

## **Business Responsibilities on Human Rights Policy**

The expansion of the group BBGI Public Company Limited into businesses throughout multiple regions has increased the complexity of BBGI Group's value chain as well as the number of stakeholders and their diversity, which may lead to potential human rights violations by these stakeholders. Recognizing the potential risks from human rights issues,

The BBGI Public Company Limited developed the "Business Responsibilities on Human Rights Policy" in accordance with the UN Global Compact, Universal Declaration of Human Rights (UDHR), and United Nations Guiding Principles on Business and Human Rights (UNGPR); the policy acts as policy commitment to demonstrate business responsibility to protecting human rights. The Company conducts Human Rights Due Diligence and Human Rights Impact Assessments and ensures that if human rights violations were to occur, "Access to Remedies" is available. Relevant Indicators are developed to assess risk, monitor performance, and report results to the public.

The Board of Directors, Executives, Management, and all employees of BBGI Group must be aware of and participate in human rights protection. The Company assesses human rights risks and impacts which include women, children, Indigenous people, employees, foreign workers, contractors, business partners, customers, and local communities covering social and environmental impacts in accordance with international guidelines and standards as well as local laws and regulations to ensure that BBGI Group set an example for good business responsibility and sustainability and to support inclusive growth

### **Guidelines**

The Board of Directors, Executives, Management, and all employees of BBGI Group all adhere to the principles of human rights and promote respectful, fair, and dignified treatment of all people including gender equality, prohibiting sexual harassment and harassment of any kind as well as respecting freedom of association and the right to collective bargaining. We commit to ensuring that zero tolerance on discrimination based on ethnicity, nationality, birthplace, religion, gender identity,

age, skin color, language, culture, education, disability, political opinions, economic standing, and social status that are not related to work or any matter by:

1. Comply with all applicable laws, international regulations, and local rules related to labor and employment for all employees and stakeholders of the organization, including customers, business partners, and communities, with fairness and equality. There shall be no employment of child labor but try to support Children's Rights - no enforcement of illegal labor practices or human trafficking throughout the corporate group's value chain.
2. Avoid any acts or associations that may lead to potential human rights violations or impacts. All personnel must not neglect acts that could lead to human rights violations related to BBGI and its subsidiaries. Incidents must be reported to supervisors through an escalation process for reporting incidents to investigate the facts.
3. Conduct comprehensive human rights assessment to review incidents or potential incidents throughout the value chain to avoid, prevent, and mitigate potential impacts with inputs from stakeholders, ensuring that all BBGI's products and services, work environment, treatment of laborers and suppliers, and investments will not create adverse impacts related to human rights on our stakeholders and show responsible practices to society and the environment by being a good neighbor who promotes equality in the communities where we operate such as local employment /sourcing or social investment programs for the communities around the Group's operating areas.
4. Conduct analysis and impact assessment of human rights-related incidents or potential incidents arising from business operations.
5. Create awareness and cultivate an understanding of this policy for all parties concerned. Develop management framework, guidelines, and communication materials for everyone in the value chain, such as employees, suppliers, contractors, third-party contractors, and business partners.

6. Provide training for all employees on discrimination and harassment in the workplace to cultivate a sense of responsibility to conduct business with respect to human rights. Provide communication channels and channels that are appropriate for all stakeholder groups for complaints and/or whistleblowing on issues related to human rights violations and discrimination resulting from BBGI Group's operations. Put in place an escalation process for reporting incidents and monitoring and performance assessment of mediation, negotiation, and remediation in a fair, accessible manner and protect sensitive and private information in accordance with human rights principles.

7. Ensure that processes are in place to monitor, report, and publish impacts and human rights-related performance in a transparent manner. Executives must be role models for the implementation of this policy. All employees must understand and follow the content of the policy to achieve objectives and targets.

8. Individuals who violate human rights, engage in discriminatory behavior, or commit acts of harassment are in breach of the company's code of conduct. Such violations must be addressed through corrective actions or disciplinary measures in accordance with the company's regulations. Additionally, legal action will be taken if misconduct violates national laws.

Approved by the Board of Directors in Meeting No. 1/2568 on January 22, 2568, and effective from February 1, 2568