

Human Resource Management Policy

Employees are a vital resource for the success of the business. The Company aims for all employees to take pride in the organization and to have opportunities for career advancement. Therefore, the Company places importance on the continuous development and enhancement of personnel capabilities, treats employees fairly, and ensures that compensation is maintained at an appropriate level. The Company also promotes employee well-being by improving the working environment, tools, and equipment to ensure that they are ready, convenient, safe, and efficient, as well as providing appropriate welfare, as follows:

1. Treat all employees based on the principles of human rights, dignity, and individual equality, without any actions that violate or infringe upon employees' rights.
2. Recruit personnel at all levels appropriately, with a transparent and fair selection process, taking into account job qualifications, educational background, experience, and other requirements necessary for the role, without discrimination based on gender, age, nationality, religion, or any other status unrelated to job performance.
3. Place importance on safety, health, and a good working environment, including establishing and promoting workplace safety.
4. Establish guidelines regarding employee compensation and welfare, ensuring that they are at an appropriate level, consistent with job responsibilities, and comparable to similar positions in comparable industries.
5. Provide a provident fund for employees, where employees are entitled to receive employer contributions and related benefits upon completing the tenure specified under the Company's conditions, serving as savings for employees' future.
6. Develop personnel by encouraging employees to receive continuous training and skill development to improve work efficiency through an Individual Development Plan (IDP), enabling all employees to fully demonstrate their capabilities and grow sustainably alongside the Company.

This Human Resource Management Policy was approved by the Board of Directors Meeting No. 2/2026 held on 1 April 2026.

This policy shall become effective on 1 April 2026.

Announced on 1 April 2026.