

Freedom of Association

RATCH encourages and opens up the opportunities for employees' engagement. Employees can give their opinions, suggestions or demands and discuss with the Company on the improvement of welfare, for optimized equality and fairness. The Welfare Committee was established as required by law, as the stage to float employee demands and send it directly to the Company. The committee convenes meetings at least every 3 months and the Human Resources Department will submit the meeting resolutions for the Human Resources Management Steering Committee's consideration.

In 2024, through the committee, employees requested the extension of health care coverage to additional treatments as suggested by their physicians, including traditional Thai medicine or alternative medicine by licensed professionals; and other health conditions like psychiatric illness, illness caused by a chemical imbalance in the brain or hormonal imbalances, sleep disorders and skin diseases. The request has been responded.

Formation of Welfare Committee	RATCH*
No. of committee members (persons)	8
% of employee representatives in the committee	75
No. of meetings in 2024	4
Period of service	27 Feb 2024 – 26 Feb 2026

*Note: * Entities employing more than 50 employees and therefore required to establish a Welfare Committee or entities establishing a Welfare Committee voluntarily.*

If any entities in the Company Group have fewer than 50 staff and are not required by law to establish a Welfare Committee, meetings with employees are convened periodically like “Meet the Executive” events that are organized every 3 months. At the meetings, employees can discuss or make suggestions on the improvement in welfare, work environment and health promotion activities that suit the current situations.