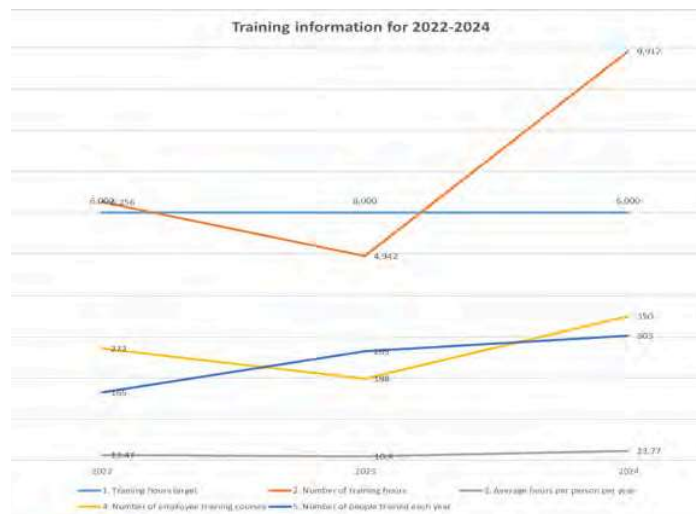


Employee Training

The company emphasizes employee development by systematically planning training programs for each department to enhance knowledge, skills, and understanding of job responsibilities. Additionally, training effectiveness is continuously monitored and evaluated to ensure employees achieve optimal growth and development.

In 2024, the company conducted a total of 350 training courses to enhance employees' skills and readiness for work, with a total of 9,912 training hours. This translates to an average of 23.77 hours per person per year. The company has set a training hour target of no less than 15 per person per year, showing a continuous increase compared to the period from 2022 to 2024.



Description	Year 2022	Year 2023	Year 2024
1. Training hours target	6,000	6,000	6,000
2. Number of training hours	6,256	4,942	9,912
3. Average hours per person per year	13.47	10.40	23.77
4. Number of employee training courses	272	198	350
5. Number of people trained each year	165	265	303



Occupational Safety, Health, and Workplace Environment

In 2024, the company continuously prioritizes the enhancement and improvement of safety performance to appropriately mitigate accident risks, reduce injuries, and prevent the loss of life among employees or workers. Key measures implemented include:

1. Establishing procedures to monitor and analyze workplace environmental conditions, ensuring safety and compliance with legal standards.
2. Conducting health examinations for employees working in hazardous areas to reduce the risk of occupational diseases or harmful conditions.
3. Regularly carrying out fire drills and evacuation exercises to educate employees on fire prevention and response protocols.
4. Encouraging employee participation in maintaining workplace safety and compliance with safety regulations.

Preventive Measures and Risks Concerning Occupational Safety, Health, and Workplace Environment

In 2024, the company reported a total of 16 work-related accidents and injuries among employees, none of which resulted in fatalities. The company's goal is to achieve zero accidents involving work stoppages exceeding three days. Currently, there are 5 employees who experienced work-related accidents resulting in work stoppages of more than three days.

Regarding contractors (business partners) working on company premises, no accidents or fatalities were reported. All contractor activities were performed under the supervision of occupational safety officers.

The company has implemented additional preventive measures as follows:

1. Conduct employee training on workplace safety standards.
2. Monitor and control high-risk areas to minimize the chance of accidents.
3. Install warning signs and symbols at hazardous points to alert employees.
4. Improve workplace conditions to reduce the risk of accidents.
5. Analyze and rectify deficiencies in equipment or tools to enhance safety.
6. Promote a safety culture as an integral part of operations.
7. Regularly inspect equipment and tools to ensure readiness and safe usage.

Accident statistics



Preventive measures against outbreaks:

The company prioritizes employee safety and business continuity by implementing the following measures:

1. Prevention measures:

- Employee screening, temperature checks, and providing handwashing stations.
- Regularly sanitizing workplaces and promoting mask-wearing.
- Encouraging Work from Home arrangements to reduce crowding.

2. Control measures during outbreaks:

- Supporting vaccinations and preparing medical supplies.
- Splitting employees into teams (Split Team) and utilizing online systems.
- Developing a Business Continuity Plan (BCP) to sustain business operations.

3. Post-outbreak recovery measures:

- Providing health consultation and employee welfare support.
- Improving safety protocols and advancing digital systems.



Employee Engagement

In 2024, the company places great importance on employees by establishing policies aimed at retaining and developing personnel who are committed, eager to learn, and ready to grow alongside the organization. The company emphasizes enhancing employee potential through training and knowledge-building programs relevant to its core business.

Additionally, the company recognizes outstanding employee performance through awards and encourages various activities designed to foster relationships and unity within the organization. The company also arranges annual health check-ups for employees in collaboration with PMC Hospital to ensure appropriate health care. Furthermore, the company acknowledges and honors long-serving employees by organizing a certificate-awarding ceremony for those completing 10 years of service.

In 2024, the company developed courses and invited external speakers to share knowledge and build skills for employees at all levels, particularly supervisory staff, to enhance operational efficiency and work quality.

Employee Satisfaction and Engagement Improvement Plan

In 2024, the company organized activities aimed at increasing employee satisfaction, including traditional Songkran celebrations, annual Kathin ceremonies, Safety Day activities, company social events, and annual merit-making ceremonies.

Employee Turnover Rate (%)

In 2024, the employee turnover rate averaged 2.23%.

Employee Satisfaction and Engagement Survey Results

In 2024, employee satisfaction or engagement survey results indicated a rate of 70%, with a target set at 80%.

Topics evaluated include:

- Pride in working with the company.
- Confidence in management capabilities.
- Receiving clear and timely company information.
- Availability of appropriate learning resources provided by the company.
- Comfortable workplace environment.



Certificate Presentation Ceremony for Employees Demonstrating Diligent and Dedicated Service for 10 Years



The management team and employees joined as representatives to extend their condolences to the employee who had lost a family member.

The management team and employees joined as representatives to extend condolences to the employee who had lost a family member.

Respect for Human Rights and Fair Treatment of Labor

Throughout its history, the company has operated based on good governance principles, aligning with labor practices and complying with labor laws. Employment decisions are made without discrimination regarding race, religion, gender, or age. The company adheres to fair treatment of employees, emphasizing equality, equity, and freedom, while recognizing the value of life and physical well-being. It also prioritizes employees' quality of life to ensure happiness in their workplace.

In 2024, no incidents of human rights violations occurred, and the company faced no human rights-related risks within its organization or its business value chain.