.2) Whistleblowing Policy and Procedures

(9) Relevant Laws and Agreements

The Labor Protection Act, the Labor Relations Act, and other applicable laws, government decrees, or related regulations and directives.

(10) Penalties

If there is a violation or failure to comply with the guidelines and regulations outlined in this manual, which results in damage to the Company, it will be considered an offense. The consideration of penalties will be done with fairness, taking into account the severity and nature of the offense. The authority to impose penalties will follow the procedures set by the Company.

The Company is committed to communicating this policy and its intent to all employees, partners, and contractors through the following processes:

- Employee orientation.
- Training for all employees on labor and human rights policies (including discrimination, harassment, and bias).
- Communication through organizational leadership.
- Communication through the Human Resources department via Intranet and company website.
- Communication through relevant departments involved in business with the company's partners and contractors.

Issued on May 19, 2025.

Effective as of May 19, 2025.



Tsunenori Yoshimura
Chief Executive Officer