(Translation)

Treatment of employees Policy

1. The company has measures to protect employees who Information to the authorities in the case of illegal acts or violations of the Securities and Exchange Act will be protected. The company cannot act unfairly, whether it be changing job positions, job descriptions, work locations, suspension orders, threats, disturbing work, termination. employment (Section 89/2) due to the cause of reporting a violation of the law or unethical conduct

2. The company realizes that employees are an important factor in creating quality products for the company. Therefore, it is important to treat employees fairly by adhering to the principles of equality and equality, not discriminating against gender, nationality, and religion. In matters of employment, compensation, appointment, transfer, and potential development along with moral development To enable employees to be capable and good people in society as well. Therefore, the principles for treating employees have been established as follows:

   (1) Comply with labor laws and regulations. Strictly related to employees include:

   - Do not hire child labor under the age limit specified by law. In the case that a business partner hires child labor older than the age limit specified by law, they must provide the workers with protection as specified by law in all respects, including development and promotion of quality. life and work appropriately

   - Do not allow female employees to work in a manner that may be harmful to health and safety in the case of a pregnant female employee. Must provide protection and benefits as required by law.

   - Hiring foreign workers must be carried out in accordance with the law, correctly and completely.

   - Do not use labor in a manner that is slave labor. This includes physical punishment, threats, confinement, and threats. Harassment, human trafficking, or violence of any form

(2) Treat employees with politeness and respect for individuality and human dignity according to international human rights principles.

(3) Provide fair employment conditions for employees and provide employees with appropriate compensation according to their potential.

(4) Maintain the environment and organize a work system so that employees are safe in life and property and have good hygiene.

(5) Give importance to employee development to train their skills and increase their potential. By providing opportunities for employees to learn thoroughly and regularly.

(6) Appoint, transfer, reward and punish employees. With honesty and based on knowledge and ability and suitability of employees

(7) The company provides a provident fund for employees.

(8) Provide information about the operations and status of the company. Let employees know regularly.

(9) Listen to comments and suggestions based on the professional knowledge of employees.

(10) Avoid doing anything that may affect the job security of employees or threaten and put pressure on the employee's mental state

(11) Create a good conscience for employees to know how to be givers and be good citizens of society.

(12) Provide a channel for employees to file complaints in cases of unfair treatment or to report matters that may be illegal. and there is a correction process Including measures to protect employees Systematic and fair petitioner

(13) The company and organization representatives must support the exercise of political rights by employees with neutrality.

(14) Promote employee participation in providing suggestions and guidelines for work performance. and/or various agreements to benefit all parties and create good relationships in working together under a good corporate culture as well as unity within the organization.

(15) Encourage employees to participate in both internal and external activities that are beneficial to the organization and society in order to create participation and commitment to the organization as appropriate and at the discretion of the supervisor.

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This Treatment of employees Policy effective from November 13, 2020 onwards.