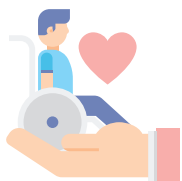


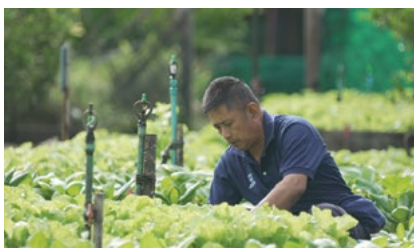
## 8.4 Improving the quality of life for people with disabilities



The company values and accepts diversity among its employees. We recognize that our employees and people with disabilities play an important role in adding value at work. We are working to improve the quality of life for vulnerable groups as part of driving the organization's growth.

### 1. Employment Opportunities for People with Disabilities

People with disabilities are employed in accordance with the Empowerment of Persons with Disabilities Act, B.E. 2550 (2007), which requires a company with more than 100 employees to hire at least 100:1. We currently employ 24 people with disabilities, which is more than the minimum required by law. There are 2 types of employment: 1) Section 33, employment of people with disabilities in the workplace. 2) Section 33, employment of people in communities where people with disabilities live or in public interest organizations such as working as a teacher's assistant in a Child Development Center, a local hospital, or a sub-district Administrative Organization. Apart from complying with the law, it is an opportunity for us to give back to the communities by creating jobs for the disabled.



### 2. Enhancing the Lives of People with Disabilities

In addition to employing people with disabilities within the organization, the company also focuses on people with disabilities in the community. We aimed to improve the quality of life for people with mobility disabilities by making it easier for them to move or travel. In 2022, the Company provided the following opportunities and support to people with mobility disabilities:

#### Donating to Foundation to Eradicate Neuromuscular Disease, or F(E)N(D)

The amount is made up of 1,512,000 Baht contributed by the company and 1,512,000 Baht contributed by our partners, for a total of 3,024,000 Baht.



### Donation of prototype electric wheelchair vehicles developed by the Company to the Thai Association of the Physically Handicapped.

The Company has created an initiative related to our business. The two electric wheelchair vehicles prototypes are worth 74,000 baht in total. We also discuss potential future collaboration projects.



### Vocational Training for the Disabled Club in Prachin Buri Province

Our employees with disabilities' vocational training knowledge have expanded. The group earns revenue from selling products like dishwashing liquid and laundry detergent. The Company also donated wheelchairs and consumer goods worth 70,000 baht to the disabled group.



### Supporting Disabled Students as Interns.

Students from Chacheongsao Technical College with a high vocational education in Production Technician have been given internship opportunities by the company. The students gained on-the-job experience as well as product design training in the department of product testing and evaluation. Furthermore, the student interns took part in other company activities such as electric wheelchair testing, social service activities, fire drill activities, corporate culture activities, etc.

