

## Appendix of employment contract

1. In case of an unexpected armed conflict or strife, political crisis, or natural disaster in Finland, that prevents Thai workers from performing their work in a safe environment, the Company or Employers must bear all expenses related to the safe evacuation and repatriation of Thai workers from Finland to Thailand.
2. The Employers must provide health insurance for Thai workers who travel to work in Finland, with no upper limit on the coverage of medical expenses.
3. The Employers are responsible for the cost of tick-borne encephalitis vaccine (วัคซีนไข้มองอักเสบจากเห็บ) for employees who work in the field/forest during the thaw season, such as farmers, wild berries pickers, forestry workers, fishermen, and construction workers.
4. In the event of the death of an Employee, the Employer shall bear all expenses incurred in repatriating the Employee's corpse and belongings to his domicile in Thailand or expenses for the Employee's funeral in Finland.

Signature of employer .....

Place ..... Date.....