

### Employee Training Year 2021 – 2023

In 2023, the company organized training courses for employees. to increase skills and work potential for employees, a total of 198 courses with a total of 4,942 hours of training, an average of 10.40 hours of training per employee.



list	2021	2022	2023
1. Target number of training hours	6,000	6,000	6,000
2. Number of employee training courses	155	272	198
3. Number of training hours	5,316	6,256	4,942
4. Average hours per person per year	10.92	13.47	10.40

### Safety, Occupational Health and Working Environment

In 2023, the Company continuously develops and improves safety operational efficiency to reduce the risk of illness and take care of the quality of life of employees or employees appropriately with significant operations as follows:

1. Conduct measurements and analyze the work environment to ensure safety at work and in accordance with the law.
2. General employee health check-up and working with risk factors in order to monitor work sickness.
3. Conduct fire drills and fire evacuations so that employees have knowledge of initial fire protection and are ready to respond to potential fires in order or reduce property damage and reduce personnel losses.

In 2023, no cases of occupational injuries were found to be stopped. There were 9 cases of occupational injuries. The Company has already taken measures to prevent such accidents:

1. Establish operational instructions attached to the operational area.
2. Train the procedures for using plastic injectors.
3. Provide equipment for fitting knives to prevent injuries to employees from being cut.
4. Have staff decorate the event wearing gloves to prevent knife cuts during operation.
5. Improve operational areas to prevent recurrence of accidents.
6. Check the equipment. If it is damaged, repair it before using it.
7. All employees must be trained in proper work characteristics and safety.

## Employee engagement

In 2023, the Company recognized the importance of employees and made a policy to retain personnel who are willing to dedicate their knowledge and ability. Therefore, the Company emphasized building good relationships between employees and the Company by providing training and promoting knowledge and understanding for employees in courses related to the Company's main business, rewarding employees in activities, organizing annual employee health examinations by PMG Hospital, assisting employees and expressing condolences when employees lose beloved family members, and holding award ceremonies for employees who worked for ten years, etc.



On Friday, 17 August 2023, the Company invited Poly Plastic Co., Ltd., an expert in plastic injection, to provide training for employees about plastic injection processes.



On Thursday, 21 September 2023, executives gave awards and congratulated employees who participate in the "Photo Challenge" activity where employees competed with photographs of the Company's front for the Company's website.







On Tuesday, 26 September 2023, PMG Hospital provided annual employee health examination services for 2023.



On Monday, 11 December 2023, executives and employee representatives expressed condolences for employees who lost beloved family members.



On Thursday, 21 December 2023, companies in the Saha Union Group in Bang Chan District organized a New Year's Eve-New Year's Day merit-making ceremony and an award ceremony for employees who worked diligently for ten years.



On Thursday, 28 December 2023, in the Big Cleaning Day activity, executives gave the Gemba Walks award to representatives of the winning organizations.

### **Respect for human rights and fair treatment of workers**

Over the past year, the Company has conducted its business on a good governance basis to comply with labor practices and under labor law, without employment restrictions or discrimination regarding race, religion, gender or age, as well as having a principle of treating employees fairly: equality in equality and freedom, prioritizing the value of life. The body also takes care of the quality of life of employees to be happy at work.