Action to address labor issues and improve workforce

Prevention of child and forced labor

The Company strictly prohibits all forms of child labor and forced labor. As part of the recruitment process, the Company verifies applicants' age and background using official identification documents to ensure that no underage workers are employed. To prevent forced labor, the Company strictly enforces it's Human Rights Policy, which prohibits all forms of forced labor. The Company also ensures that all work, including overtime, is undertaken voluntarily, with overtime work requiring prior approval through the HR system.

In addition, the Company conducts regular human rights risk assessments across its operations (Human Rights Impact Assessment: HRIA), including assessments of risks related to child and forced labor, to identify, prevent, and mitigate potential human rights violations. In 2025, the Company recorded zero cases of child labor and forced labor across its operations through its human rights impact assessment process.

Reduction of excessive working hours

Excessive working hours are monitored through a systematic internal system, with monthly reviews and reports to management. Overtime exceeding legal limits is automatically restricted by the system. The Company also continuously monitors overtime levels to support appropriate working hours and employee well-being.

In 2025, overtime hours at the Company's factories accounted for 25.77% of total working hours, while total overtime hours decreased by 4.61% compared with 2024. This reduction reflects the Company's ongoing efforts to monitor and manage employee working hours and reduce excessive overtime.

Supporting a living wage

The Company conducts an annual review of employee compensation, taking into consideration national inflation rates and changes in the cost of living, to ensure fair and competitive remuneration and support employees' financial well-being and stability.

In 2025, the Company's employees received an average monthly remuneration of THB 34,660, which was 127% higher than the 2025 gross living wage reference value for urban Thailand of THB 15,292 per month, as estimated by the Anker Research Institute using the Anker Methodology. This benchmark reflects the remuneration required for a worker to afford a basic but decent standard of living in urban areas of Thailand.

Promoting Diversity, Equity, and Inclusion (DEI) in the Workplace

The Company is committed to fostering a diverse, equitable, and inclusive workplace in which every employee is treated fairly and with respect. In 2025, the Company actively promote equal opportunities across multiple dimensions, including:

Race and Religion

The Company values cultural and religious diversity within its workforce, having individuals from diverse racial backgrounds. To promote cross-cultural understanding and inclusive collaboration, the Company organized knowledge sharing activities in which Japanese employee representatives introduced Japanese working practices, known as the Ho-Ren-So working style, which is a communication approach based on reporting (Houkoku), informing (Renraku), and consulting (Soudan). In addition, the Company respects and supports diverse religious by providing a prayer room for religious practices.

Gender and Sexual Orientation

The Company allocates benefits to employees equitably, without discrimination based on gender or sexual orientation. Special marriage leave has been established for employees of all genders, with a congratulatory monetary gift, reflecting the Company's respect for diversity and equality within the organisation.

The Company also promotes diverse, equitable, and non-discriminatory employment (DEI), providing equal treatment to all employees regardless of gender, which has contributed to a more diverse workforce. This is reflected in the increasing number of female employees in junior management positions. In 2025, the Company had over 246 female employees at junior management level, an increase of 9.8% from 2024.

Age

The Company does not have age restrictions in its employment practices. Qualified retirees are offered opportunities to continue working, including both management and operational roles. The Company also employs retired personnel where appropriate, if they possess relevant skills and experience, supporting age diversity and effective knowledge transfer across the organization.

In 2025, the Company employed 23 retired employees who are above the age of 60, demonstrating its approach to providing continued employment opportunities for experienced personnel and fostering an age-diverse workforce.

Disabilities

The Company actively supports the employment of persons with disabilities as part of its equal opportunity commitment. In 2025, the Company employed 25 persons with disabilities. In recognition of its efforts, the Company received the “Outstanding Organization for Promoting Disability Employment Award 2025.”

Nationalities

The Company’s workforce consists of employees of diverse nationalities, including Thai, Chinese, Myanmar, British, Japanese, Korean, Taiwanese, Singaporean, and American. To promote equal employment opportunities for international employees, the Company provides support for work permits and visa arrangements, with an aim to foster a multicultural and inclusive working environment.