

# Labor Practice and Human Rights

The Company realizes the importance of equitable treatment of employees, respect for human rights and freedom of expression and thoughts. In addition, the Company avoids the violation of the rights of all groups of stakeholders because the business consists of various business groups and has hired employees at various levels, which there may be a risk of unfair labor treatment, including the violation of the rights in the value chain of the Company, especially child labor, forced labor, and human trafficking. This could have a significant impact on business operations, such as labor strikes, business partners and investors ceasing their support for the company, being banned in the general society, and having a negative image.

The company is committed to uphold a transparent labor hiring process. The Company is also committed to taking care of employees equally by striving to strictly comply with national and international labor laws. At the same time, the Company realizes the responsibility for the development of the working environment, as well as management of compensation and benefits to enhance employee well-being. The work in promoting the well-being of the employees is operated according to good labor practices and policies. This covers both employees in the organization, contractors and relevant stakeholders.

## Policy and Guidelines for Fair Treatment of Labor

- ▶ Respect the rights of employees according to human rights principles and abide by labor laws
- ▶ Uphold a fair hiring process and employment conditions, including compensation and fair performance appraisal processes
- ▶ Promote equal development opportunities for employees by organizing training and seminars to develop knowledge, capabilities and potential of employees, including cultivating good attitudes, morals, ethics and teamwork among employees
- ▶ Provide legal benefits according to and beyond the legal requirements, such as health insurance, accident insurance and various grants, etc.
- ▶ Provide measures to prevent accidents in the workplace, facilitating occupational and workplace safety
- ▶ Allocate channels for employees to express opinions or make complaints when treated unfairly and provide protection to employees who report such matters

## Workforce Diversity and Equality

The Company understands that employee diversity is a good opportunity for the Company's business development. It encourages employees and all stakeholders to respect diversity, with a focus on equal treatment without any discrimination on the basis of age, gender, race, religion, skin color, language, race and deficiencies or physical limitations. The Company has performed outstandingly in hiring people with disabilities, allowing them to have roles and duties equal to the general staff. In addition, the Company emphasizes gender equality, proving that professional ability is not determined by gender. In addition, the Company supports equal opportunities for women to grow as a leader at all employee levels.

