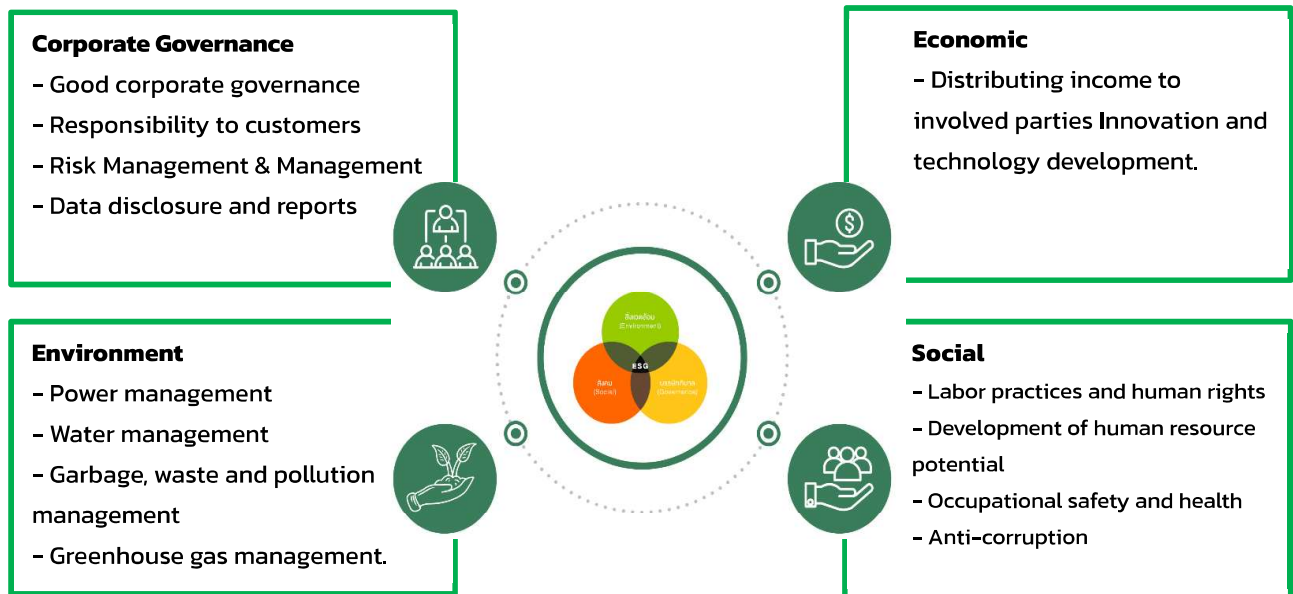


Driving Sustainable Business Practices

1. Policy and Objectives for Sustainable Management

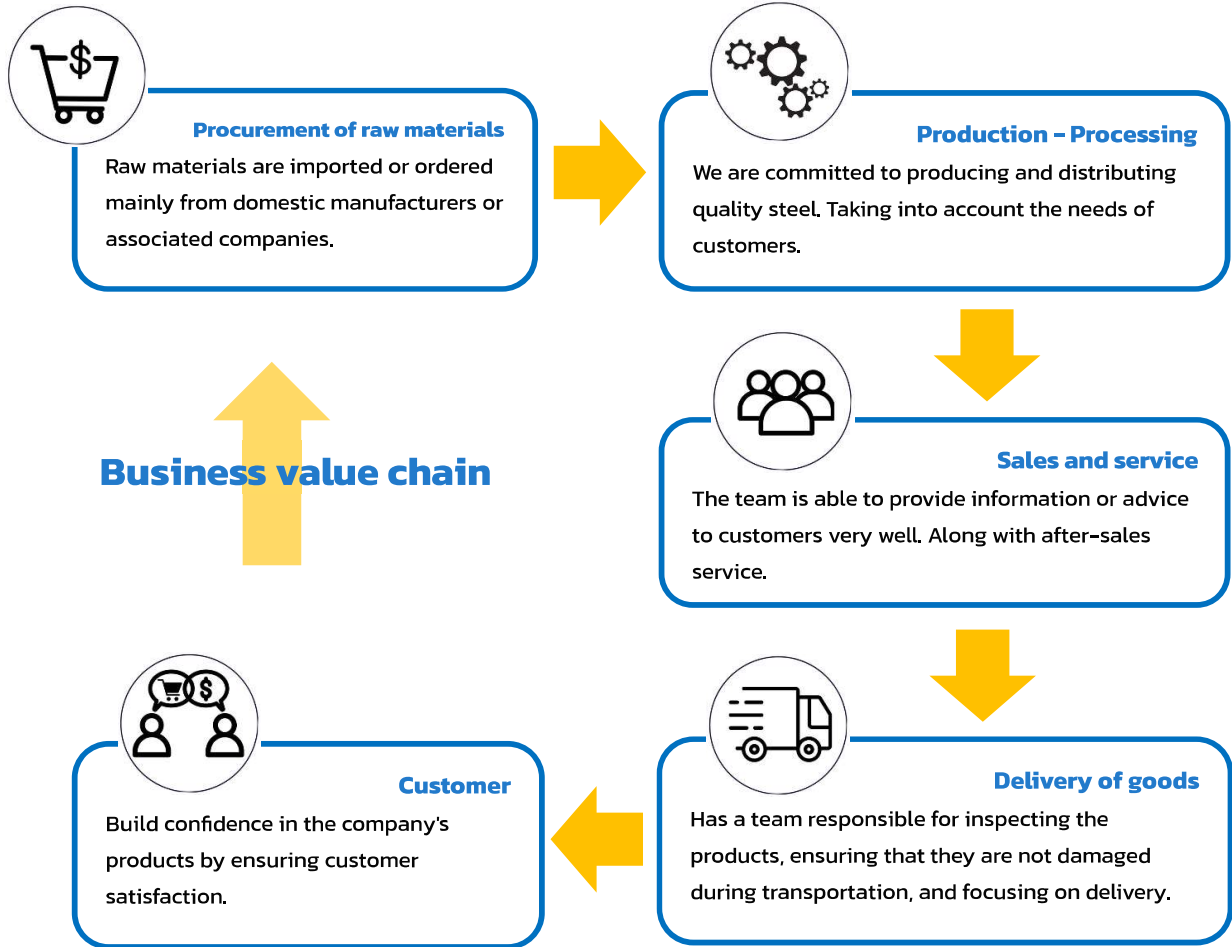
The company is aware of its stakeholders and strives to operate its business sustainably. In 2023, the company continued its commitment to supporting education, sports, and religious activities consistently. This is aimed at creating opportunities and developing personnel to enhance their potential. It serves as a strong impetus for managers and employees alike to contribute to setting high standards for the community and improving society. This is for the sustainable future of the economy, society, environment, and harmonious coexistence in accordance with the organization's CSSP values. Further details are outlined in the Sustainable Development Policy

Environmental and sustainable development practices.



2. Management impacts on stakeholders in the business value chain.

2.1 Business value chain.



2.2 Analysis of stakeholders in the business value chain.

Stakeholders	Relevance to business processes	Participation	Expectations	Response to expectations
Customer	Distribution and service	<ul style="list-style-type: none"> - Survey customer satisfaction at least 1 time/year. - Going out to the market to regularly survey customer needs. - Communicate information through Line, website, Facebook 	<ul style="list-style-type: none"> - A wide variety of products and quality service. - On time delivery. - Provide knowledge about various standards To be used in decision making and to be used appropriately. 	<ul style="list-style-type: none"> - Produce quality products that meet customer needs. - Management of adequate inventory. - Managing transportation to meet standards and deliver on time. - There is a team to give advice regarding steel.
Employee	<ul style="list-style-type: none"> - Product production and processing - Quality inspection - Distribution and service - Shipping 	<ul style="list-style-type: none"> - Organizing a meeting to review product quality - Open to suggestions and complaints about quality and service. - Knowledge development training Ability to work continuously. 	<ul style="list-style-type: none"> - Career advancement - Compensation and benefits comparable to companies in the same industry - Safety at work 	<ul style="list-style-type: none"> - Fair treatment, equality and respect for human rights. - Developing employees' work abilities to build confidence in their careers
Partners, business partners	<ul style="list-style-type: none"> - Procurement of raw materials - Production/Processing - Shipping 	<ul style="list-style-type: none"> - Partner assessment 2 times/year - Continuously improve the quality of raw materials - Conduct business together on the basis of fairness and transparency. 	<ul style="list-style-type: none"> - Procurement management is systematic, transparent and auditable. - Build good relationships to develop potential and efficiency in doing business together in the long term. 	<ul style="list-style-type: none"> - Policies and procedures related to procurement. - Communicate business ethics and anti-corruption policies

Stakeholders	Relevance to business processes	Participation	Expectations	Response to expectations
Society, community, environment	<ul style="list-style-type: none"> - Production / Processing - Shipping 	<ul style="list-style-type: none"> - Manage environmental impacts surrounding the business location, in order to build good relationships between each other and be a part of developing a good quality of life for society and the community. - Assessment of greenhouse gas emissions by the Greenhouse Gas Management Organization (TGO). - Using Solar Rooftop to produce electricity 	<ul style="list-style-type: none"> - Caring for the environment around the community - Operating a business that does not affect the community 	<ul style="list-style-type: none"> - Improve production processes to be environmentally friendly. - Enhance working environment conditions. - Advocate for the implementation of the 5S activities.
Shareholders	<ul style="list-style-type: none"> - Distribution and service 	<ul style="list-style-type: none"> - General shareholder meeting 1 time/year - Opportunity Day at least 1 time/year - Open channels for inquiries via email and telephone regularly. 	<p>The company's operating results or returns from business operations including expanding the business to grow continuously with sustainability.</p> <ul style="list-style-type: none"> - Transparency in business operations and good corporate governance 	<ul style="list-style-type: none"> - 56-1 One Report - Clarification of operating results - Manage the company's operating results under risk management - Received a 3-star CG rating.
Government sector	<ul style="list-style-type: none"> - Product production and processing - Quality inspection - Distribution and service - Shipping 	<p>Report business results to relevant government agencies according to the specified cycle.</p>	<p>Follow rules, regulations, laws and other related policies.</p>	<ul style="list-style-type: none"> - Receive a product license - Certified Made in Thailand - Cooperate Support related to the government sector

Stakeholders	Relevance to business processes	Participation	Expectations	Response to expectations
Financial institution	<ul style="list-style-type: none"> - Product production and processing - Quality inspection - Distribution and service - Shipping 	<ul style="list-style-type: none"> - Meeting to exchange information related to business operations - Negotiating or reviewing credit limit conditions to make them appropriate. 	Business operations follow the investment plan or set goals.	<ul style="list-style-type: none"> - Carry out investment plans under appropriate risk management. - Report operating results through various media as appropriate.
Competitor	-Distribution and service	Channel for receiving suggestions, opinions, and complaints through the company's complaint system. (Whistle blowing)	<ul style="list-style-type: none"> - Company business information - Market share - Conduct business with transparency and fairness 	Disclose operations through various media as appropriate.

3. Environmental Sustainability Management

The company prioritizes environmental conservation, including natural resource preservation, by refraining from any destructive activities. Additionally, it engages in creating activities to support environmental preservation for the community. This includes instilling environmental awareness among all employees to adhere to standards, laws, and regulations related to the environment, set forth by regulatory bodies. The company also ensures that its business operations instill confidence in customers through genuine environmental responsibility in all processes, from management and operations to production and product distribution. It aims to contribute to prevention and reduction of pollution that may impact the environment, integrating sustainable development principles and the sufficiency economy philosophy. The company is committed to sustainability and meeting the needs of stakeholders, with operational guidelines as follows:

- 1) Compliance with laws, regulations, and rules related to the environment.
- 2) Focus on natural resource conservation, energy efficiency, and environmental pollution prevention.
- 3) Cultivation of a good environmental conscience among employees at all levels, ensuring collective participation in environmental care and maintenance at the workplace and surrounding areas.

In 2023, environmental management efforts helped reduce environmental impacts related to natural resources as production factors, including:

Energy Management

Efficient utilization of energy and reduction of energy wastage, which is a cost in business processes, is managed by the company. It controls the operation of lighting and air conditioning systems by installing and maintaining equipment, including the installation of solar rooftop electrical energy systems. This reduces electricity consumption at the Panat-Nikorm, Chonburi province, where installation has been completed and electricity production has commenced since November 2020.

In 2023, solar rooftop electrical energy systems were installed at the Bang Phli factory, Samut Prakan province, where installation has been completed and electricity production has commenced since September 2023.

Furthermore, the company plans to invest in additional solar rooftop electrical energy systems to cover all areas within the company’s premises.



Year	Total electricity consumption (kilowatt-hour)	Amount of electricity used (kilowatt-hour)	Amount of electricity produced from Solar Rooftop (unit)	%
2023	8,777,627.89	7,277,624.00	1,500,003.89	17%
2022	5,765,695.00	5,011,349.00	754,346.00	13%
2021	6,202,526.00	6,061,828.00	140,698.00	2%

Water Management

The company utilizes tap water and natural well water within its premises. This is done by inspecting the condition of the water distribution system during the process to ensure compliance with standards. Additionally, the company manages its wastewater treatment system according to these standards.

Waste Management and Pollution Control

The company manages waste and discarded materials continuously throughout its business operations. It has an efficient waste segregation system based on different types, coupled with efforts to raise awareness and engage stakeholders to reduce waste disposal. Additionally, the company regularly monitors air quality, odor, noise, and lighting levels to ensure compliance with legal standards. It also makes improvements based on recommendations from inspectors.

Waste Management and Pollution Control

In 2023, the company prepared its corporate carbon footprint and underwent an audit by ECAEE Co., Ltd., certified by the Thailand Greenhouse Gas Management Organization (TGO). The TGO evaluated and announced the results in February 2024. The current greenhouse gas emissions compared to the base year (2021) are as follows: [Please provide the specific data or values for the emissions comparison.]

Source of CFO emissions	Quantity (Ton CO ₂ e)		
	2023	2022	2021
Scope 1	299.00	464.00	634.00
Scope 2	3,611.00	2,472.00	2,979.00



In 2023, the company experienced a 36% increase in production compared to the base year, resulting in an increase in Scope 2 greenhouse gas emissions. This increase was attributed to higher electricity usage in the production process. However, the company also introduced the use of electric trains, which led to a decrease in gasoline and diesel fuel consumption, thereby reducing Scope 1 greenhouse gas emissions. Additionally, there was a slight increase in electricity usage, contributing to a minor increase in Scope 2 greenhouse gas emissions.

4. Sustainable Social Dimension Management

Fair Treatment of Labor

The company believes in the power of every individual within the organization as crucial in collectively driving the organization towards its vision and mission effectively, aligning with business operation strategies. Therefore, the company recruits and selects new personnel who possess knowledge, abilities, skills, good attitudes, and readiness to work with the company, alongside maintaining existing personnel by continuously enhancing their knowledge, abilities, and various skills. This enables them to work as a team, support each other, foster love, and commitment, leading to achieving the company's goals efficiently and effectively. Above all, what the company focuses on throughout is ensuring that employees work happily, love their jobs, and take pride in being part of the organization.

Policy on Treatment under Human Rights Principles towards Foreign Workers

The company prioritizes these workers and provides wages and benefits according to capabilities without discrimination. Additionally, the company provides consultation in planning, management, and in some cases, direct assistance and support through various projects, including:

- 1) Sending inspection teams to assess the living conditions of foreign workers at their accommodations. The company sends teams to inspect the quality of life of foreign workers, addressing any problems promptly to ensure their well-being.
- 2) Setting minimum wages for foreign workers according to government policies on minimum wages: THB 353 in Samut Prakan Province and THB 354 in Chonburi Province, complying with the law for both Thai and foreign workers.
- 3) Providing healthcare and medical care at the accommodation of foreign workers. The company conducts various activities, such as providing proper living quarters and offering annual health check-ups for the well-being of employees.
- 4) Developing the skills of foreign workers. The company has a policy to enhance the skills of these workers, providing opportunities for professional development through training in production, basic machinery operation, and maintenance skills, enabling them to work proficiently comparable to general workers.

Respect for Human Rights

The company adheres to the principle of respecting human rights collectively. Every employee must not commit or promote any violation of human rights, strictly adhering to the policy of non-violation of human rights. Furthermore, the company is in the process of formulating clear policies in its Business Ethics Handbook to guide its practices, including:

- 1) Personal rights and freedoms:
 - The company maintains personal data of employees, such as personal history, health records, and work history. Disclosure or transfer of personal data to the public is only done with the consent of the employee. Any breach of confidentiality is considered a disciplinary offense unless it is done in accordance with company regulations or the law. The company has implemented a clear Personal Data Protection Policy (PDPA).
 - Disclosure or transfer of personal data is done with the consent of the data owner.
 - Individuals exercise their rights and freedoms without infringing on the rights and freedoms of others.

- The company does not support activities that violate international human rights principles and corruption.
- 2) Fair Treatment of Employees:
- The company treats all employees equally, without discrimination based on race, nationality, language, religion, gender, age, or education.
 - In carrying out duties, it is important to avoid expressing opinions related to physical and mental differences, race, nationality, language, religion, gender, age, education, or any other issues that may lead to conflict.
 - The company provides opportunities for employees to communicate, offer suggestions, and raise concerns about work-related matters. All suggestions are earnestly considered, and methods for resolution are established to benefit all parties and foster good working relationships.
 - Employees must treat each other with respect, mutual dignity, and behave appropriately according to company regulations and cultural norms, without tarnishing the company's image.
 - The company provides employees with opportunities to fully demonstrate their abilities by offering appropriate compensation in accordance with company regulations and providing opportunities for further education at both academic and short- and long-term training levels.
 - Performance evaluations must be conducted fairly and accurately, considering good conduct and performance.
 - Colleagues should support each other, ensuring a work environment free from coercion, oppression, or unjust actions, while respecting each other's opinions.
 - The company supports employees in exercising their rights as citizens fairly and lawfully, adhering to the constitution and laws

The company upholds human rights principles from hiring to employee care, aiming to foster a sense of family among employees and staff, aligned with the organization. In the year 2023, the company prioritized significant initiatives related to employee welfare, including.

Employment information	Age range		Gender		
	< 30year	30-50 year	< 30year	30-50 year	< 30year
(As of 31 Dec. 2023)					
Employment	162	221	40	300	123
New employee	109	102	3	164	50
Employee resigns	56	71	4	97	34
Apprentice	10	0	0	5	5
Executive	1	3	3	3	4

Place of work	Head office	Panat-Nikorm
New employee	159	55
Employee resigns	93	38

Total compensation and characteristics provided to employees - benefits

1. Maternity leave

Maternity leave statistics.	Age	
(As of 31 Dec. 2023)	< 30 year	< 30 year
Executive level	0	0
Operational level (office section)	1	2
Operational level (factory section)	1	1
Total	1	3

2. Group Insurance

The company recognizes the importance of its employees' health and well-being and therefore provides group insurance to ensure coverage for various insurance aspects that may affect employees. This initiative serves as an encouragement and support, including reducing the burden of medical expenses, resulting in good mental health. Having a reliable insurance foundation also provides security and serves as a safeguard for employees' families in the event of an employee's demise.

3. Provident fund

The company is committed to long-term employee care and has therefore established a provident fund with the voluntary participation of both the employer and employees. The fund's objective is to support savings for employees, providing financial security in case of retirement, disability, resignation, or termination.

The provident fund consists of monthly contributions from both employees' accumulative payments and company contributions, as per relevant laws or regulations.

Human resource potential development.

The company organized employee training courses to increase skills and work potential for a total of 207 employees, calculated in the following proportions:

Proportion of training hours	Unit	2023	2022	2021	2020	2019
Proportion per person	Hour : Person	6.46	8.74	5.0	4.6	5.1
Male	%	64.25	85.28	75.80	70.00	79.99
Female	%	35.27	14.29	24.20	30.00	22.01

Social Responsibility Policy

Asia Metal Co., Ltd. (Public Company Limited) is committed to producing and distributing quality products that prioritize user safety, considering potential impacts on communities and the environment. The company adheres to regulations, requirements, and laws, continually improving and developing products as the foundation of sustainable social responsibility. It operates transparently, subject to ethical principles, to ensure fairness to all stakeholders, while adhering to good governance principles to maintain operational balance leading to sustainable business success.

Community and Social Development

The company always recognizes that its survival and growth today are due to the support from communities and society. Therefore, the company attaches great importance to supporting the development of quality of life and promoting prosperity for Thai communities and society. In the past, various activities have been conducted within the framework and guidelines as follows:

- 1) Building good relationships with organizations, both public and private sectors, as well as community leaders at various levels to foster good relations and facilitate cooperation in sustainable community development.
- 2) Providing construction materials, equipment, and financial donations to support the living conditions and safety of the community. Supporting educational equipment and sports for schools in the vicinity. Renovation and repair projects.
- 3) Instilling a sense of social responsibility among employees within the organization through continuous media and internal activities.

The company is well aware that society, community, and the environment are all crucial for the livelihood of the Thai people. If people in society have a good quality of life, the society will inevitably be strong and sustainable. This, in turn, affects the sustainable foundation of the company. Therefore, apart from conducting business under transparent and fair ethical principles, the company has also set guidelines to promote "Quality People and Ethical Society" as well as community care and environmental conservation through various projects and activities.

Safety and Occupational Health Policy

Asia Metal Limited (Public Company Limited) establishes a policy that supports employees to work safely and maintain good health in the workplace. The company focuses on preventing accidents and promoting safety awareness among employees while also fostering good health practices. Additionally, the company ensures that no actions detrimental to the health of customers or service recipients are taken and that the workplace remains safe and healthy at all times. The operational guidelines are as follows:

- 1) Instill accident prevention as part of the organizational culture to permeate employees' thoughts and actions, ensuring work is conducted with safety in mind.
- 2) Strict adherence to safety and occupational health regulations.
- 3) Immediately report to superiors upon identifying work-related risks to find preventive measures, and encourage employees to observe and participate in risk

prevention. The Safety and Occupational Health Committee plays a significant role in instilling and prioritizing this aspect.

- 4) Conduct annual safety reports to continually improve safety performance and aim for zero accidents.

In 2023, the following measures were taken to reduce accident frequency:

- 1) Conducted safety orientation training for operational-level employees, with assistance from staff members who translated the safety work procedures.
- 2) Training on fire prevention.
- 3) Training on proper machinery operation.
- 4) Installation of danger signs at workstations.
- 5) Promoted the "5S" activity within the factory.

Causes of accidents in 2023	Head office (No.of times)		Phanat Nikhom (No.of times)	
	Male	Female	Male	Female
The equipment and location are not safe for work.	0	0	0	0
Negligence of employees.	22	0	7	0
Employees are not performing their duties properly.	8	0	6	0
Other factors	2	0	7	0
Total	32	0	20	0

Anti-Corruption Measures

Asia Metal Company Limited ("the Company") recognizes the importance of conducting business under the principles of good corporate governance, adhering to the principles of conducting business with honesty, integrity, transparency, fairness, accountability, and vigilance under Thai laws, regulations, rules, and relevant standards. Therefore, to demonstrate commitment and determination to combat corruption in all forms, the Company has signed the Declaration of Intent to join the "Thai Private Sector Collective Action against Corruption"

to provide guidelines and practices for the board of directors, executives, and employees. Responsibilities, practices, and operational guidelines have been established to prevent corruption in all business activities of the Company and to mitigate the risk of corruption-related misconduct. In this regard, the Company has formulated an "Anti-Corruption Policy" as a guideline for clear practices in conducting business and developing towards a sustainable organization.

5. Governance in Corporate Governance Dimension

Conducting Business with Integrity

The company operates based on the principles of good corporate governance, which the company has set as guidelines for the board of directors and employees at all levels to adhere to as practices to comply with laws and promote ethics in business conduct, not prioritizing personal interests and avoiding actions that may lead to conflicts of interest. The company considers the maximum benefit of customers and stakeholders, covering care for all stakeholders including shareholders, employees, customers, competitors, partners, creditors, as well as society and the environment.

Policy of Responsibility towards Customers and Consumers

The company emphasizes the production and delivery of quality products according to customer needs and performs duties considering the maximum benefit of customers as a principle. This must be done correctly according to standards, regulations, and relevant laws. The principles of responsibility towards consumers include:

- 1) Quality control of products to meet customer expectations. The company selects quality raw materials and follows standard production processes to produce high-quality products.
- 2) Cost management to keep costs at a level that is assessed to develop quality products at low costs, enabling consumers to purchase quality products at reasonable prices.
- 3) Control of timely product delivery to avoid impacting consumers. We have sufficient transportation vehicles for quick and accurate product delivery, and during peak delivery periods, the company has more than three partner companies to choose from for service.
- 4) Aim to procure, develop, and produce products and services to always be up-to-date to meet customer needs.
- 5) Selling quality products and services to customers at fair prices.
- 6) Providing accurate information to customers without exaggeration, which could lead to misunderstandings about the quality, quantity, or conditions of the products or services.
- 7) Establishing processes for customers to report product usage problems or inappropriate services so that the company can prevent or resolve issues quickly and use the information for continuous improvement or development of products and services.
- 8) Providing efficient after-sales services to facilitate customers effectively.
- 9) Maintaining customer confidentiality, not disclosing customer information, or using it for personal gain without permission.
- 10) Supporting various activities to strengthen and sustain good relationships between customers and the company.

6. Analysis of Key Sustainability Issues

Step 1: Identifying Sustainability Issues

The company has identified 3 dimensions for analysis: Economic, Environmental, and Social. Stakeholders are impacted and have expectations from the company's operations.

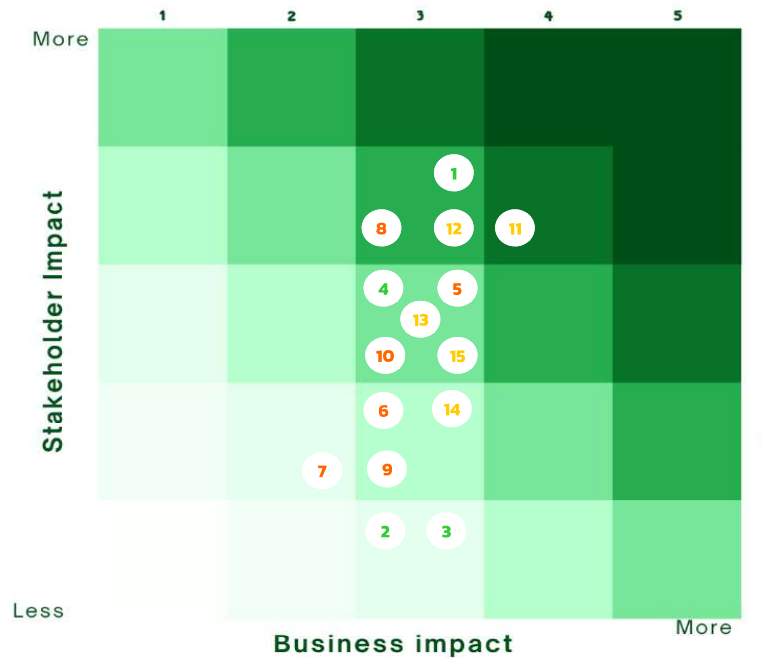
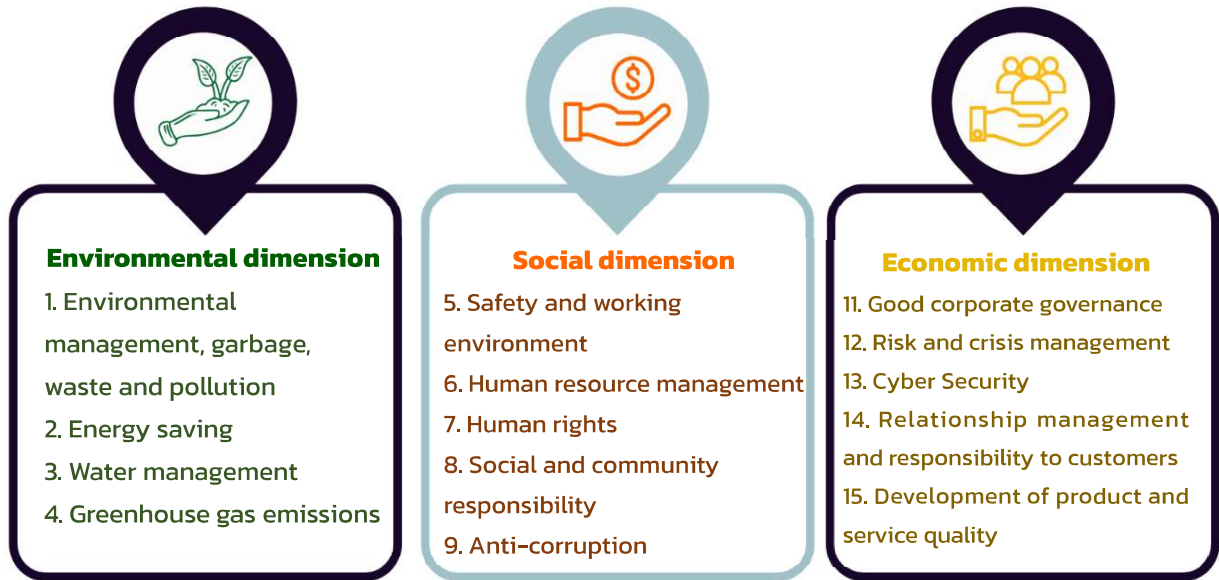
Step 2: Prioritizing Key Issues

The importance of each issue is assessed based on the company's and stakeholders' perspectives, considering both positive and negative impacts on the economic, environmental, and social dimensions.

Step 3: Data Verification and Review of Key Issues

The prioritized issues are presented for management review and consideration in the annual 56-1 One Report. Relevant departments are tasked with verifying the accuracy and coverage of issues related to the economic, environmental, and social dimensions, which may be influenced by the company's activities. This data is then used for business planning and setting sustainability goals.

Results of the Assessment of Key Sustainability Issues in 2023



Activities for Society and Environment

Creating Benefits, Alongside Society and Communities

With our dedication to grow in tandem with societal progress, we adhere to the principles of conducting business responsibly towards employees, customers, shareholders, stakeholders, and societal welfare. We focus on building a business foundation intertwined with creating activities that bring benefits to all aspects of society, aiming to enhance happiness and quality of life for the community.

The company emphasizes continuous creation of beneficial activities through various projects and initiatives.

1. Education

The company recognizes the importance of education for the younger generation, as they will grow to become influential individuals in the development of Thai society. Therefore, we are committed to creating opportunities and fostering future educational prospects.

- "Youth Education Support Fund Project" at Bangkaew Prachasar School
- "Education Support Fund Project" at Ratchadamri School
- "Send Graduating Siblings Project" a project initiated by the Supanimit Foundation of Thailand
- " Education Support Fund Project" at Wat Nam Daeng School (Khiao Utis)
- The company contributes to the weaving project at Bangkaew Prachasar School by providing financial support to the school, aimed at using it for student scholarships and school improvements.



- "Education Support Fund Project" at Ban Sa Si Liam School, Chonburi Province
- The company contributes to donating educational equipment to Wat Wachiralongkorn Wararam School, Nakhon Ratchasima Province.
- "Promoting Education and Learning Project" by providing opportunities for students of Vocational Certificate Programs in Production Technology from Nong Khai Technical College and students of Bachelor's Degree Programs in Occupational Health and Safety from Ubon Ratchathani Rajabhat University to participate in internship programs to experience real work environments, as well as to gain practical knowledge beyond textbooks or classrooms. They receive basic training and skills adjustment before starting real work from experienced staff to build foundational knowledge and understanding of the business and various machinery and equipment, leading to continuous education advancement.

2. Social and Philanthropic Contributions to Support Community

- "Lunch for Kids" project: A project initiated by the C.C.F. Foundation to provide meals for children and youth under the care of the foundation.
- "Wheelchair Sharing for Kids" project: A project initiated by the Thai Disabled Foundation to provide wheelchairs and adjustable beds for disabled children and individuals nationwide, benefiting disabled individuals across the country by donating wheelchairs and adjustable beds.
- The company collaborates and supports the "Monk Health Care Project" initiated by a monastery hospital to provide healthcare for monks and novices.
- The company also collaborates and supports the "Thailand Blind Foundation Project" initiated by the Thailand Blind Foundation to assist visually impaired individuals.
- The company participates in and supports the "Long-Term Permanent Family Replacement" project, a project created by the SOS Children's Foundation of Thailand, to care for the children of the foundation.
- The company contributes to the Thai Cancer Foundation to support cancer patients, providing them with treatment by skilled medical teams and advanced technology, including effective radiation therapy equipment.
- "Community development around the company" project, the company participates and supports National Children's Day activities with the Thung Sadao Subdistrict Municipality Office by giving school supplies to the children who attended the event.
- "Community development around the company" project, the company participates and supports National Children's Day activities with the Nong Prue Subdistrict Administrative Organization.



- "Development of communities around the company" project, the company donated water coolers for Wat Kaew Silaram School in Chonburi Province.
- The company is involved in maintaining religious activities by donating money to participate in the Kathin ceremony at Wat Bost with the Samut Prakan Provincial Industrial Office.
- "Building a storage warehouse building," the company constructed a building to store storage for Ban Nai Bon

Temple in Chonburi Province.



- The company is involved in maintaining religious activities by donating money to participate in the Pha Paa ceremony at Laem Pradu Temple in Chonburi Province to restore the temple.
- The company is involved in maintaining religious activities by donating money to participate in the Kathin offering at Wat Bost Inburi with the Ministry of Industry.

- "Build a cafeteria for Dhamma practitioners," the company funds the construction of a cafeteria for Ban Nai Bon Temple in Chonburi Province.
- The company is involved in maintaining religious activities by donating money to participate in the Kathin offering at Wat Nak Klang Worawihan with the Department of Alternative Energy Development and Energy Efficiency.
- The company contributes to religious restoration by donating funds for temple renovations at Wat Bost, in collaboration with the Chonburi Provincial Industry Office.
- "CMB CSR 2023: Gifts for Give" project: In collaboration with the UOB Bank, the company provides cash, educational equipment, sports equipment, and consumer goods to children's foundations.



- "Developing communities around the company" project: The company donated medical equipment such as wheelchairs, walkers, medical stethoscopes, etc., to Sa Si Liam Subdistrict Health Promoting Hospital.

- "Community Development around the Company" project: The company constructs bathrooms at Wat Laem Pradu, Chonburi Province, as part of a merit-making activity.



- The company recognizes the importance of its employees, understanding that each individual plays a crucial role in driving sustainable and high-quality business growth. As a gesture of appreciation, the company arranges for food and drinks to be served at various festivals, including company merit-making ceremonies, Chinese Poet's Day, Spirit Festival Day, and many others, with the aim of providing morale and

- encouragement to continue working
- The project 'Give the calendars as Braille books for the visually impaired,' initiated by the Bangkok School for the Blind, aims to create flashcards and Braille teaching materials for the visually impaired community by repurposing old desk calendars.
- Development of communities around the company' project, the company donated land to construct an entrance and exit road to Wat Srimongkol in Chachoengsao Province, enhancing accessibility for local residents.



- The House for the Disadvantaged' project underscores the company's commitment to the well-being of people in surrounding communities by constructing houses for underprivileged villagers in Chonburi Province.



- The project Safety of Villagers Surrounding the Company' underscores the company's recognition of the importance of safety and health in the communities adjacent to its premises. To this end, the company provides annual health examinations and health care advice by doctors and nurses, benefiting both employees and residents of Sa Si Liam Subdistrict, Phanat Nikhom District, Chonburi Province.

- The project 'Proactive Health Promotion to Reduce Premature Birth' involves the company's participation in donating essential supplies to mothers with newborns in the community, in collaboration with the public health team of Sa Si Liam Subdistrict Administrative Organization



- The project 'Build Recreational Chairs' highlights the company's recognition of the importance of neighboring schools. As part of this initiative, the company conducted a needs assessment at Ban Sa Si Liam School in Sa Si Liam Subdistrict, Phanat Nikhom



District, Chonburi Province, and donated a swing to provide children with a comfortable resting area.

3. Environment and energy

- The 'Save the Wildlife of Thailand' project, initiated by the Foundation to Save the Wildlife of Thailand, receives funding from the company. This support aids in the protection of wild animals in Thailand, including those that are injured or disabled, and contributes to the conservation of natural habitats for wildlife."
- In an effort to reduce greenhouse gas emissions and promote sustainability, the company has implemented an organizational carbon footprint system. This initiative includes the installation of a solar power system (Solar Rooftop) at the Nam Daeng factory in Samutprakan Province. The installation was completed in August 2023, aiming to reduce electrical energy consumption.



4. Sports, public health and safety

The company places great importance on the health of its employees because every employee is crucial in driving sustainable and high-quality business growth. Therefore, the company provides annual health examinations and offers health care advice from doctors and nurses



In addition, the company has organized activities for employees to undergo training on fire safety and other hazards, including annual fire extinguishing and evacuation drills, to ensure they have knowledge and understanding about health and safety. This enables employees who have received the training to apply it in their daily lives, whether at their workplace, home, or within their communities.

Additionally, the company organizes sports activities to promote good health and foster unity among its employees. This annual sporting event, held regularly in December, includes prize awards aimed at boosting morale and encouraging participation in sports activities and team spirit

