

Human Resource and Labor Practice

Employees are one of the most important resources for business growth. Therefore, the company is committed to promoting the professional development of its employees to enhance their potential for career advancement within the organization and to keep pace with technological and global changes. The company provides both internal and external training programs and develops operational manuals for all departments. In addition, it promotes continuous learning through training programs with follow-up evaluations and records of annual training hours to strengthen workforce capabilities in alignment with corporate strategies.

Goals

- Zero complaints regarding labor rights violations.
- Develop personnel by focusing on enhancing current job-related skills and knowledge while building new skills necessary for future work (Upskills – Reskills).

Strategy

- Provide training and develop essential work-related skills for employees.

Key Performance Results

In 2025, the company received no complaints related to labor rights violations. Employees participated in an average of 7.54 training hours per person per year, covering 28 professional skill courses, workplace safety, and business ethics. All new employees received orientation training before starting work. The company also organized team-building activities to strengthen employee engagement and teamwork, achieving an average satisfaction score of 4.77. The company aims for these activities to help foster a positive corporate culture, promote a collaborative work environment, and support long-term sustainable business operations.

Support for Sustainable Development Goals (SDGs)



No Poverty



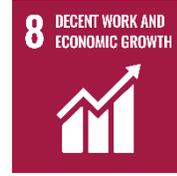
Zero Hunger



Quality Education



Gender Equality



Decent Work and Economic Growth



Reduced Inequalities



Peace, Justice, and Strong Institutions

Management Approach

1. Recruitment

The company recognizes the importance of retaining and developing quality employees to enhance organizational competitiveness. It emphasizes fair and transparent recruitment and selection processes, alongside continuous employee development to achieve performance goals. The company ensures equal treatment, non-discrimination, and fair compensation management.

2. Long-term Employee Development and Capability Enhancement

The Human Resources Department encourages and supports employees in continuously developing their potential while fostering a positive organizational culture. The company promotes physical and mental well-being, a healthy work environment, and teamwork.

The company's personnel development approach focuses on improving job-related skills and knowledge while building new skills necessary for future work (Upskill – Reskill) in line with business growth directions.

Additionally, the company has implemented a succession planning program to prepare employees for key positions. This includes identifying and developing high-potential internal employees or recruiting qualified external candidates to fill vacancies, ensuring business continuity and operational efficiency. This approach also serves as motivation for capable employees by providing opportunities for career advancement and professional growth.

3. Employee Motivation and Retention

The company places great importance on employee retention, which is a key factor

in organizational growth. It has established clear performance evaluation criteria based on measurable results to determine compensation and plan performance improvement.

The company also provides appropriate welfare and benefits to motivate employees and demonstrate its long-term commitment to their well-being. Examples include a provident fund to ensure a good quality of life during employment and after retirement, as well as other benefits such as annual health check-ups, emergency loans, funeral assistance, and employee uniforms.

4. Occupational Health and Safety

The company prioritizes employee and labor safety by strictly complying with occupational safety, health, and workplace environment laws. It appoints professional safety officers and conducts mandatory safety training to ensure employees have appropriate safety knowledge. These measures ensure that all business operations comply with safety standards.

Related Stakeholders

1. Employees

- Receive care, welfare benefits, and opportunities for skill development.

2. Business Partners

- Contribute to strengthening stability within the supply chain.

3. Government Agencies

- Oversee labor regulations, equality, and non-discrimination practices.