



Labor Relations Policy

The Company believes that human resources are the core driver of its operations and a key factor in enhancing organizational competitiveness. It places great importance on fair labor practices and the respect of human rights, ensuring equitable and non-discriminatory treatment in all aspects of employment, including hiring, compensation, promotion, training, and employee development, without discrimination based on gender, age, educational background, ethnicity, or religion. The Company also supports the employment of disadvantaged groups, including persons with disabilities, to provide opportunities for stable careers and income, contributing to the achievement of the United Nations Sustainable Development Goals (SDGs). Recruitment, employee satisfaction and motivation, performance evaluation, and employee engagement are regarded as essential foundations that drive the Company toward sustained business success. Consequently, the care and management of employees and labor relations are considered a key priority for the Company.

Management Approach to Fair Labor Practices and Human Rights Across All Levels

The Company prioritizes fundamental human rights and upholds fair and equitable treatment of all employees at every level, ensuring that no labor rights are violated. Our policies align with Thai Labor Standards (TLS8001-2010) set by the Ministry of Labor. These principles are embedded in our Business Code of Conduct, covering the following key aspects:

1. Fair Treatment Based on Rights and Liberty – personal data, such as profiles, health records, and work experiences, are safeguarded against unauthorized disclosure or transfer to unrelated parties.
2. Respect for Humanity, Equality and Workforce Diversity – employees are entitled to equal treatment without discrimination based on physical attributes, race, nationality, religion, gender, age, education, or other factors. Fair treatment practices extend to all stakeholders associated with the organization. Additionally, the Company actively promotes gender diversity by providing equal opportunities for women to attain leadership or senior management roles, thereby fostering a diverse talent pool. In 2025, 58.82% of senior management positions at the director level and above were held by women, demonstrating the Company's dedication to fostering a diverse and inclusive workplace.
3. Employment Practices and Compensation – The Company ensures fair and transparent employment processes, including equitable hiring practices, employment conditions, and compensation structures. Employee remuneration and performance recognition are determined through a fair and structured performance evaluation process.

4. **Employee Development and Training** – The Company actively promotes employee growth and skill enhancement by organizing training programs, seminars, and workshops, as well as facilitating employees' participation in relevant academic and professional training. These initiatives aim to enhance employees' knowledge, skills, and potential, while also instilling a positive mindset, ethical values, and a strong sense of teamwork within the organization.
5. **Equal Employment Opportunities for Persons with Disabilities** – The Company is committed to providing equal employment opportunities for persons with disabilities in compliance with the Persons with Disabilities Empowerment Act, B.E. 2550 (2007). In adherence to the legal requirements under Section 35, the Company has exercised its right to support persons with disabilities by granting concessions for designated spaces to sell goods or provide services. In 2025, the Company employed a total of 12 persons with disabilities.

6. **Employee Welfare Committee**

The Company provides employee welfare in accordance with applicable laws and supports the establishment of an Employee Welfare Committee. Employees are encouraged to participate as members of the Committee, which is responsible for overseeing employee welfare, working conditions, handling complaints, and monitoring labor practices to prevent inappropriate conduct. The Committee also establishes guidelines for problem resolution, as well as monitors progress and outcomes to ensure effective implementation. This framework ensures that all employees are treated fairly and equitably in terms of health, welfare, compensation, and benefits. The Company organizes elections for the Welfare Committee, allowing employees to elect their representatives to serve as committee members. The Committee serves a two-year term (26 February 2026 – 25 February 2027).

7. **Health and Safety Services** – The Company provides annual health check-up services for employees at all levels. The health screening program is tailored based on risk factors such as age, gender, and work environment.
8. **Safe and Life-Enhancing Work Environment** – The Company places great importance on creating a safe, healthy, and supportive work environment that enhances employees' quality of life. It has established an Occupational Health and Safety Management System that meets recognized standards, and regularly conducts training on safety and human rights. In addition, the Company promotes employees' physical and mental well-being through health activities, annual medical check-ups, and work-life balance initiatives.
9. **Compensation and Additional Employee Welfare** – The Company upholds a fair compensation policy, ensuring career stability and equal opportunities for professional advancement. In addition to legally mandated benefits such as social security, the Company provides additional employee welfare

programs, including uniform allowances and various financial assistance programs. These include funeral support for employees in the event of the passing of their parents and educational scholarships for employees' children.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board