



Human Rights Policy

EA Group ("the Company") is committed to conduct business for sustainable growth and encourage the respect of human rights throughout the organization. The Company recognizes the importance of respecting the human rights for all. It is the duty of the Company and its suppliers within the supply chain (Business Partners, Suppliers and Joint Ventures) to adhere to the human rights principles regarding treatment of employees, third party employees (Outsources, Subcontracts), customers, local communities, migrant workers, indigenous people, women, men, LGBTQ+, disabled people, pregnant women and elderly people including other stakeholders equity and to avoid human rights violation in all aspects.

In order to ensure that EA Group is free from human rights violations, the Company proclaims the policies and guidance on human rights to prevent human rights violations in all business activities. The guidance for human rights management is as follows

- **Respect the rights of individuals and human beings;** as outlined in the UN Universal Declaration of Human Rights, such as the right to health; Access to Water and Sanitation and its corresponding covenants, including the international principles relating to labor practices and supporting the UN Declaration on the Rights of Indigenous Peoples, Rights of Refugees and Migrants, the UN Global Compact, UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights and International Labor Organization's Declaration on Fundamental Principles and Rights at Work (ILO). As a result, the company announced the Policy Commitment and Human Rights Commitment.
- **Human Rights Management;** EA Group implements a Human Rights Due Diligence process and analyzes the relevant causes and effects. This includes human rights risk assessment system to ensure control and preventive of human rights violations, such as anti-child labor. EA Group also has effective measurement to support human rights. In this regard, business partners, suppliers, contractor, joint ventures, customers, and local communities are encouraged to comply with EA Group's Human Rights Management Policy.
- **Identify human rights risks;** EA Group conducts Human Rights Impact Assessments and Management (HRIAM) which identify risks, their impact and prioritize from our business activities which covers employee, third party employees (outsources, subcontracts), business partners, suppliers, joint ventures, supply chain partners, customers, communities, migrant workers, indigenous people, women, men, LGBTQ+, disabled people, pregnant women and elderly people and other stakeholders to ensure no human rights violation. To comply with company risk assessment and management guidelines and aim to reduce the human rights violations, EA Group conducts annual risk assessment, which is strictly enforced by the Supplier's Code of Conduct.
- **Human rights monitoring;** EA Group monitors and follows up on preventive measures for human rights issues with the appropriate procedures, such as, establishing clear and appropriate channels and guidelines for receiving complaints, etc.
- **Transparency;** EA Group monitors human rights activities and commit to ensure that stakeholders are informed of the various issues that may arise as a result of our business activities, and the management of local communities.

This Policy shall be applied to all operations of EA group. The Company aims to encourage all business partners, suppliers, contractors, joint venture, employees, third party employees, customers local communities migrant workers, indigenous people, women, men, LGBTQ+, disabled people, pregnant women and elderly people to comply with this policy as well.



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Human Rights Policy Definition

¹ Human Rights means the inherent rights of all human beings, regardless of physical, mental, ethnic, nationality, country of origin, ethnicity, religion, sex, language, age, color, education, social status, culture, custom or any other matter related to each country's laws and in accordance with the treaty under which each country is obligated to perform human rights, such as the right to live free from human trafficking, anti-harassment, freedom of association, the right to work, education, equal remuneration, the right to collective bargaining and so on. All human beings must have equal and non-discriminatory rights.

¹ Refer to the definition of Human Rights from Universal Declaration of Human Rights (UDHR)