

### 3.4.2 Social performance

- In 2023, the company carried out activities under the social sustainability policy, summarized as follows.

#### 1) Employees and workers

The Company adheres to human rights principles, from employment to the care of employees and personnel, so that all employees and personnel can feel a sense of family affiliation with the organization.

##### Employment

The company has realized the elevation of the development of the quality of life for the disabled and to encourage the disabled to have the opportunity to show their abilities which generates income self-reliant to reduce the burden on family and society. According to the established policy, the company has hired workers and no discrimination, does not discriminate against gender, nationality, race, class, religion, creed social status and treat all employees equally as well as accepting differences in ideas. In the past year, the company 62.53% of female workers were employed, 37.47% of male workers.

In 2023, the company has complied with the Act on the Promotion and Development of the Quality of Life of Persons with Disabilities, 2007, Section 33 and Section 35, by recruiting 6 disabled people to work in the ratio between normal people and Disabled person at 1 per 100 people, which is higher than the legal threshold. Summary of employment as follows:

Description	Number of Employee					
	Male	%	Female	%	Total	%
Full-time Employee	175	36.84	294	62.11	469	98.95
Disabled Employee	3	0.63	3	0.42	6	1.05
<b>Total</b>	<b>178</b>	<b>37.47</b>	<b>297</b>	<b>62.53</b>	<b>475</b>	<b>100.00</b>