

Human Rights

Human rights are basic rights and freedoms that belong to all of us. Human rights are based on human values such as dignity, justice, equality, respect, and independence. Furthermore, human rights are not just an abstract concept as they are defined and protected by law.

Employees represent one of a company's most important assets. Maintaining good relations with employees is essential for the success of business operations, particularly in industries characterized by organized labor. Beyond providing a safe and healthy working environment, companies should support fair treatment practices such as guaranteeing diversity, ensuring equal remuneration and supporting freedom of association. In accordance with international standards on labor and human rights, companies are increasingly expected to adhere to and apply these standards equally across all operations within the organization.

Carabao Group Public Company Limited ("the Company") places importance on basic human rights. The law has been followed to ensure equality for all people. The details are as follows:

Workforce Breakdown: Race/ Ethnicity & Nationality

Today's rapidly evolving world has led to a wide range of socio-economic challenges, from discrimination to forced labor, as well as massive conflicts linked to human rights violations. Companies and businesses are becoming increasingly involved in these human rights violations both intentionally or unintentionally through their operations, products and services, sourcing activities, and decisions related to their operations. In many cases, businesses may also be legally liable for these violations.

The Company recognizes the importance of respecting human rights in terms of responsibility. This extends to employees, customers, partners, and joint ventures. The Company's business activities can both promote human rights and prevent human rights violations, which are the reason Sustainable Development Committee, and the Board of Directors regularly review and approve human rights policies. Different teams from various departments also work together annually to identify human rights risks and impacts. They evaluate operational processes and find appropriate solutions and measures to address the potential impacts of human rights violations. The Company complies with the United Nations Guiding Principles on Business and Human Rights.

This allows us to recruit more open employees and more multinational employees. The details are as follows.

Breakdown of Foreign Workers by Nationality and Job Level

Sex	Top Management		Senior Management		Middle Management		Junior Management	
	Amount	%	Amount	%	Amount	%	Amount	%
Thai								
Male	6	75%	55	69%	230	63%	506	65%
Female	2	25%	23	31%	136	37%	272	35%
Total	8	100%	78	100%	366	100%	778	100%
Japanese								
Male	-	-	1	100%	-	-	-	-
Female	-	-	-	-	-	-	-	-
Total	-	-	1	100%	-	-	-	-
Taiwanese								
Male	-	-	-	-	-	-	-	-
Female	-	-	-	-	1	100%	-	-
Total	-	-	-	-	1	100%	-	-
Chinese								
Male	-	-	-	-	-	-	-	-
Female	-	-	-	-	1	100%	-	-
Total	-	-	-	-	1	100%	-	-
American								
Male	-	-	1	100%	-	-	-	-
Female	-	-	-	-	-	-	-	-
Total	-	-	1	100%	-	-	-	-
English								
Male	-	-	1	100%	-	-	-	-
Female	-	-	-	-	-	-	-	-
Total	-	-	1	100%	-	-	-	-
Other Nationalities								
Male	1	100%	1	100%	-	-	-	-
Female					1	100%	1	100%
Total	1	100%	1	100%	1	100%	1	100%

Gender Pay Indicators

The gender pay gap is the difference in average gross hourly earnings between women and men – it therefore assesses the difference in pay at the aggregated level. Calculated this way, the gender pay gap does not consider all the different factors that may play a role, for example education, hours worked, type of job, career breaks or part-time work. However, it reflects the work that women do and their position in the Company's hierarchy, therefore also providing an indicator on equality of opportunities to develop one's career.

Gender Pay Indicators of Carabao Group

Detail	Male	Female
Averages salary	48.8%	51.2%

Furthermore, unequal remuneration and gender pay gaps pose a threat to the company's ability to attract and to retain women talent, lowers employee engagement, and can lead to reputationally damaging controversies.

The Company has also taken measures to ensure that there is no significant difference in pay between male and female employees.