

Development and Maintenance of Employee Well-being

The company believes that employees are the primary drivers of business success. Therefore, it prioritizes the development of employee potential and focuses on their health and well-being. Recognizing that continuous development of work skills helps the company achieve its organizational goals, the company also understands that good health and appropriate basic benefits for employees not only benefit the individuals but also positively impact the organization and the country as a whole.

Fair Treatment of Labor

The company values its employees, viewing them as a valuable resource crucial to organizational growth. Therefore, fair treatment is essential in areas such as employment, compensation, benefits, skill development, and quality of life and safety. The company has established an EHS (Environment, Health, Safety) committee as a central unit responsible for monitoring safety, environmental, and occupational health aspects across all company operations. This committee provides guidance and addresses issues such as chemical management in production processes and integrated waste disposal.

Recruitment and Employment

The company has established a non-discriminatory employment policy, providing equal opportunities to women, persons with disabilities, and other disadvantaged groups as appropriate for each position, without employing child labor or individuals in violation of the law. When a position becomes vacant, the company first considers internal recruitment, evaluating qualifications, potential, and job expertise to provide growth opportunities and develop employee potential and knowledge. Only after internal candidates are considered will the company recruit and select external candidates with the appropriate qualifications, knowledge, skills, experience, and alignment with organizational values.

The company strictly adheres to labor laws and promotes the quality of life for persons with disabilities. This includes supporting indirect employment and career development for persons with disabilities, such as wheelchair basketball athletes from the Wheelchair Basketball Association, as well as athletes in other sports like athletics, badminton, tennis, archery, and swimming. In 2024, the company met its legal requirement for hiring persons with disabilities by employing two directly and supporting the hiring of persons with disabilities through a quota system, providing 20 positions to Vulcan Coalition Co., Ltd., an AI company that creates job opportunities for persons with disabilities, thus supporting and generating income for this group.

Promotion of Employee Diversity in the Organization

The company promotes gender equality among employees at all levels by evaluating potential, knowledge, and job performance transparently and without gender bias. The company recognizes the value of diversity and leverages these differences as strengths for the organization. Data on the number of employees, categorized by gender and job type, is collected to analyze and assess the balance between male and female employees within the organization.

In 2024, the company employs a higher proportion of female employees compared to male employees, with several women holding senior executive positions. This creates equal advancement opportunities for female employees comparable to their male counterparts. The ratio of female to male employees in the company is as follows:

	No. of female employees	No. of male employees	Total	% remunerations of female employees to total staffs
Year 2024	1,800	370	2,170	83%
Year 2023	1,817	393	2,210	82%
Year 2022	1,739	380	2,119	82%

Compensation and Benefits

The company provides equitable and fair employee care, appropriate to each employee's knowledge, skills, responsibilities, and performance. Compensation and benefits are managed beyond legal requirements, such as the establishment of a provident fund. As of June 30, 2024, 92% of employees participate in the provident fund. Additionally, the company offers group health insurance, annual health check-ups, 5S activities, and ensures a safe working environment.

The company also supports the establishment of a Welfare Committee at the workplace (Welfare Committee), which is a representative body elected by employees, in compliance with the Labor Protection Act of 1998. This committee discusses and provides feedback on welfare arrangements, benefits, and changes to regulations affecting employees.

Compensation and benefits are designed to be appropriate and aligned with the company's performance, employee performance evaluations, and industry benchmarks. The company has a policy of awarding bonuses when profit targets are met. Annual performance evaluations are based on Corporate Key Performance Indicators (KPIs), Functional Department KPIs, and Management Competencies for executives.

Furthermore, the company supports employees' children through a scholarship program for those meeting selection criteria, from kindergarten to higher education. This program aims to alleviate employees' financial burdens, enhance educational opportunities, and encourage academic achievement to contribute to the country's development.

Building Organizational Culture

The Company emphasizes strengthening and instilling organizational values as a crucial foundation for aligning managerial and employee mindsets and working approaches with the Company's vision, mission, and strategic direction. This plays a vital role in shaping employees' behavior and management practices. It fosters an environment where employees feel inspired and take ownership in collective success. This culture of ownership and strong relationships, both within and outside the organization, leads to sustainable mutual growth, driving the Company towards its set objectives. This also reflects the Company's robust culture, which is amplified through the potential of its employees. The Company nurtures its management and staff to embrace the organization's core values, encapsulated in "MCWAY," thus fortifying a resilient organizational culture

M	Motivation	Motivated to deliver the best results for customers.
C	Commitment	Committed to upholding promises to customers and partners, adhering to principles of business integrity.
W	Willingness	Dedicated to providing the best possible products and services in all aspects of work.
A	Appreciation	Appreciates and respects the work of colleagues, showing courtesy and kindness both within departments and across the organization.
Y	Yes-Minded	Maintains a positive attitude towards all challenges, solving problems in every situation with the belief that every problem has a solution.

Building Organizational Commitment

The company believes that employees are a crucial resource. When employees are happy at work, they not only contribute to smooth and successful operations but also develop a strong sense of commitment to the organization. This dedication leads to their personal success and the overall success of the organization, ensuring its continuity and sustainability. Therefore, the company is committed to fostering a positive work environment in all aspects.

To enhance employee involvement, the company has established various communication channels, such as email, Line Groups, and the Intranet, to share information and internal announcements. Additionally, the company organizes CEO meet-and-greet events (Townhall) to allow employees to communicate closely with executives. Various support initiatives are also in place to foster a sense of belonging, pride, and motivation among employees. These include scholarships for employees' children who excel academically and organizing events for significant occasions and festivals to promote positive relationships between executives and employees.

Furthermore, the company ensures that employees can fully participate in providing feedback through the annual Employee Opinion Survey (EOS). The survey results are analyzed to understand the different needs and expectations of various employee groups, and to develop strategies for enhancing employee engagement to make the company a "Happy Workplace." Employee satisfaction is assessed every two years, with the Human Resources department responsible for conducting the evaluations.

In the most recent survey for the fiscal year 2023, 99.88% of employees participated (compared to the target of 100%). The employee satisfaction score was 85.00% (compared to the target of 80%). The company has analyzed these results to refine strategies and review measures for improving employee engagement and participation, aiming to achieve organizational goals.

Base on the recent survey result, with recognizing in the importance of morale and positive internal relationships, the company has initiated a project to boost employee morale, creating a fun and warm work environment. This initiative is intended to enhance employee engagement and improve both work performance and the company's image.

1. Breakfast and Lunch Events

The company recognizes that meals provide an excellent opportunity for fostering interactions among employees. Therefore, the company has established a regular practice of hosting free breakfast or lunch events for employees every month. The menu features a variety of options that rotate to cater to different preferences. Additionally, during various festivals, such as Christmas, the company organizes snack giveaways. This initiative has been well-received, enhancing employee satisfaction, strengthening relationships, and boosting both physical and mental energy for work.



2. New Year Party for Sales Staff

Given that sales staff are crucial to driving company revenue and are dispersed across the country, organizing a single large-scale New Year party for all of them at the headquarters would be challenging. Therefore, in 2023, the company allocated a budget for each sales region to host their own New Year celebrations. This approach allowed employees to choose the format, location, and timing of their events, fostering a sense of warmth and strengthening relationships. It also served as a reward for their dedication and hard work.



3. MC Jeans Cup 2023

The "MC Jeans Cup 2023" sports event is designed to promote physical activity among employees, reduce work-related stress, and foster camaraderie among colleagues, including employees from subsidiaries and executives. This event enhances teamwork, sportsmanship, and mutual respect, contributing to a cohesive organizational culture. It serves as an effective way to build positive attitudes and reinforce the company's cultural values.



Other Projects and Activities for Employees

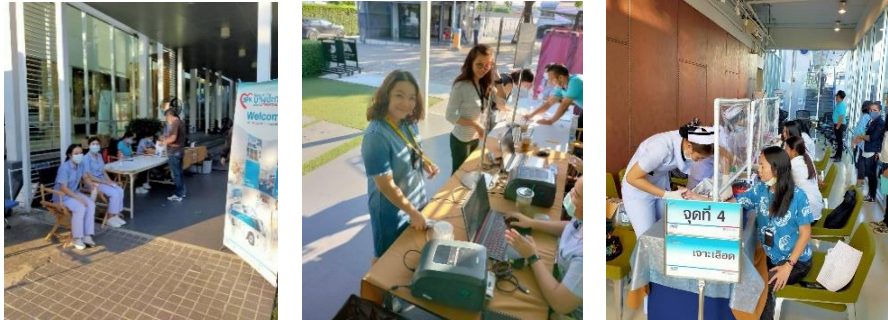
1. Mc Group Scholarship Program for Employees' Children

The company has established the Mc Group Scholarship Program for employees' children, recognizing the importance of supporting employees' families and enhancing their quality of life. This initiative aims to alleviate some of the financial burdens on employees by providing educational scholarships for their children. Despite the challenges posed by the COVID-19 pandemic, the company has continued to award scholarships, demonstrating its commitment to supporting employees and their families through ongoing assistance.



2. Mc Group Annual Employee Health Check-Up Program

The company prioritizes employee health as a core value, ensuring that employees remain healthy and protected from various illnesses. Despite the challenges presented by the COVID-19 pandemic, the company has consistently maintained its commitment to annual health check-ups for all employees, fostering a Happy Workplace environment and emphasizing the importance of physical and mental well-being. Each year, the company selects quality hospitals to conduct these health screenings, reinforcing its dedication to the overall health and wellness of its workforce.



3. COVID-19 Prevention Project

Throughout the ongoing COVID-19 pandemic, the company has remained committed to preventing the spread of the virus among all employees. Preventive measures include temperature checks upon arrival, designated dining areas with social distancing, weekly ATK testing, and the establishment of a COVID-19 committee to disseminate information and promote awareness. Employees identified as high-risk are referred for testing and required to quarantine according to government guidelines. The company also provides vaccines and booster shots to all employees. As a preventive measure, a work-from-home policy has been implemented to minimize the risk of infection.

