

Sustainability Performance Information

3.2. Human Rights Policy

EGAT has established the *Electricity Generating Authority of Thailand (EGAT) Announcement No. 24/2569, Re: EGAT Human Rights Policy* issued on 22 July 2026. The policy covers the following commitments:

To strengthen and enhance EGAT's Human Rights Policy and demonstrate its commitment to conducting business with respect for human rights in accordance with the Constitution of the Kingdom of Thailand, the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, EGAT hereby establishes the following policy and principles for the Board of Directors, executives, and employees to observe and implement.

Clause 1 This announcement repeals EGAT Announcement No. 19/2563 regarding the EGAT Human Rights Policy.

Clause 2 EGAT's Human Rights Policy consists of the following principles:

(1) Non-discrimination and Equal Treatment

Conduct business without discrimination and treat all individuals equally, regardless of physical characteristics, disability, mental condition, beliefs, nationality, ethnicity, religion, sex, language, age, skin color, educational background, social status, culture, traditions, or any other characteristics. Oppose all forms of sexual harassment and other forms of harassment.

(2) Fair Labor Practices and Safe Working Conditions

Treat workers fairly and provide a safe, healthy, and hygienic working environment while minimizing risks of occupational injuries and illnesses. Comply with international labor standards, Thai laws, and applicable laws in countries where EGAT Group companies operate. Oppose human trafficking, child labor, and all forms of forced labor.

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(3) Freedom of Association and Collective Bargaining

Respect the rights of employees to freedom of association and collective bargaining regarding employment conditions.

(4) Protection of Vulnerable Groups

Support and protect the rights of vulnerable groups, including children, persons with disabilities, women, ethnic minorities, migrants, outsourced workers, indigenous peoples, local communities, LGBTQ+ persons, older persons, and pregnant women.

(5) Responsible Business Relationships

Conduct business with suppliers, business partners, and other stakeholders in a manner that respects human rights. Encourage business partners and stakeholders to recognize and comply with the principles set forth in this policy.

(6) Stakeholder Engagement and Grievance Mechanisms

Listen to stakeholder concerns regarding human rights issues, including discrimination and harassment in all forms. Provide accessible grievance channels through complaint and feedback management systems, government channels, customer feedback mechanisms, EGAT Information Service Centers, and EGAT mail correspondence.

Ensure fair grievance handling procedures, establish clear timelines, allow complainants to track progress, and protect the confidentiality of complainants and witnesses. Where violations are found, corrective actions shall be taken promptly and disciplinary measures imposed according to the severity of the misconduct.

(7) Remedy and Compensation

Provide fair remediation for individuals, communities, and the environment affected by EGAT's business operations in accordance with applicable laws.

(8) Rights of Indigenous Peoples and Cultural Heritage

Support, recognize, protect, and promote the rights of indigenous peoples, local customs and traditions, indigenous knowledge and cultural heritage, traditional rights, and cultural heritage associated with indigenous communities in all operational areas.

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(9) Communication and Awareness

Communicate, disseminate, educate, provide guidance, supervise, and support employees, EGAT Group companies, suppliers, business partners, customers, electricity users, creditors, and financial institutions to participate in business operations that are fair, respectful of human rights, free from discrimination and harassment, and aligned with the principles of this policy.

Clause 3 The EGAT Human Rights Steering Committee shall prepare manuals and implementation guidelines for compliance with the EGAT Human Rights Policy.

Clause 4 Human rights risks and impacts arising from EGAT's operations and business relationships shall be regularly monitored, reviewed, and assessed. All departments are responsible for managing risks within their areas of responsibility.