



Plan B Media Public Company Limited

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TREATMENT OF EMPLOYEES POLICY

1. PLANB provides fair employment conditions so that employees may receive proper remunerations according to their knowledge, ability, potential, and performance, based on transparent and fair principles, in line with PLANB's performance and comparable to other companies in the same business.
2. PLANB suitably manages and develops its personnel's knowledge, skills, experiences, and incentives.
3. PLANB provides a process of selection, appointment, transfer, welfare, awards, termination of employment, and punishment of employees, based on transparency, accountability, honesty, and fairness.
4. PLANB encourages employees to widely and continuously develop and exchange knowledge and ability.
5. PLANB is committed to oversee a working environment that is safe to health, life, and property of employees.
6. PLANB must provide key information to employees so that they may be aware of PLANB's performance and actual situations.
7. PLANB encourages dialogue between PLANB and the employees or representatives of the employees to present information to PLANB's decision-makers so as to improve the quality of the workplace in view of joint development.
8. PLANB equally respects the rights of expression of all employees without intervention; also, sets up a process of hearings and complaints in a proper and fair manner.
9. PLANB promotes supporting activities so that employees may have a balanced life, whether related to work, education, recreation, or family.

- *Pinijorn Luechaikajohnpan* -
(Pinijorn Luechaikajohnpan, Ph.D.)

Authorized Director