



## **Labor Practices Commitment**

EA is committed to upholding responsible labor practices in alignment with its corporate strategy, covering its own operations as well as those of suppliers, contractors, and business partners.

### **Paying a living wage**

To ensure adequate wages at or above cost of living estimates or benchmarks, EA Group routinely monitor the gender pay gap to achieve equal remuneration for men and women. EA also considers paying a remuneration that cover living cost that sustain capability of employees to live a quality life.

### **Working Hours**

According to Article 23 of the Labor Protection Act B.E. 2541, normal working hours and the end of working times are mandated, with a maximum of 8 regular working hours and up to 4 overtime hours per day, and/or not exceeding a total of 48 working hours per week. To comply with labor law, EA Group monitors working hours, including overtime management. Employees are compensated for overtime work in accordance with legal requirements. However, the Company aims to reduce overtime and avoid excessive working hours, with a strong focus on employee well-being.

### **Mass terminations**

According to Article 121 of the Labor Protection Act B.E. 2541, EA Group sets minimum consultation or notice periods before mass terminations (e.g., layoffs, business shut-downs); HR must notify the Labor Inspector and employees at least 60 days prior to termination. In alignment with its human rights commitment, the Company also provides training or reskilling programs to mitigate the negative effects of industrial or climate transition changes.

### **Welfare & Benefits**

EA Group expands social protection coverage for employees beyond public programs. For example, Male employees are granted 3 days of paid paternity leave for non-primary caregivers. Additionally, employees may purchase health insurance coverage for their parents, spouse, and children under the same policy conditions that apply to themselves.



### **Annual leave**

EA Group provides paid annual leave to all employees across all levels. The Company encourages employees to take their entitled leave to promote work-life balance and overall well-being.

## **Labor Practice Programs**

### **1) Employee Remuneration**

The Company ensures that all employees receive adequate wages that meet or exceed local cost of living estimates and industry benchmarks. Regular wage assessments are conducted to maintain wage competitiveness and fairness.

### **2) Working Hours & Overtime Management**

The Company systematically monitors employees' regular and overtime working hours through line managers. Maximum work hours are clearly defined, and employees are informed of standards via internal communication channels.

### **3) Overtime Compensation Compliance**

All overtime hours worked by employees are accurately recorded, verified, and compensated in accordance with applicable labor laws and internal policies. The Company strictly adheres to fair and timely payment practices for overtime work.

### **4) Worker Representation & Dialogue**

The Company maintains ongoing engagement with workers' representatives to discuss working conditions, address concerns, and ensure continuous improvement in labor practices. For example, EA Group is devoted to enhancing employees' quality of life by helping them maintain a healthy work-life balance. To this end, a Welfare Committee (Freedom of Association) has been established at each workplace, composed of 17 elected employee representatives. The committee serves as a communication channel between employees and the company, voicing employee welfare needs, proposing suggestions, and monitoring the provision of benefits.



**5) Gender Pay Equity Monitoring**

The Company regularly reviews and monitors the gender pay gap across all job levels. Initiatives are implemented to ensure equal remuneration between male and female employees performing comparable roles.

**6) Expanded Social Protection**

The Company extends social protection coverage beyond statutory public programs, providing additional benefits such as private health insurance options for employees' parents, spouses, and children under similar coverage conditions. Mental health consulting program coverage by Group Insurance.

**7) Annual Leave Utilization**

Line managers and the HR function ensure that employees take their entitled paid annual leave each year, supporting work-life balance and employee well-being.

**8) Training & Reskilling for Transitions**

The Company provides targeted training and reskilling programs for employees to mitigate potential negative impacts from industrial or climate-related transitions. Programs focus on enhancing adaptability and future-ready skills.