

## Delta Thailand Employment Policy

As a world-class enterprise and responsible corporate citizen, Delta Electronics (Thailand) PCL. (the Company) commits to providing our employees, as well as workers in our own operations, contractors, and partners, with an environment to develop to their full potential. To fulfill this commitment, the Company constantly strives to comply with local regulations and to meet international labor and human rights standards, including the Responsible Business Alliance Code of Conduct (RBA), Universal Declaration of Human Rights, International Labor Office Tripartite Declaration of Principles, OECD Guidelines for Multinational Enterprises, and more. To accomplish this objective, the Company has implemented the Delta Employment Policy.

The Company promises:

### **1. Law Compliance:**

To comply with applicable labor or employment laws and international standards wherever it operates.

### **2. Freely Chosen Employment:**

To prohibit hiring forced labor or child labor, all jobs shall be voluntary, and employees can voluntarily leave the company within a reasonable period after giving notice.

### **3. Humane Treatment:**

To prohibit any form of harassment and inhumane treatment, including any form of harassment, abuse, slavery, corporal punishment, intimidation, exploitation, mental or physical coercion or verbal abuse of employees.

### **4. Non-Discrimination and DEI Promotion:**

To hire employees based on capability, without discrimination based on race, religion, ethnicity, belief, nationality, age, gender, sexual orientation, disability or other reasons protected by law in recruitment, compensation and benefit execution, training, awards, promotion, termination, retirement or other employment conditions.

**5. Working Hours:**

To establish a management mechanism for working hours in line with labor laws and regulations. In spite of operating under special conditions required, employees are allowed at least one day off for every seven working days.

**6. Compensation and Benefits:**

To provide employee compensation and benefits that meet applicable laws, including minimum wages, paying a living wage, paid annual leave, paid parental leave, paid overtime, holidays with pay, and other welfare entitlements required by law, the Company also considers industry benchmarks and global best practices when designing compensation and benefits for our employees.

**7. Freedom of Association:**

To respect the rights of employees to associate freely on a voluntary basis, to organize labor unions and to establish employee communication channels according to local regulations.

**8. Training Opportunity:**

To ensure equal opportunity for employee development and provide job-related and risk-related training to enhance employee capabilities, skills and retention.

**9. Health and Safety:**

To provide a safe and healthy working environment in accordance with applicable safety and health regulations. To establish and maintain an occupational safety and health management system that defines operational procedures and monitors implementation of continuous improvements in safety and health performance.