

# General Information



Saha Pathana Inter-Holding Public Company Limited



Ticker Symbol

**SPI**

## Stock exchange

Stock Exchange of Thailand



Company Established  
Date

5 April 1972

Industry Sector

Service

Business Group

Commerce

Company Registration  
Number

0107537001340



## Type of business

Investment in Consumer Products Businesses,  
Food and Beverage Businesses and Other Businesses

## Headquarter

530 Sathupradit 58,  
Bangpompang,  
Yannawa, Bangkok 10120

: +66 2293 0030

: www.spi.co.th

COMPANY SECRETARY DIVISION

Tel : 02-293-0030

Investor Relations

Email : IR@spi.co.th



Property Marketing Manager

Email : amphol@spi.co.th



Tel : 038-480-444

Website : www.spi.co.th



ASSISTANT ADMINISTRATION  
DEPARTMENT MANAGER - CRM

Email : chalita@spi.co.th

## Corporate Governance and Sustainability Management Awards

### International Awards



ASEAN  
CORPORATE  
GOVERNANCE

ASEAN CG Scorecard (ACGS) : ASEAN Asset Class PLCs

### Thailand Awards



An "Excellent" overall rating under the  
Corporate Governance Report of Thai  
Listed Company 2022 compiled by  
the Thai Institute of Directors (IOD).



The Company has been listed in  
the Thailand Sustainability Investment  
(THSI) by the Stock  
Exchange of Thailand.



AGM Checklist 100 score as  
"Excellent" of the year 2022



The Company has been selected  
as 1 of 100 listed companies that  
have been exemplary with respect  
to the environment, society and  
governance.



The Company is accredited by  
the Governing Committee as member  
of the Thai Private Sector Collective  
Action Against Corruption.





## Message from the President & CEO



The year 2022 marks the occasion of the 50th anniversary of Saha Pathana Inter-Holding Public Company Limited. It was also a challenging year for the Company as the global economy has fallen into recession due to the Russia-Ukraine war, the Covid-19 pandemic which has been ongoing since 2020, and the increasing severity of climate impacts. Recognizing the significance of these challenges, the Company has made preparations to strengthen its business operations with prudence and in adherence to the core value of “SPI” which aims to create success from synergy, sharing, prosperity, partnership, positivity,

sincerity, sustainability innovation, and business ethics. Our staff endeavors corporate prosperity and excellency through collaborations with all stakeholders and society. These efforts lay the foundation for sustainable development of “Good People, Good Products, Good Society,” and to move towards the Company's goal of building a **100-year corporation** under the concept of **Harmony-Sharing-Lasting**

**Strengthening the business operations** : Despite the fact that the economic and industrial situations in 2022 were unfavorable for business operations, the Company continued to operate its business and strategy plans with great determination, to foster corporate growth by exploring investment opportunities in new businesses such as start-up businesses, investing in businesses with potential growth, as well as working with old and new business partners in adherence to the principles of good corporate governance which are the foundation of a strong business.

**Fostering sustainable success** : The Company operates in accordance with the aim for corporate growth. It supports operations, goals, and outcomes which support the growth of the businesses in the future, such as preparing financial restructuring plans for financial sustainability, restructuring shareholding structures to strengthen the Company of Saha Group, and developing the skills and competency of the employees. To accomplish the Company’s strategic plans, the Company understands the significance of preparing the employees to develop skills, expertise, and readiness through life-enrichment programs and activities.

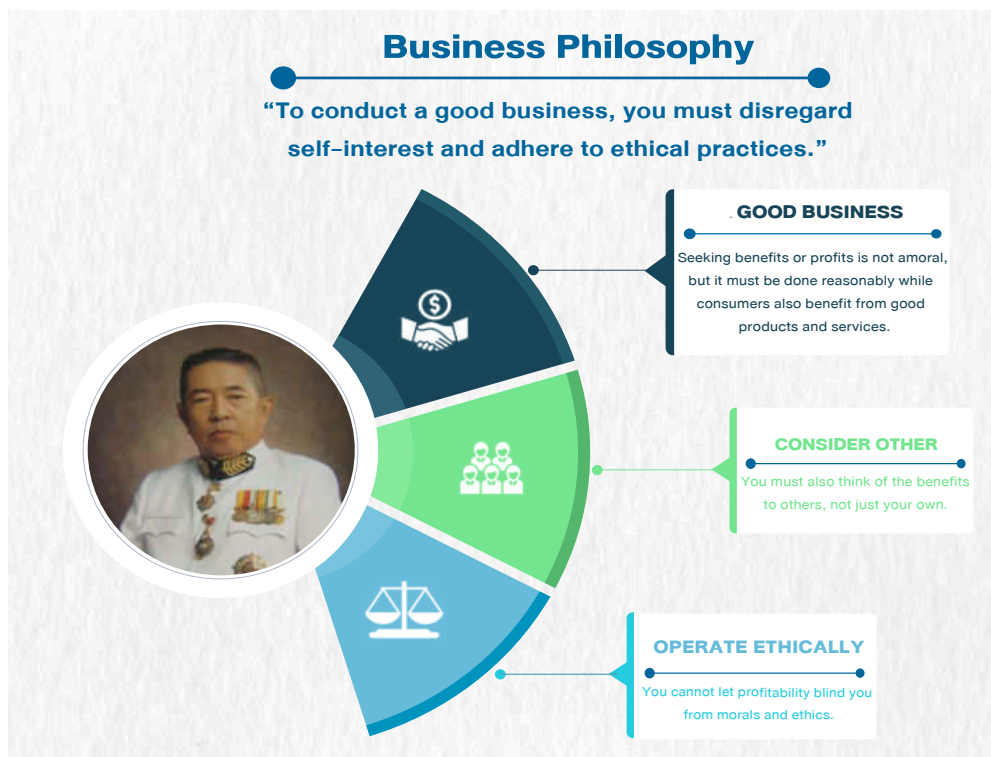
**Fostering sustainable growth** : The Company aims to operate the business in adherence to sustainable growth with environmental, social responsibilities and corporate governance (ESG) to relieve the impacts of climate change. It aims to reduce greenhouse gas emissions and achieve carbon neutrality. Regarding its social responsibility, the Company continues to arrange activities and programs to improve the livelihood of communities. In celebration of the 50th year anniversary, the Company organized several projects for the society, for example, social activities in its Saha Group Industrial Parks as Si Racha, Kabin Buri, Lamphun, and Mae Sot. The Company also launched the “We Love Rama 3” Project which aims to improve the livelihood of the communities alongside Rama III Road (Bangkok) in which the Company’s headquarters is also located, as well as communities in the nearby areas (including temples, schools, hospitals) under the concept of “**50 years of sharing** goodwill.” To ensure all stakeholders’ confidence, the Company operates with determination to adhere to the principles of good corporate governance through the supply chain risk management, and internal control, and in compliance with the law, rules, and regulations to accomplish the efficiency of business operations alongside the communities and society.

**Reaching new standards :** The Company recognizes the significance of operating in compliance with the principles of corporate good governance to realize the standards of business operations. In 2022, the Company has received awards for its excellence in business sustainability, such as **ASEAN Corporate Governance Scorecard (ACGS) or ASEAN CG Scorecard in the category of ASEAN Class PLCs** which assess 100 top ASEAN corporations by market capitalization that achieve a score of more than 97.50 as of 31 May annually; received the assessment rating of **the Corporate Governance Report of Thai Listed Companies (CGR) as “Excellent” (5 stars)** from the Thai Institute of Directors (IOD) for the 12th consecutive years; received the assessment rating of **Annual General Meeting as “Excellent” with a full score of 100**; selected for listing of **Thailand Sustainability Investment (THSI)** by the Stock Exchange of Thailand; received the assessment of Environmental, Social and Governance (ESG) and selected by Thaipat Institute for listing of ESG100 for the 8th consecutive year; **re-certified membership to Thailand’s Private Sector Collective Action against Corruption** for the 2nd time on 30 September 2022; certified as **Level 5 of Eco Industrial Town (Happiness)**; and awarded for **the commitment to Good Labor Practices (GLP)**.

The Company would like to thank all shareholders and all stakeholders for their cooperation and support. The Company is confident that with the support from all shareholders and all stakeholders, it can operate to the utmost benefit to every party. On the ground of sharing from generation to generation, the Company strives towards creating a good quality of life, economic growth, a sustainable and responsible future, and the goal of building a 100-years corporation.



## Business Philosophy



## About Report



SPI...Driving business for sustainability 2022. The report is made consistent with the Global Reporting Initiative: GRI Standard, the Eco-Industrial Park Index, and the Corporate Sustainability Guide for Listed Companies which correspond with UN Sustainable Development Goals (SDGs)

to develop businesses under the principles of corporate governance and risk management; to recognize the responsibility for all stakeholders in the value chain, covering matters of significance, such as the economic, social and environmental concerns; and to adhere to the policy of “Good People, Good Products, Good Society” in which key issues concerning sustainability are identified in conformity with The Stock Exchange of Thailand's Materiality Assessment and ESG Metrics.

### Policy : Good People · Good Products · Good Society



#### Good People

We serve with swiftness, politeness, honesty, transparency, and equality.



#### Good Products

Our products are of good quality, sufficient in number and developed per established goals.



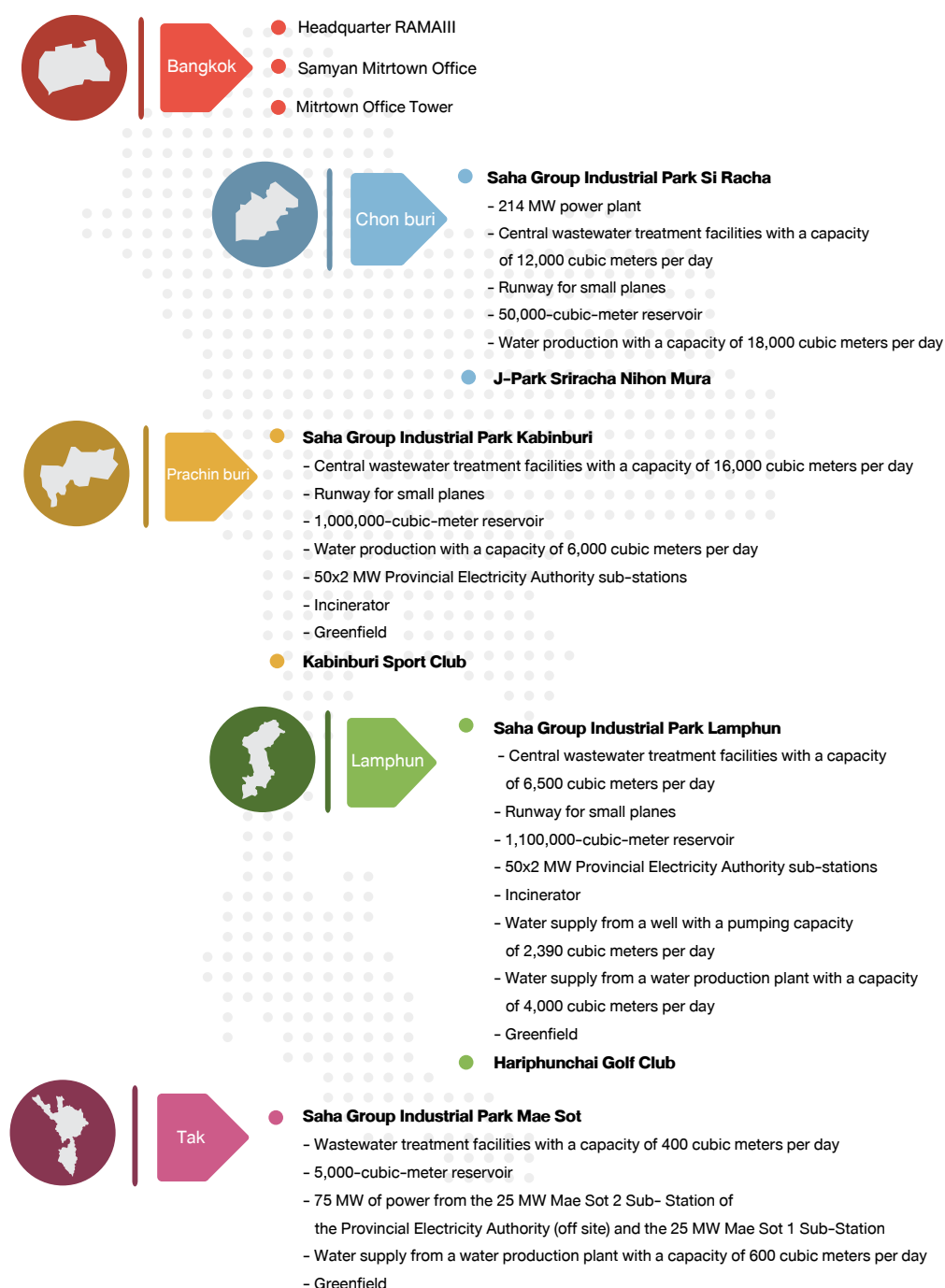
#### Good Society

We provide good occupational health, safety, and environment for our employees as well as the surrounding communities.

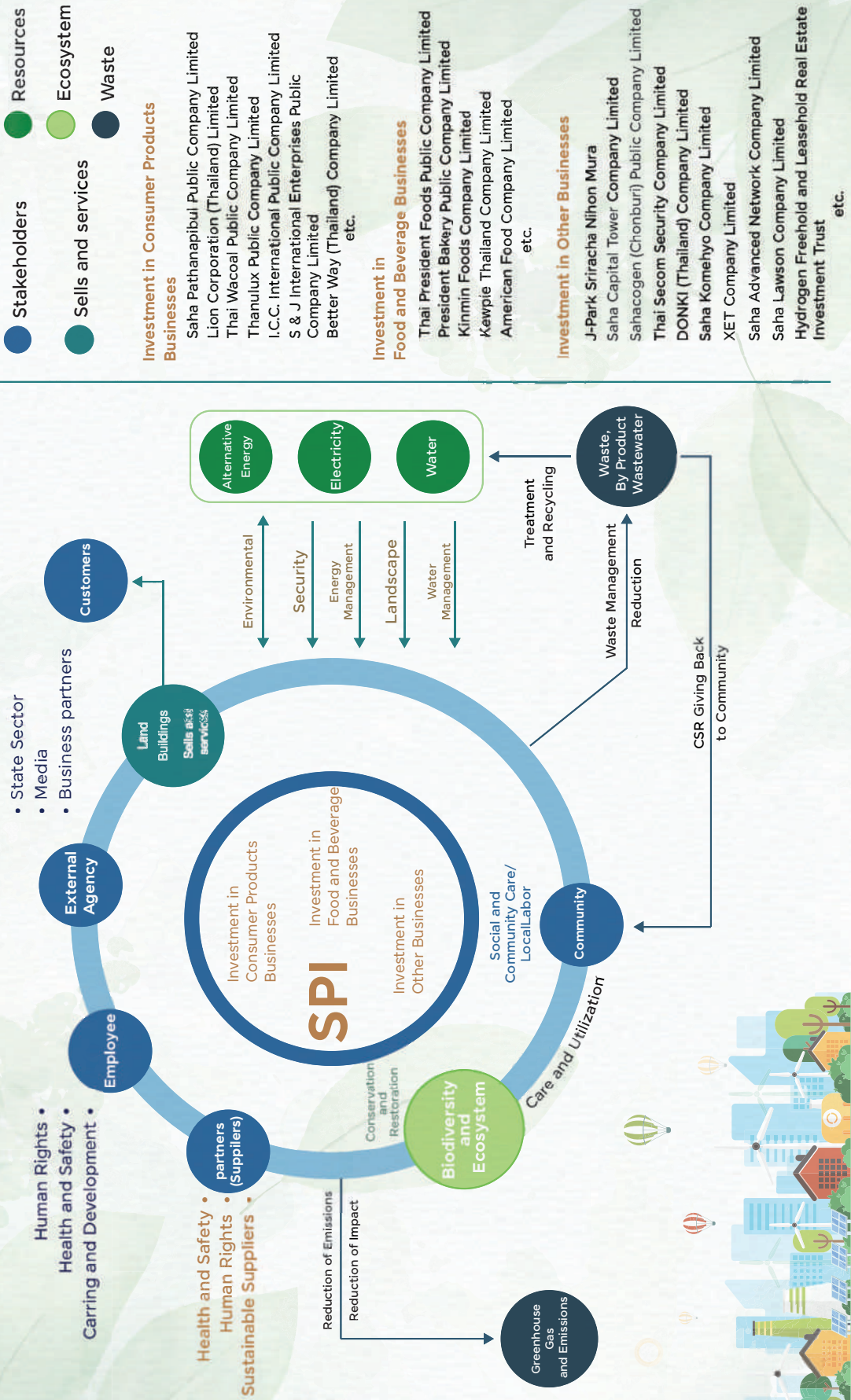
## Scope of Reporting

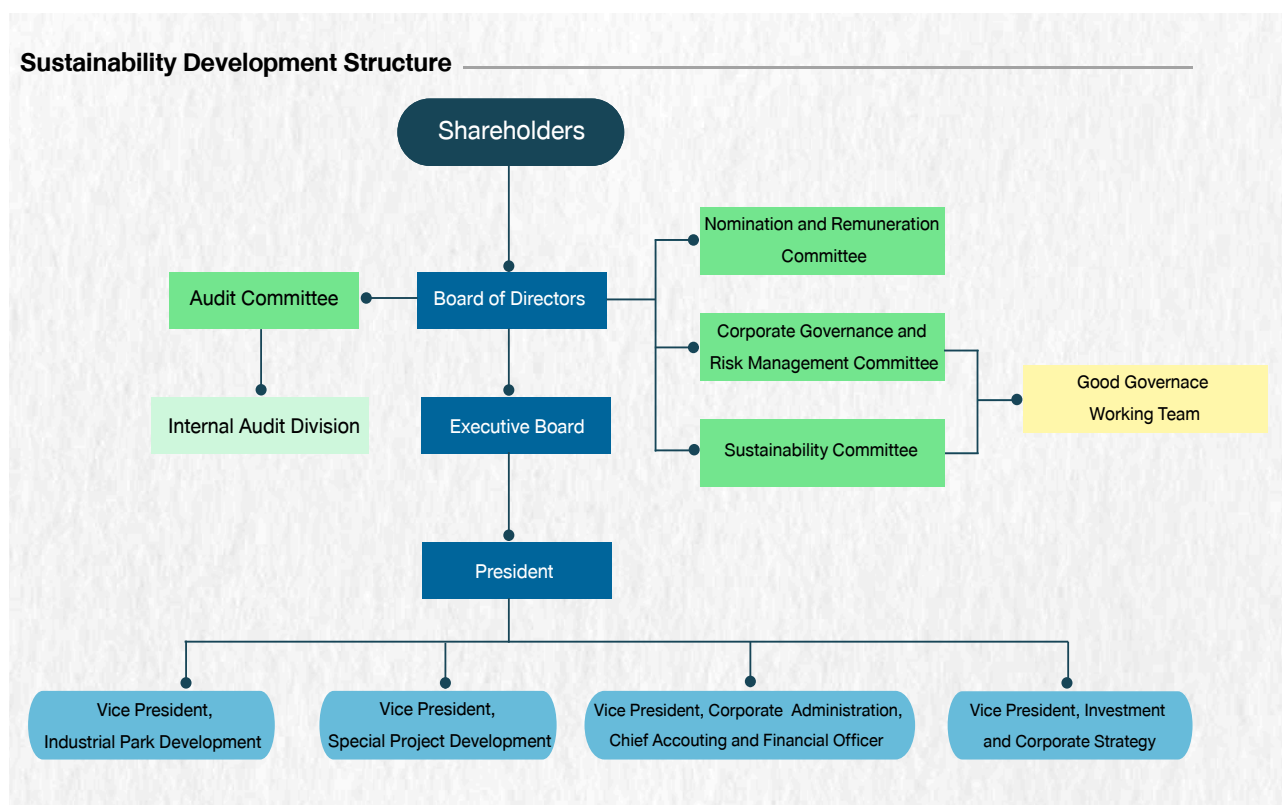
The scope of reporting was prepared with regard to business-related matters and impacts on the Company's operations under the 3 core business investments which are consumer goods businesses, food and beverages, and industrial park development and other businesses, in areas of the Bangkok Head Office (Rama 3), 29<sup>th</sup> floor of Sam Yan Mitrtown Building and First United Industry Co., Ltd. Building, Saha Group Industrial Park- Si Racha (Chon Buri), J-Park Nihon Mura (Chon Buri), Saha Group Industrial Park – Kabinburi (Prachinburi), Saha Group Industrial Park – Lamphun (Lamphun), Hariphunchai Golf Club (Lamphun), and Saha Group Industrial Park - Mae Sot (Tak). as information between 1 January - 31 December 2022

## SPI Operation Location



# SPI Supply Chain





The Company recognizes the significance of sustainability in business. The Board of Directors, executives, and employees have operated in compliance with the principles of sustainability relating to economic, social, and environmental concerns. The Board of Directors has appointed a **Corporate Governance and Risk Management Committee** consisting of 5 members which are 3 Directors, 1 executive, and 1 Company Secretary. In 2022, the Board of Directors has also appointed a **Sustainability Committee** consisting of 4 members which are 1 Director, and 3 executives; and has arranged to have a **Good Governance Working Team** consisting of representatives from all divisions in the Company to collaborate on projects conducive to corporate sustainability. With this regard, the responsibilities of the committees are divided into 4 domains: **corporate governance and anti-corruption, risk management, social responsibility, and personal data protection**. Their responsibilities are as follows:

### Sustainability Committee

1. Prescribe, review, and rectify the policy of corporate sustainability management and other related policies and guidelines to be in accordance with changes in business operations, regulations, law, and international standards.
2. Prescribe and review strategies for corporate sustainability and present suggestions to the Board of Directors.
3. Promote collaborations for corporate sustainability.
4. Monitor and assess the Company's performance and improvement in corporate sustainability.
5. Report the summary of the Company's performance to the Board of Directors regularly.
6. Review and rectify the Corporate Sustainability Committee's charters and present them to the Board of Directors for consideration and approval.
7. Perform any other duty when requested by the Board of Directors.

## Corporate Governance and Risk Management Committee

### Good Governance

1. To review and update the Good Corporate Governance Policy, Principles of Good Corporate Governance, Code of Ethics, and Code of Conducts for Executives and Employees, Anti-corruption Policy and Procedure in order to be in line with the changes in related business, regulations, announcement, rules, and laws.
2. To set the operational guidelines in accordance with the Principles of Good Governance, Anticorruption, and to monitor, supervise, and assess the operation. Section 2 Corporate Governance 136 SAHA PATHANA INTER-HOLDING PUBLIC COMPANY LIMITED
3. To promote and support the Board of Directors, Executives, and Employees to comply with the Principles of Good Governance and Anti-corruption.
4. To review and amend the Charters of Corporate Governance and Risk Management Committee and propose to the Board of Directors for approval.
5. To perform any operation as assigned by the Board of Directors.

### Risk Management

1. To clearly and continuously determine the policy and targets, plan, assess the risk, and provide the risk management system of the Company in order to deal with any significant risk and report to the Board of Director
2. To promote and encourage cooperation in risk management at all levels in the organization.
3. To monitor, supervise, and assess the performance in order to have appropriate and effective risk management by paying attention to all possible warning signs and irregularities.
4. To continuously develop effective risk management throughout the organization.
5. To review and amend the Charters of Corporate Governance and Risk Management Committees and propose to the Board of Directors for approval.
6. To perform any operation as assigned by the Board of Directors.

## Corporate Governance Working Team

1. Analyze and assess data to identify the goals, plans, and procedures consistent with the strategies and policies regarding the principles of good corporate governance, anti-corruption, risk management, social responsibility, and personal data protection for the Corporate Governance and Risk Management Committee.
2. Operate in compliance with the plans and procedures of corporate governance, anti-corruption, risk management, social responsibility, and personal data protection.
3. Promote, support, and communicate to the directors, executives, and employees the significance of operating in compliance with the principles of good corporate governance, anti-corruption, risk management, social responsibility, and personal data protection.
4. Monitor the Company's performance to be in accordance with the plans, and assess and summarize the Company's performance.
5. Report the Company's performance on matters of corporate governance, anti-corruption, risk management, social responsibility, and personal data protection to the Corporate Governance and Risk Management Committee.
6. Consider suggestions from the Corporate Governance and Risk Management Committee to review the goals, plans, and procedures with consideration to changes in strategy, regulations, and related law and make changes accordingly.
7. Arrange for the committee's meeting where appropriate.
8. Perform any other duty when requested by the Corporate Governance and Risk Management Committee and Sustainability Committee

## Policy For Sustainability Management

The Company is determined to realize its corporate growth as well as the growth of the Thai economy by strengthening and maintaining the balance and coexistence between industries and communities. With regard to the policy “**Good People, Good Products, Good Society**” the guidelines for sustainability management are consistent with the Company’s business development plans. The analysis of effects is taken into consideration to create values that bring balance between the economy, society, and environment; to accommodate global changes; to support the United Nation Sustainable Development Goals the principles of good corporate governance, innovation development for the benefit of all stakeholders and that the sustainability management is operated with clarity, inclusiveness and in line with the Company’s vision “**to be a leading investment company that serves customers with heartfelt service, dedication towards value enhancement for sustainable business**” and the goal of building a 100-year corporation. To strengthen the Company’s sustainable development, the Board of Directors has appointed a **Sustainability Committee** to promote and mobilize collaborations for corporate sustainability and has prescribed the policy for sustainability management for the executives and employees to follow and for all stakeholders to be informed.

## Sustainability framework

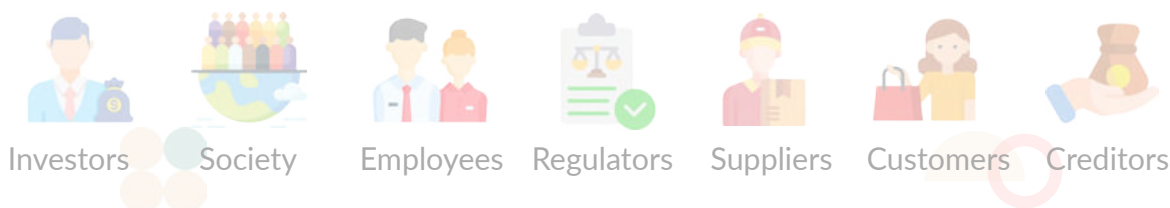
### Stakeholders and Sustainability Materiality

The Company divided stakeholders into 2 groups, direct stakeholders who have close interests and are directly affected by the business operations of the Company, namely shareholders, employees/executive officers, partners, communities and society, and indirect stakeholders who are remote and indirectly affected by the Company’s business operations, namely competitors, creditors and the state sector.




## Stakeholders



# STAKEHOLDER



## Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2022
<b>Shareholders</b> 	<ol style="list-style-type: none"> <li>1. Annual General Meeting of Shareholders</li> <li>2. Online communications</li> <li>3. Annual Report</li> <li>4. Channels for receiving suggestions/complaints</li> <li>5. Site visits of Saha Group Industrial Parks</li> </ol>	<ul style="list-style-type: none"> <li>• Appropriate returns</li> <li>• Potential for continued growth</li> <li>• Risk Management System</li> <li>• Good corporate governance</li> <li>• Corporate social and environmental responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Disclose the performance accurately, completely, and transparently, audit compliance and with sound corporate governance principles</li> <li>• Analyzed and reviewed the company's risks regularly to an acceptable level</li> <li>• Search for investment opportunities in line with economic growth trends</li> <li>• Development of innovations and technology to lower costs and minimize environmental impact</li> <li>• Annual review of the Company's good governance principles</li> <li>• Giving the rights of shareholders to propose agenda and/or to nominate candidates to be elected as a Company Director in the General Meeting of shareholders</li> </ul>
<b>Employees/ Executive Officers</b> 	<ol style="list-style-type: none"> <li>1. General meeting of executive officers and employees</li> <li>2. Monthly direct communications from the CEO</li> <li>3. Online, intranet and email communications</li> <li>4. Annual survey of employee engagement (Biannual)</li> <li>5. Employee Satisfaction Survey</li> </ol>	<ul style="list-style-type: none"> <li>• Appropriate remuneration and welfare benefits</li> <li>• Fair assessment of performance</li> <li>• Job security and career advancement</li> <li>• Assessment of atmosphere and good working environment</li> <li>• Development of capacity, knowledge and competency</li> <li>• Human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Respect for human rights and fair treatment of labour</li> <li>• Appropriate reviews of remuneration and welfare benefits</li> <li>• Reviews for more efficient performance assessments</li> <li>• Prescription of career path and succession plan</li> <li>• Provision of training courses which meet needs and are up to date with changing global trends</li> <li>• Recruitment of internal staff first for the Company's position</li> <li>• Provision of sufficient work supplies</li> <li>• Building a safe and happy environment for work</li> <li>• SPI EMPLOYEE ENGAGEMENT SURVEY</li> <li>• Engagement activities between executives and staff (CEO talk, CEO lunch, etc)</li> <li>• Birthday sharing activities (Quarterly)</li> </ul>
<b>Customers</b> 	<ol style="list-style-type: none"> <li>1. Annual survey of customer satisfaction</li> <li>2. Customer relations events</li> <li>3. Direct meetings with customers</li> <li>4. Online communication channels</li> </ol>	<ul style="list-style-type: none"> <li>• Fair business operations</li> <li>• Quality after sales service</li> <li>• Management of customer relations</li> <li>• Environmentally friendly business operations</li> <li>• Risk and crisis management of Saha Group Industrial Parks</li> </ul>	<ul style="list-style-type: none"> <li>• Smart city project</li> <li>• Supported the customers business operation such related training courses</li> <li>• Develop innovation and technology to reduce cost and environmental impact</li> <li>• Initiation of projects for the prevention and restoration of ecosystems (Eco Industrial Park Project)</li> <li>• Efficient responses to customer complaints</li> <li>• Integrated water management system</li> <li>• Development of renewable energy</li> <li>• Management of all risk factors and planning for emergencies</li> <li>• Application of human rights principles</li> </ul>

## Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2022
<b>Partners</b> 	<ol style="list-style-type: none"> <li>1. Meetings with partners</li> <li>2. Assessments of partners</li> <li>3. Knowledges exchange meeting and work skills</li> <li>4. Good corporate governance</li> <li>5. Business ethics</li> <li>6. Online communication channels</li> <li>7. Channels for receiving suggestions/complaints</li> </ol>	<ul style="list-style-type: none"> <li>• Fair business dealings</li> <li>• Creation of value and sustainable cooperation</li> <li>• Respect for human rights</li> <li>• Creating sustainability in the business value chain</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with laws, good governance principles, ethics and codes of conduct</li> <li>• Reviews and modifications of guidelines for procurement at fixed periods to ensure that they remain up to date and appropriate</li> <li>• Initiation of projects for the development of partners, e.g. training on relevant legal topics Competency Development Course</li> <li>• Application of human rights principles</li> </ul>
<b>Communities and Society</b> 	<ol style="list-style-type: none"> <li>1. Community relations activities</li> <li>2. Community satisfaction surveys</li> <li>3. Meeting with government sector</li> <li>4. ISO 14001</li> <li>5. Online communication</li> <li>6. Other communication channels for accepting suggestions/complaints</li> <li>7. Site visits of Saha Group Industrial Parks</li> </ol>	<ul style="list-style-type: none"> <li>• Compliance with Rules and Regulations of Environment</li> <li>• Resolving traffic problems</li> <li>• Water management</li> <li>• Management of environmental impact</li> <li>• Development of communities and society</li> <li>• Building good relations with communities</li> <li>• Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Smart city project</li> <li>• Resolving traffic problems with all sectors</li> <li>• Systematic management of water for use</li> <li>• Promotion of efficient management of waste by operators in the Saha Group Industrial park</li> <li>• Initiation of projects for prevention and restoration of ecosystems (Eco Industrial Park Project)</li> <li>• Promotion of development of quality of life and economy of communities (areas for communities to exercise and sell community goods)</li> <li>• Building a community network</li> <li>• Resolving various problems of complaints</li> <li>• Educating and assisting in the development of communities to ensure preparedness for various emergencies</li> <li>• There is an environmental working team to oversee the environment work</li> <li>• Eco Industrial Park Project</li> <li>• Agricultural Products of Dr. Thiam Chokwatana Sufficiency Agriculture Project</li> <li>• Support and participating in local culture and tradition activities (Kathin ceremony/Phapa ceremony/Songkran festival, etc.)</li> <li>• Educational support</li> </ul>
<b>Competitors</b> 	<ol style="list-style-type: none"> <li>1. Communications via Annual Report</li> <li>2. Report of performance via channels of the Stock Exchange of Thailand</li> <li>3. Channel for receiving suggestions/complaints</li> <li>4. Online communications</li> </ol>	<ul style="list-style-type: none"> <li>• Acting within the framework of fair competition</li> <li>• Not discredit competitors' reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct business operation with transparency complying with and in accordance with laws and business ethics</li> <li>• Provide cooperation that is useful for consumers</li> </ul>
<b>Creditors</b> 	<ol style="list-style-type: none"> <li>1. Communications via Annual Report</li> <li>2. Report of performance via channels of the Stock Exchange of Thailand</li> <li>3. Channel for receiving suggestions/complaints</li> <li>4. Online communications</li> </ol>	<ul style="list-style-type: none"> <li>• Strong financial standing</li> <li>• Ability to repay debts</li> <li>• Accurate and timely disclosure of financial standing</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct business operation with transparency complying with and in accordance with laws and business ethics</li> <li>• Strict compliance with loan terms and debenture terms</li> </ul>

## Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2022
<b>State Sector</b> 	<ol style="list-style-type: none"> <li>1. Meeting with state agencies</li> <li>2. Communications via Annual Report</li> <li>3. Report of performance via channels of the Stock Exchange of Thailand</li> <li>4. Channel for receiving suggestions/complaints</li> <li>5. Online communications</li> </ol>	<ul style="list-style-type: none"> <li>• Compliance with laws, regulations and directives of the state</li> <li>• Good corporate governance</li> </ul> 	<ul style="list-style-type: none"> <li>• Strict compliance with laws, regulations and directives of the state</li> <li>• Promotion of cooperation between the state Sector and the Company</li> <li>• Disclose the performance accurately, completely, and transparently, audit compliance and with sound corporate governance principles</li> </ul>

## Key Sustainability Issues

**Key issues on sustainability regarding the assessment of key sustainability issues.** The Company identified key sustainability issues after having considered internal factors such as a SWOT analysis of the Company, Corporate Risk Profile, and studies on trends and changes in global situations, as well as the expectations and demands of stakeholders, risk management, vision, mission, including the **Eco-Industrial Park Index, Sustainable Development Goals (SDGs), and ESG Metrics of service group** by the Stock Exchange of Thailand, as to ensure that the key sustainability issues are accurate and most consistent with the business context. Key sustainability issues were selected on the basis of a **materiality assessment** adhering to the Global Reporting Initiative Standard : **GRI Standard and Global Mega Trends**. The steps for Materiality Assessment of Key Sustainability Issues are as follows:

I. **Identification.** The Company considered the key business issues of 2022 by examining the Company's SWOT analysis, Corporate Risk Profile, and studies on trends and changes in global situations as well as the expectations and demands of all stakeholders, risk management, vision, mission, including the **Eco-Industrial Park Index, Sustainable Development Goals (SDGs), and ESG Metrics** by the Stock Exchange of Thailand. Key sustainability issues were selected on the basis of a **materiality assessment and Global Mega Trends**.

II. **Prioritization.** The Company prioritized key sustainability issues for 2022 by considering changes in the business context of each issue from the analysis of the integral issues for the Company and stakeholders. The issues were examined on the criteria of 2 dimensions:

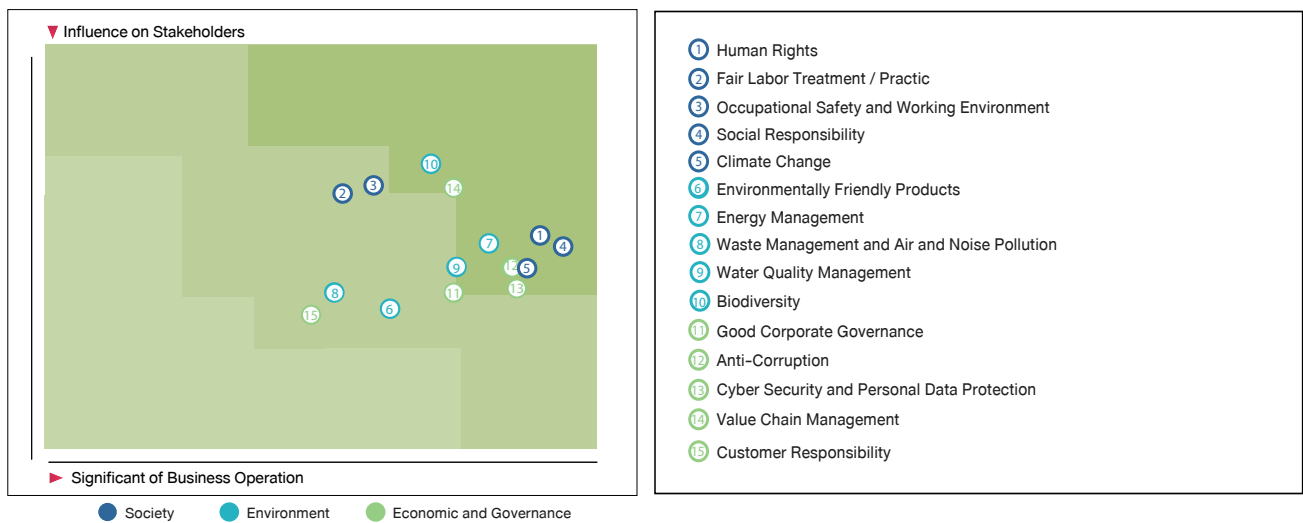
1. Economic, social, and environmental impacts, good governance, and key business opportunities for the Company.
2. Issues interested by the stakeholders and the level of influence on the decision-making of the relevant stakeholders.

III. **Validation.** The Company, by the Good Governance Working Group, reviewed the issues and submitted them to the Corporate Governance and Risk Management Committee and the Sustainability Committee for consideration and approval of the sustainability issues within the scope of internal and external factors. **With the approval of the Corporate Governance and Risk Management Committee and the Sustainability Committee**, the Company's sustainability issues were divided into 3 chapters incorporating 15 issues. From the analysis of the key issues, the Company

has prescribed response strategies for the issues which are divided into 3 dimensions: economic/good governance, social and environmental.



## Materiality Matrix for the year of 2022



## Materiality & The Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) highlight the 3 pillars of sustainability which are the social dimension, economic dimension, and environmental dimension, with the concepts of peace, institutions, and partnership in development uniting every dimension of sustainability together. The sustainable development goals emphasize inclusive, transformative, and integrated developments which can vary from country to country. To achieve the goals of sustainable development goals, the Company has implemented programs covering the 3 dimensions of sustainability which are social, economic, and environmental.





## Sustainability Management Environment



### Environmental Management

The Company is determined to develop and improve its environmental management system to be in compliance with the environmental management standard (ISO 14001) and the energy management standard (ISO 50001), and related laws and regulations to preserve the environment, ecosystems, and health. Hence, the Company has prescribed the **policy and guidelines for environmental management**; has appointed the **Environment Working Team** to identify and assess environmental issues relating to the Company's activities, products, and services, and to review related laws on environmental issues for the consistency between the causes and impacts at least once a year. The **ISO14001 Working Team** and **ISO50001 Working Team** shall announce the **policy for Eco-Industrial Town developments** and appoint an **Eco-Industrial Town Working Team** to monitor that the Company's eco-industrial parks achieve a balance of 5 dimensions which are the physical, economic, environmental, social, and management dimensions by encouraging the continual developments of the industries in the direction of Eco Industrial Towns. The goal of sustainable development can be achieved by the cooperation of all stakeholders, adhering to laws and **standards of safety, hygiene, economic growth, infrastructure, sustainable industrial development, innovation for sustainable production and consumption, water management, clean energy, as well as management on climate impacts, greenhouse gas reduction for the carbon neutrality goal with awareness environment policy, key environmental issues, and impacts relating to operations, participation, and benefits.**

### Climate Change

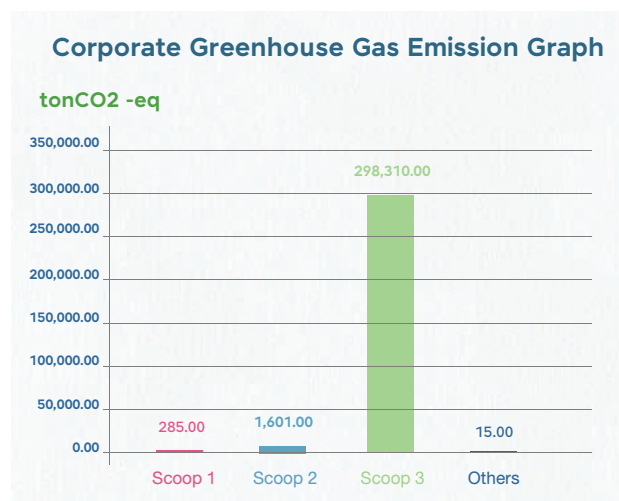
From the 26th UN Climate Change Conference (COP26) grounded on the Paris Agreement, controlling the global average temperature to be below 2°C and limiting the temperature increase to 1.5°C above pre-industrial levels are the significant goals. According to the 27th UN Climate Change Conference (COP27), the goal of sustainable development also focuses on an agreement to provide "loss and damage" funding for communities affected by global warming and disasters instigated by climate change. It is also consistent with the **UN's 13th Sustainable Development Goal: climate change management and 17th Sustainable Development Goal: cooperation for sustainable development.** Thailand has signed and ratified as a party to the Paris Agreement since 2016. In 2021, it has considered adjusting a greenhouse gas reduction target from 20-25% compared to the base year 2015 to 40 percent by 2030. The goal to achieve carbon neutrality by 2050 was also announced, along with the goal of Net Zero Greenhouse Gas Emissions by 2065. From the COP27, Thailand shall operate in accordance with the international strategy for greenhouse gas reduction, with the sufficient economy philosophy being the country's core guidelines for reaching the balance between economic growth and environment and modeled on Bio-circular-Green Economy. Every sector shall operate in line with the goal of greenhouse gas reduction, such as increasing the use of renewable energy in electricity production, encouraging the commercial use of carbon dioxide-absorbing technologies, increasing the country's green spaces, and developing the guidelines and management system of Carbon Credit. Under the Paris Agreement, Thailand is one of the countries which signed an agreement on greenhouse gas emissions trading between nations. As to achieve the agreement, Thailand has worked to implement greenhouse gas emissions management in both the public and private sectors; has drafted an act on climate change that will address the matters of monitoring and motivating the private sector to reduce greenhouse gas emissions, encouraging behavioral changes in the citizens, and cooperations for climate change solutions, namely, encouraging the use of public transport, clean energy, and electric vehicles.

The Company emphasizes the importance of operating in accordance with the business direction towards

clean energy business and low carbon society by researching for investment opportunities in new environment-friendly businesses and changing operations to reduce greenhouse gas emissions. The Company has operated under the strategy “**assess, reduce, recompense**” to achieve carbon neutrality in the near future.

The Company prescribed the year 2021 as a **year for study on the scope of greenhouse gas emissions to identify a variety of greenhouse gas emissions in business operations, calculation methods, and other matters regarding the disclosure of greenhouse gas emissions data**. The Company has disclosed the data on greenhouse gas emissions in SCOPE I and SCOPE II, however, the data on all business operations of the Company has not been disclosed completely and without verification from the verifiers registered to Thailand Greenhouse Gas Management Organization (Public Organization).

In 2022, the Company prescribed the **areas where data on greenhouse gas emissions were collected and arranged for the verifiers registered to Thailand Greenhouse Gas Management Organization (Public Organization) to verify 2 areas of the Company which are the Bangkok Head Office (Rama 3, Sam Yan Mitrtown Building and First United Industry Co., Ltd.) and Saha Group Industrial Park - Si Racha**, with the Federation of Thai Industries acting as the consultant for data collection and assessment on greenhouse gas emissions from business operation with the intention of verification in all 3 scopes as well for providing suggestions to the registered verifiers regarding data collection. The Company selected **ECEE Company Limited as a verifier** using a limited assurance engagement. The verification result revealed that carbon dioxide emissions from the Bangkok Head Office (Rama 3, Sam Yan Mitrtown Building and First United Industry Co., Ltd.) and Saha Group Industrial Park - Si Racha were in **SCOPE I: direct greenhouse gas emissions from mobile combustion** (the Company’s vehicles), in **SCOPE II: indirect greenhouse gas emissions** from the generation of electricity, and in **SCOPE III: other indirect emissions** such as fuel and energy related activities (excluding fuel and energy in SCOPE I and SCOPE II) and waste generate in operation which emitted greenhouse gases 285 TonCO<sub>2</sub>e, 1,601 TonCO<sub>2</sub>e, 298,310 TonCO<sub>2</sub>e respectively. **For 2023, the Company will prescribe 3 new areas** for the data collection and verification of greenhouse gas emissions which are Saha Group Industrial Park – Kabinburi in Prachinburi Province, Saha Group Industrial Park – Lamphun in Lamphun Province, and Saha Group Industrial Park - Mae Sot in Tak Province. **The assessment and verification of greenhouse gas emissions will cover all areas of the Company by 2024.** The plan is as follows:



Operations and activities towards the goal of carbon neutrality and environmental management.

### Renewable energy (solar energy)

With regard to Eco-Industrial Park Index, the environmental dimension, eco-efficiency (13), and the standard for indicating Greenhouse gas emission reductions (13.2), Saha Group Industrial Park - Si Racha, Chon Buri Province, has promoted the use of **solar energy** amongst operators. The installation was done by the Company and a joint venture with Impact Solar Company Limited, a renewable energy operator. The Company installed solar rooftops, floating solar with a capacity of 478.80 kilowatts, and Battery Energy Storage System (BESS) with a capacity of 500 kilowatts, a **total capacity of 17,374.40 kilowatts**, which reduced **10,213.70 tons of greenhouse gas emissions per year**. The installation of solar energy systems has **expanded by 1.63%** compared to the year 2021 in which the solar energy systems had a capacity of 17,095.58 kilowatts.

The Company installed solar panels with a capacity of 96.39 kilowatts on the rooftop of the Company office building in Saha Group Industrial Park - Si Racha, Chon Buri Province. Energy generated in excess of the consumption in the office building was used for Raw Water Pump at Reservoir 1 which helped reduce the Company's electricity expense by 212,722.51 Baht or to be 23.61%



**Solar Rooftop and Solar Floating Project  
Saha Group Industrial Parks (Si Racha)**

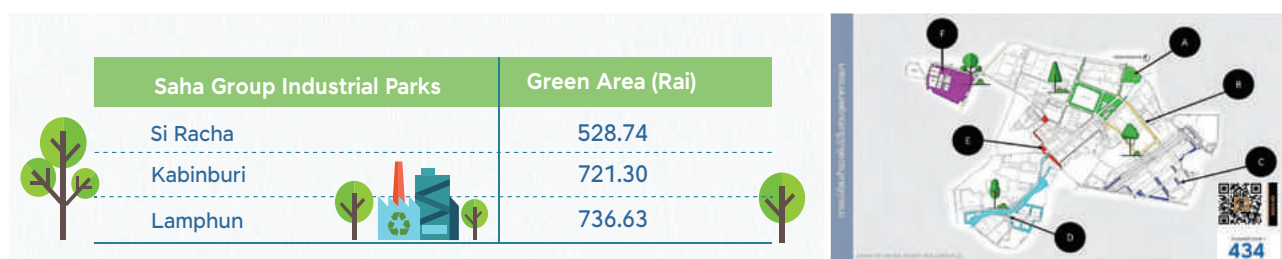
No.	Location	Capacity (kWdc)	CO <sub>2</sub> Emissions Reduction
1	SPI office building	96.39	54.87
2	Factory Outlet	402.71	229.22
3	Warehouse 1-5	4,145.80	2,359.79
4	SPI SME building	2,215.21	1,467.72
5	Rental building	2,578.56	1,467.72
6	Solar Floating	478.80	272.53
7	Operators	6,956.93	3,959.88
8	Battery Energy Storage Systems	500.00	272.53
Total		17,374.40	10,213.70

### Land Management and Green Area

In addition to land investments for purpose of corporate growth, the Company has allocated its spaces for **community service**, creating a **good environment for the communities** and contributing to their **income growth** by 1) prescribing **green areas in Saha Group Industrial Parks** to achieve the environmental balance as green areas can absorb carbon dioxide and moisture which, in effect, lessen the impacts of water shortage from droughts 2) Making **the Dr. Thiam Chokwatana Sufficiency Agriculture Project** in Saha Group Industrial Park - Lamphun, and Saha Group Industrial Park – Kabinburi learning centers for agriculture, and creating jobs for people in the communities surrounding Saha Group Industrial Parks and 3) **allocating lands** to farmers for **agricultural use**, namely, the cultivation of rice, cassava, Eucalyptus trees, corn, and animal husbandry.

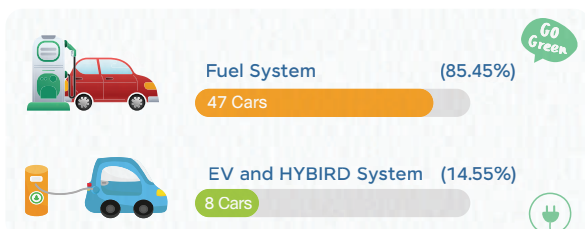
## Saha Group Industrial Parks' Plant Database

In 2022, the Company has initiated data collection and verification of greenhouse gas emissions. Consequently, Saha Group Industrial Park – Si Racha, by the divisions of landscape architecture division and information technology, has developed the plant database using QR CODE Carbon Adsorption Display. This new project for sustainability has collected types of data on plants, namely, species, year of planting, planter name, width, size, capacity for carbon dioxide absorption per year, and location (using the Google Map Application). The survey of plant species consists of 3 stages covering 6 areas of the industrial park. The survey is undergoing stage 1, covering areas A and B which have a total of 434 plant species, namely, Silver Trumpet, Teak, Queen's Flower, Gray Milkwood, Cork, and Mast. The survey is to be completed by July 2023. Regarding the assessment of the plant capacity for greenhouse gas absorption, the Company is still determining appropriate methods of data collection which abide by international standards.



## Alternative Fuel for Private Vehicles

The Company has launched a policy of alternative fuel to replace the Company's vehicles, including owned and rental vehicles powered by petroleum fuels with electric and hybrid vehicles which can reduce greenhouse gas emissions and move towards the goal of "carbon neutrality" that Thailand aims to achieve by 2050.



Currently, the company has 55 passenger cars used in the business, there are 8 passenger cars that use electrical systems and HYBRID systems, representing 14.55% of the company's cars.

## Knowledge-sharing with Suppliers on Greenhouse Gas Emission Assessment

The Company aims to achieve sustainable development with trading partners in the Company's value chain. Hence, it invited Eastern Thai Consulting 1992 Co., Ltd., as the Company's environmental manager of Saha Group Industrial Parks, to participate in the Company's greenhouse gas emission assessment to achieve an understanding of the types of greenhouse gases, sources of greenhouse gas emissions, impacts, situations and trends of climate change, Paris Agreement, Thailand's plan for greenhouse gas emission reduction, and the **13th Sustainable Development Goal** which emphasizes on the urgency of preparing for climate change and its impacts. This knowledge-sharing activity was **beneficial to both the Company and its suppliers as a way to create collaborations for the reduction of greenhouse gas emissions that are consistent with Thailand's goal and sustainable development goals.**



## Promotion of alternative energy for Saha Group Industrial Parks' Customers

The Company places an emphasis on green industrial development. In addition to the promotion of solar power as an alternative source of energy, the Company has supported the use of steam power from fuel oils; excess heat from the electricity generation is used to produce steam which is a source of clean energy and helps reduce greenhouse gas emissions indirectly through the Company's customer.

## Water and Air Pollution Control

Regarding to the 13th Sustainable Development Goal aiming for good health and well-being by reducing mortality rate and illness from chemical contamination and other pollutions, and Eco-Industrial Park Index for the environment, the Company has prescribed actions as follows:

### • Water Pollution Control

According to the criteria of water quality control, Index 7.1.1, the quality of wastewater must be in compliance with the standards. Saha Group Industrial Park - Si Racha, Chon Buri Province, and Saha Group Industrial Park - Kabinburi, Prachinburi Province, obtained analysis results of wastewater at the point of emission from the industrial parks and communities in all areas where water was released to public sources. 100% of the analyzed samples were continually in compliance with the wastewater standards of the Ministry of Industry, and exceeded the legally required standards; there was also no impact on the communities. Furthermore, Saha Group Industrial Parks in both areas have collaborated with the local government agencies and communities to regularly monitor water quality in public water sources around Saha Group Industrial Park and **report the result of the wastewater quality monthly**. Due to the performance of the wastewater treatment systems, **Saha Group Industrial Parks in both areas have reduced the amount of treated wastewater released to public sources to zero; 100% of treated wastewater can be reused for activities in the Saha Group Industrial Parks**. The Company also installed water monitoring systems to collect data on the quality of water and wastewater through Data Room Online for future analyses.

### • Air Pollution Control

Under Criteria 8.1, Index 8.1.1., **ambient air quality in the industrial estate, industrial zone, industrial parks, and communities must comply with the standards**. According to Air Quality Index (AQI), the contamination of air at Saha Group Industrial Parks in Si Racha and Kabinburi was at level 5. Air quality around the industrial factories, industrial estate, industrial zone, industrial park, and communities at points of monitor, met all relevant standards and exceeded standards (in the past 3 years) in at least 4 parameters.

The Company installed air quality monitoring systems to detect PM 2.5 concentration; the result is categorized into 5 levels: blue -very good (0-25), green – good (26-37), yellow – moderate (38-50), orange – unhealthy (51-90), and red – hazardous (more than 91), and is accessible by the employees and visitors.



Furthermore, the Saha Group Industrial Parks, Si Racha, in collaboration with PTT Public Company Limited, installed PM 2.5 monitoring systems in 15 areas in which practitioners can access real-time results as a means to prevent air pollution from affecting the performance and health of the employees, customers, and communities surrounding Saha Group Industrial Parks.

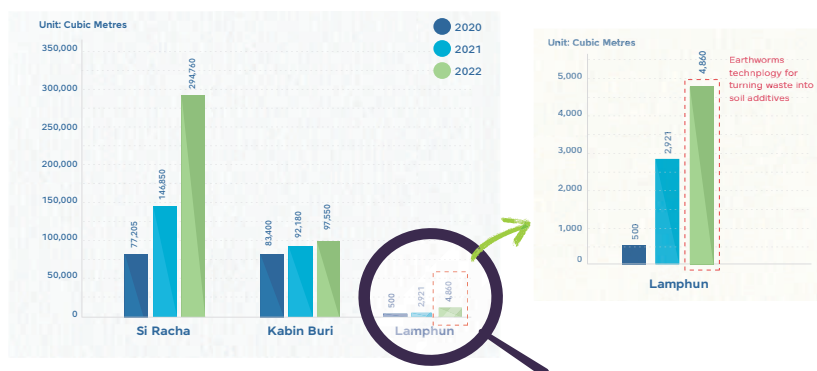
## Waste and Abundant Material Management

According to Eco-Industrial Index for the environment regarding waste and material abundant management, under Criteria 9.1 industrial waste and material abundant management, Index 9.1.1 the capacity of industrial waste reuse, the Company aims to reduce the impacts of sludge and general waste and sludge from wastewater treatment, and general waste in a methodical and efficient way and in accordance with the 3Rs model: Reduce, Reuse, Recycle, as well as the principle of the circular economy.

## • Management of Sludge from the Wastewater Treatment System

In Saha Group Industrial Parks, wastewater is treated in the wastewater treatment system before reusing or releasing into public sources; this process produces sludge which will be disposed in a sanitary landfill. However, to reduce greenhouse gas emissions generated from this landfill method, the Company has earthworms technology as a cost-effective and eco-friendly technology that uses worms to decompose waste and turn it into soil additives.

**Chart of sludge from the wastewater treatment system  
Saha Group Industrial Park**



This technology has fewer impacts on the environment. Hence, Saha Group Industrial Park- Lamphun decided to replace its landfill disposal method with a earthworms technology to manage sludge from the wastewater treatment system (100%), and produce soil additives with a fine and crumbly structure, good at retaining water and high in microorganisms beneficial to plants. These soil additives are appropriate for improving soil conditions

for agricultural use, providing an alternative source of fertilizers to farmers. **Worm leachate (liquid fertilizer), and breeding worms are also significant byproducts of earthworms technology.** Soil additives will be used to nourish plants surrounding the wastewater treatment system as well as vegetable gardens in the Sufficient Economy Project at Saha Group Industrial Park Lamphun.

Presently, Saha Group Industrial Park Lamphun is able to **use 4,860 kilograms of sludge from the central wastewater treatment system (100%) to make 3,000 kilograms of soil amendment, 320 liters of worm leachate (liquid fertilizer), and 19.8 kilograms of breeding worms** (the breeding worms increased from 26 kilograms at the beginning of the project to 45.8 kilograms by the end of the project). In effect, the amount of sludge disposed in a landfill has decreased, **reducing 3,855.43 Kg CO<sub>2</sub> of greenhouse gas emissions** (landfill disposal generates greenhouse gas emissions = 100 kg x 0.7933 kg CO<sub>2</sub>/kg = 79.33 kg CO<sub>2</sub> /kg)



In 2022, the Company planned to implement vermicomposting to decompose sludge from the wastewater treatment systems in the Saha Group Industrial Parks in Si Racha and Kabinburi. It also has conducted a study to utilize soil amendment from vermicomposting so that the amount of sludge disposal can be decreased which will help reduce greenhouse gas emissions. Vermicomposting is also part

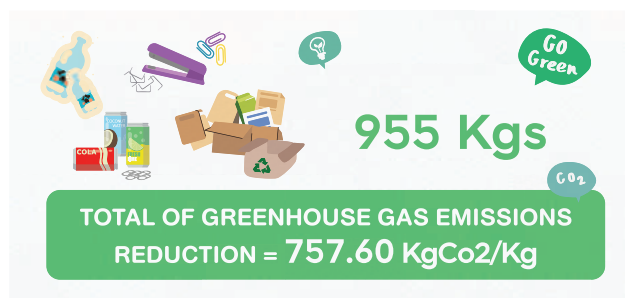
of the Company's process to advance in the direction of carbon neutrality.

## • Waste Sorting

Improper waste management is one of the main causes of environmental pollution with detrimental impacts on land, water, and air, contributing to the decrease in physical and mental health, climate change, and wildlife extinctions. Hence, proper waste sorting is crucial for reducing waste. **To raise awareness on waste sorting, the Company organized training for the executives and employees. It also provided 5 types of waste bins for general waste, plastic waste, hazardous waste, glass waste, and aluminum waste; the staff was encouraged to participate in the "How to Ting" Activity by submitting photographs as evidence of proper waste sorting to the activity board for award consideration.**



Owing to the executive's and employees' participation in the “How to Ting” Activity, and the trading partners' cooperation in waste sorting grounded in the 3 Rs Model (Reduce: Reuse: Recycle), the value of waste has been increased. The Company has **delivered 955 Kilograms of sorted waste disposal**, consisting of paper, plastic bottles, aluminum



cans and stables, and glasses, to governmental agencies for upcycling and recycling processes. This helped **reduce 757.60 kgCO2e of greenhouse gas emissions**. Hazardous waste is transported to agencies specialized in hazardous waste disposal. Organic waste consisting of food waste from the restaurant in the Golf Club is used in the soil amendment project. These are the Company's response strategies toward **carbon neutrality** and sustainable development.

### Water Management under The Circular Economy Principle

Due to economic expansion, national population growth, and climate impacts, the demand for water continues to rise, resulting in water shortages in many areas which affect the livelihood of the population. The governmental sector has launched a policy of integrated water management, with the aim of achieving efficient water resources management, and consequently, water security. The policy addresses various matters of importance, namely, clean water management for community consumption, tourist industry, and economic zones, water reserves for areas facing water scarcity, the development of water reservoirs and transport systems, creating opportunities and social equality, water conservation, the restoration of watersheds, and prevention of land erosion. With regard to the government's policy and other principles, the Company has prescribed integrated water management by employing the 3 Rs strategy to reduce, control, and monitor water usage in an efficient manner.

It also monitors the Company's wastewater treatment system to comply with the wastewater standards of the Minister of Industry. 100% of the analyzed samples showed that it continually exceeds the legally required standards.

**Use of wastewater data 2020 - 2022 of Saha Group Industrial Parks**

Area	2022		2021		2020	
	Lamphun	Kabin buri	Lamphun	Kabin buri	Lamphun	Kabin buri
Reuse in the industrial park	360,861	28,673	401,216	71,380	183,285	103,091
Sufficiency Agriculture Project	99,264	52,920	94,188	32,400	77,409	32,400
Golf Club * / **	879,202	1,496,407	792,018	1,429,800	1,015,950	1,259,023
<b>Total</b>	<b>1,339,327</b>	<b>1,578,000</b>	<b>1,287,422</b>	<b>1,533,580</b>	<b>1,276,644</b>	<b>1,394,514</b>

\* Haripunchai Golf Club, Lamphun  
 \*\* Kabin Buri Sport Club, Kabin buri

Unit: Cubic Metres

Saha Group Industrial Park- Lamphun (Lamphun) and Saha Group Industrial Park – Kabinburi (Prachinburi), are able to utilize 100% of treated wastewater in the industrial parks' activities, such as the Dr. Thiam Chokwatana Sufficiency Agriculture Project, Haripunchai Golf Club (Lamphun), Kabinburi Sport Club Golf Club (Prachinburi), and the green areas in all Saha Group Industrial Parks which helps reduce the cost of watering plants, **increase the value of**

wastewater in accordance with the circular economy principle, and reduce impacts from releasing treated water to public water sources.



## Biodiversity

the Company operates under the standard for environmental management (ISO 14001), the standard for the energy management system (ISO 50001), the standard for the quality work management system (ISO 9001) which are consistent with the 15th Sustainable Development Goal: protection, restoration and support for sustainable use of land ecosystems and the Eco-Industrial Town index for the environment regarding eco-efficiency in which business competitive advantages and responsibility for natural resources and environment must occur concurrently. The World Business Council for Sustainable Development (WBCSD) launched the guidelines to help businesses achieve eco- success; the guidance consists 7 practices which are 1) minimize resources and materials used in the production and service 2) minimize energy used in the production and service 3) minimize chemical releases to the environment 4) promote the capacity of material reuse 5) promote renewable resources 6) extend the shelf life of products, and 7) increase the product's service and enhance service businesses. These practices are to create a balance between corporate growth and the preservation of ecosystems by reducing environmental impact; the relationship between the use of energy, materials, and water and greenhouse gas emissions is taken into consideration to determine ecosystem efficiency. The life cycle of products, clean technologies, and eco-design which consider the overall process of designing, producing, using, and disposing of products are examined. Under these concepts, both the cost and environmental impacts will be minimized, encouraging businesses, communities, and the environment to move toward the goal of sustainable development.

The Company's operations are in compliance with the aforementioned guidelines. The Company promotes clean energy use (solar energy), land management and green areas, integrated water management, standardized sludge management from the wastewater treatment system, soil amendment from vermicomposting, and waste sorting by recycling to reduce greenhouse gas emissions. In collaboration with the Lamphun Provincial Livestock Office and Chiangmai College of agriculture and technology, the Dr. Thiam Chokwatana Sufficiency Agriculture Project and the conservation of Lamphun White Cattle and Animal Husbandry Project have preserved the genetic diversity of local species, for instance, the Dr. Thiam Chokwatana Sufficiency Agriculture Project has currently conserved 12 Lamphun white cattle ( 8 males and 4 females), and has supported other types of animal husbandry.





## Sustainability Management Society



The Company is determined to carry out business operations with due regard to communities and society, as well as respect for the fundamental human rights of employees, customers, partners, communities, and society throughout the Company's supply chain. The Company is also committed to compliance with human rights principles and the fair, equitable, and non-discriminatory treatment of labor, in terms of employment, remuneration, promotion, training, and development. There is no discrimination on the basis of gender, age, financial institution, race, and religion; the employment of the less privileged, namely, the disabled, elderly, and former convicts to extend an opportunity to build a career and secure income, as well as, the provision of health and security services for the employees, stakeholders, and communities are also promoted as means to responsibly create the social value at local and national levels. Undertaking social responsibilities to support education, career, ways of life, local cultures, public health and access to clean energy is in compliance with the Eco-Industrial Index for the society, under Dimension **16. quality of life for employees, Criteria 16.1. Happy workplace**, which focuses on human resource development to prepare personnel to comply with the goal, strategies, and vision of the Company, and Dimension 17: quality of life for communities, **Criteria 17.1 Happy community or well-being community** which focuses on collaborating with all stakeholders in the Company's business operations and projects towards the goal of building a 100-year corporation.

### Human Rights and Fair Labor Practices

Every sector in society must respect and raise awareness of human rights among all related parties. Hence, the Company announced a Human Rights Policy complying with international standards, Thai labor laws, and the Company's operation procedures, with respect for human rights, freedom, equality, and dignity and no discrimination on the basis of gender, age, financial institution, race, and religion so that human right violations shall be prevented. The Company's employees and practitioners are aware of the laws, traditions, and local cultures in the operational sites, and shall operate in accordance with the policy and principles of human rights by not endorsing any activity which violates human rights. With regard to operating businesses in compliance with the government's human rights policy for the disabled

and vulnerable groups, The Company emphasizes access to equal and fair treatments, with the aim of improving their quality of life, strengthening the organizations and networks for the disabled, and promoting creative views on disabilities and the disabled. Grounded in the Disabled Quality of Life Act B.E. 2550 (2007), the policy and guidelines promote the disabled's access to jobs, self-supporting, social independence, income, an improvement in the quality of life, and enable them to live in a society with human dignity and self-esteem.

## Human Rights



There shall be no activities or support of activities which violate human rights.



Employees are provided with the knowledge and understanding of human rights which are applied to their work operations.

There are no limitations to independence or differences in ideology, gender, race, religion, politics or other matters. The expression of opinions which could cause conflicts will be avoided.

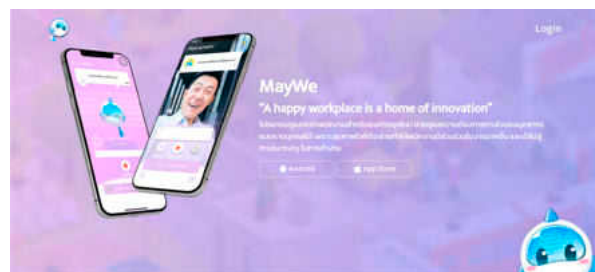


Channels shall be provided for Employees who believe that their personal rights have been violated or that they have been treated unfairly to file a complaint with the Company. Such complaints shall be given attention and processed in a fair manner.



The Company has supported the work of the disabled and caregivers of the disabled by exercising the right under section 35 of the Promotion and Development of Disabled Quality of Life Act B.E. 2550 (2007), continually till present. In 2022, the Company has supported 1 disabled person with mobility impairment through Vulcan Coalition, an organization with a focus on creating jobs that maximize the true potential of the disabled with the aim of the disabled's self-sufficiency, and supplying AI training jobs for the disabled through subcontracts and service contracts for the AI Development Database Project.

By 2023, the Company will gain access to Maywe Application, a mental health management program for employees which will support modern organizations to look after each personnel's mental health needs. Good mental health is crucial for increasing the employee's engagement with corporate operations, and productivity. The disabled personnel which the Company has supported has also participated in the development of Maywe Application. For more details see [www.vulcancoalition.com](http://www.vulcancoalition.com).



Regarding the quality of life and social life of the employees, the Company's sustainable corporate growth is grounded on the employees' job satisfaction, participation, and the relationships between the executives and employees, the employees and the Company, and among the employees themselves. Under the concept of the 8 dimensions of happiness,



## Fair Treatment of Labor

The Company has a human resource policy that gives importance to all levels of employees on an equal and fair basis under the management strategy derived from the S-P-I Organizational Value. It places an emphasis on 4 aspects of the value which are people, engagement, system, and process. Corporate growth, the competency of the personnel in terms of skills and expertise, as well as, their commitment to the Company, are cultivated under the concept of “good and smart people.” The employees are provided with opportunities to engage in opinion-sharing and represent their fellow employees in prescribing and improving guidelines for welfare, and work-life balance, and organizing an election of a Welfare Committee.

## Fair treatment of the Workforce

	Human dignity and the fundamental rights of Employees are respected at work. Employee data or confidential information is not disclosed or transmitted to third parties or unrelated persons.
	Employees are treated in accordance with the provisions of law, regulations and articles governing the Company's operations.
	Employment equality is promoted. There is no discrimination on the grounds of gender, skin color, race, religion, age, disability or another status that is not directly related to the works.
	Training and knowledge exchange are sponsored and promoted to encourage learning and skill development throughout employment; The Company seeks to strengthen career security and offer opportunities for advancements pursuant to each person's potential.
	Employee participation in the determination of the Company's direction and development are promoted.
	Fair compensation is offered depending upon knowledge, skill, duties, responsibilities and performance.
	Appropriate welfare and benefits are given to Employees, e.g. medical expenses, provident fund, a cooperative and influenza vaccination.

Furthermore, the Company offers a complaint channel for all employees to express opinions or suggestions; security procedures are put in place to minimize risks that the employees and workers from the Company's trading partners may encounter while operating within the Company's areas. The Company also arranged meetings to inform and exchange opinions relating to the operations and signed a letter of commitment to meet compliance levels set by the labor laws and regulations, TLS 8001-2563 and supplier Code of Conduct.



Saha Group Industrial Park - Lamphun received recognition for Good Labor Practices (GLP) from the Thai Ministry of Industry, a symbol for good labor practices as regards labor management, being an aspect of social responsibility. The recognition also serves as a model for other operators to emulate in engaging in ethical business activities. All business operators in Saha Group Industrial Park – Lamphun (100%) comply with these good labor practices in labor management.

The Company's complaint channel is made available for the purpose of preventing unfair treatment and with great consideration for the safety of the whistleblower, sources of information, or related parties. In 2022, the Company received no complaints about human rights violations from its operations.

### Human Rights and Treatment of Employees

**0 Case**

The Company has recorded no Human Rights Violation

The details on human resource management are provided in Information on Employee Information and Human Resource Policy.

## Occupational Safety and Health

Due to the COVID-19 outbreak situation, ways of living and working life have been forced to adapt to the New Normal which has impacted business operations. To continuously operate its businesses, the Company has implemented more measures for safety and occupational health; measures for **personal safety and process safety** comply with the standards of occupational safety and health, the ISO 9001 quality management, ISO 14001 environmental management, the Thai Labor Standard (TSL 8001-2563) and Dimension 17: the quality of life of the surrounding communities in the Eco-Industrial Index for the society.

**Index 17.1 Happy community or well-being community** focuses on preventing occupational diseases with primary prevention and minimize the loss of life and property. With regard to occupational disease prevention, the Company has organized activities, namely, breast and cervical cancer screening, mobile medical checkups, recreational green areas, and disaster relief. The Company has prepared measures **in the event of disasters that could cause abrupt social disruptions**. For instance, the Company has employed **flood monitoring systems** equipped with water level sensors to measure the water level, and surveillance cameras connected with Line Application. **Automatic license plate recognition systems** are installed to analyze traffic activity and conduct a safety check of vehicles entering and exiting the Company's estates. The Company also opened a **Covid-19 vaccination center**, providing essential packages

to both infected and high-risk groups which must stay at home. Regarding the Company's guidelines for the employees' operating procedure in the event of a Covid-19 outbreak that affects onsite operations, laptop computers are to be provided to all employees to work from home as part of the Business Continuity Planning (BCP) for the New Normal world. For the safety of all personnel, the Company has appointed working teams, namely, the ISO 9001 Working Team, the TSL Working Team, and the Safety, Occupation Health, and Environment Working Team to ensure that all operations comply with the occupation safety and health protocols.



### Business Operation in the Covid-19 Pandemic and Business strategy

The Company has prescribed the Covid-19 pandemic as a case study for risk management to prepare for future risks, namely pandemics (emerging and re-emerging diseases); prescribed the guidelines to follow up on pandemic situations and trends of infectious-disease mutations and to make adjustments on operations, prioritizing on flexibility and safety. Emergency plans have been prescribed in the event of pandemics. The involvement of technology will play a key role in accommodating changes in business operations with regard to Business Continuity Planning (BCP).

The Company continues to emphasize the significance of preventive measures against Covid-19, namely a new way of living called the New Normal.

#### Preventative Measures of Covid-2019



In 2022, the Company received no complaints regarding operational safety and there was no report on operational injuries; the operation report from the safety officer also included chemical spill and fire drills.



Furthermore, to improve the service and confidence in occupational performance, the Company has appointed Pitakkij Security Co., Ltd., its security service provider for the Company's estates to organize training on Automated External Defibrillator (AED).



## Community and Society Responsibility

Despite the mobility constraints imposed by the new normal protocols, the Company continuously operates with a commitment to the communities and society. In order to achieve the Company's target for community and social responsibilities modeled on **the Eco-Industrial Index for the society, Criteria 17: the quality of life of the surrounding communities, Index 17.1 Happy community** and well-being community which includes community satisfaction and safety and health management, the Company conducted a satisfaction assessment of corporate social responsibility (CSR) under various topics, namely, services of CSR officers in community projects and activities, and access to information on CSR programs. Importantly **the Company conducts a satisfaction assessment on CSR projects and environmental management at least once a year** with the standard criteria of a minimum score of 3.5 in every topic. In 2022, the satisfaction assessment showed that **the Company exceeded the standard criteria in all topics**. The Company has also prescribed a plan to carry out its community and social responsibilities through projects and activities in 6 areas as follows:

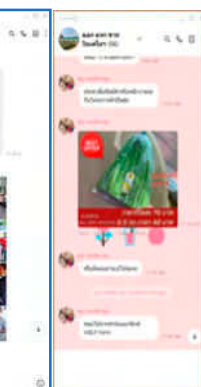
### 1. Quality of life of communities

The Company promotes the quality of life of communities in the vicinity of Saha Group Industrial Parks with the aim of eliminating all forms of poverty. Various activities are carried out to end hunger, improve nutrition and promote sustainable agriculture, namely,

- The Saha Group Fair which allocates spaces in Saha Group Industrial Parks to support community sales of goods,



- An e-commerce channel for promoting community sales of goods



• Sponsorship of activities to create jobs

• Elderly visitation



In addition, Saha Group Industrial Park - Kabinburi, Prachinburi Province, and Saha Group Industrial Park - Lamphun, Lamphun Province, launched the Dr. Thiam Chokwatana Sufficiency Agriculture Project as a community learning center for agriculture. The Company also pursues a policy of not releasing wastewater treated at the central wastewater treatment facility to public water sources as a means to reduce impacts on the environment and communities. As a consequence, all treated wastewater from both Saha Group Industrial Parks is 100% reused. These signify that under the sufficient economy philosophy, business operations, industries, the environment, and communities can achieve sustainable cohabitation. Details on the project operations are as follows:

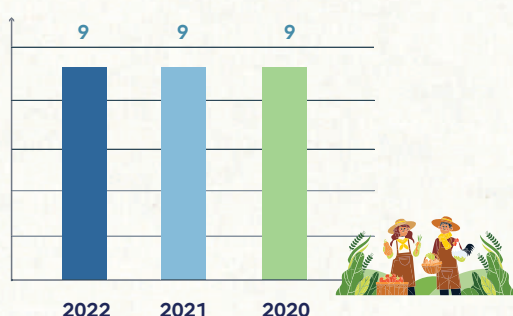
**Project Operation Results Visitors**

	2022	2021	2020
Groups	13	3	10
Visitors	427	35	737

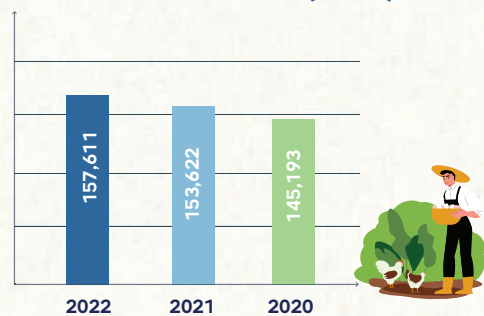
Dr. Thiam Chokwatana Sufficiency Agriculture Project has continuously received group visits. In 2022, the project welcomed 13 group visits, 427 people; the figure is significantly higher than that in 2021 in which the number of visits was limited due to the Covid-19 outbreak.

Apart from serving as a learning center, the Dr. Thiam Chokwatana Sufficiency Agriculture Project, Lamphun Province, has provided an opportunity for the communities to work on the project. In 2022, the project hired 9 workers and generated 157,611 Baht from sales revenue for agricultural products.

**Local Worker**



**Project Operation Results  
Sales Volume (Baht)**



At present, Dr. Thiam Chokwatana Sufficiency Agriculture Project in Saha Group Industrial Park -Lamphun produces 32 agricultural products that are accredited with Good Agricultural Practices (GAP). The certification signifies the high quality of the produce, high productivity, good investment, farmer and consumer safety, resource sufficiency, and pollution-free and sustainable agriculture.

**Agricultural Products have been certificate "Good Agricultural Practices (GAP)"  
Saha Group Industrial Park - Lumphun**

**32 Plants**

1. Lemongrass
2. Citronella grass
3. Galangal
4. Holy Basil
5. Eggplant
6. Lemon basil
7. Parsley
8. Celery
9. Plu Kaow
10. Chinese Kale
11. Bok choy
12. Beetroots
13. Spinach
14. Garlic chives
15. Butterfly pea
16. Water convolvulus
17. Graft
18. Lime
19. Fig
20. Brazilian Spinach
21. Moonflower
22. Red roselle
23. Lettuce
24. Jackfruit
25. Melon
26. Kimchu guava
27. Sweetcorn
28. Mulberry
29. Coconut
30. Green mango
31. Mango barracuda
32. Phet Ban Lat mango



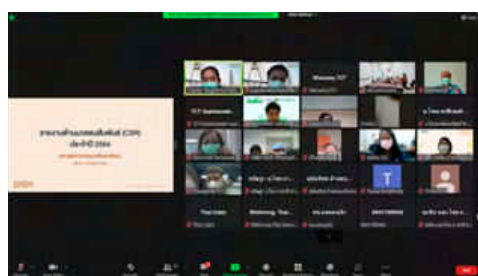


In Prachinburi Province, Dr. Thiam Chokwatana Sufficiency Agriculture Project in Saha Group Industrial Park – Kabinburi produces 10 agricultural products including "Far Talai Jone" (Andrographis paniculata), which are accredited with Good Agricultural Practices (GAP).

A total sales amount of 10,475 Baht. The project also allocates some areas to the communities for agricultural use.

## 2. Communication and relations building for sustainability

The 17th Sustainable Development Goal aims to strengthen partnerships and collaborations in the direction of sustainable development goal in the economic, social, and environmental aspects. The Company has built cooperations with other companies, trading partners, customers, and the public sector through onsite and online activities. A communication channel, called Saha Group Facebook Page (<https://www.facebook.com/spi.sahapathana/>) is also made available.



Furthermore, the Company holds membership in the Federation of Thai Industries, the Thai Chamber of Commerce, and Japanese Chamber of Commerce as a means to build a network of collaborations so that the Company's business operations may achieve the sustainable development goal in economic, social and environmental aspects

## 3. Education and Learning Activities

The 4th Sustainable Development Goal aims to ensure that children have access to primary and secondary education, as well as appropriate and fair occupational skill training. With the belief in lifelong learning, the Company provides resources for various types of education, for children as well as older adults; these resources include financial donations, materials, and infrastructure improvements, as well as making the learning centers in its industrial parks available for students.



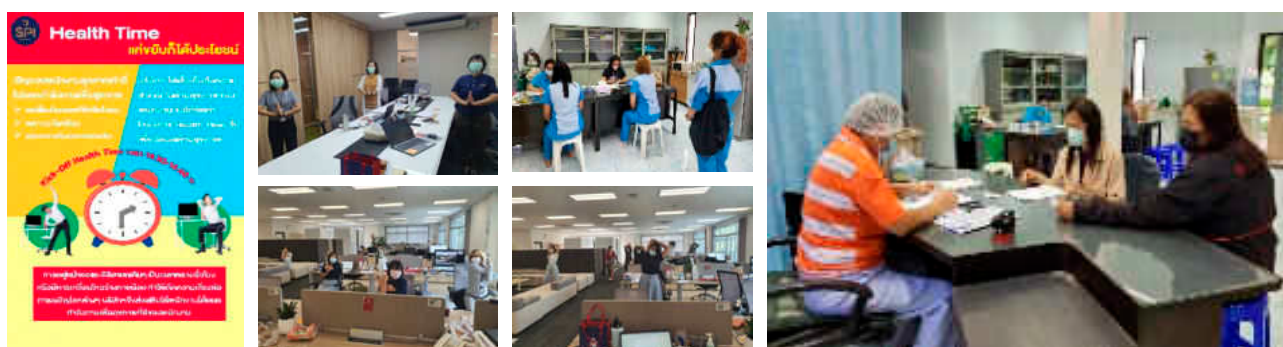
#### 4. Upkeep of religions and traditions

Cultures and traditions play significant roles in Thai society, such as, strengthening bonds, improving workplace morale, and shaping the personality of an individual to be cooperative, unique, and filled with gratitude to the society. The preservation of traditions helps reinforce peaceful cohabitation and uphold society's morality and ethics. Hence, the Company participates in preserving Thai traditions through various activities, for example, the Kathin robe-offering ceremony, candle-offering ceremony, and the new rice festival.



#### 5. Health

The Company is committed to promoting good health for people of all age groups as the improvement of livelihood is crucial for the development of the nation. With great determination, the Company operates at individual, communal, and local levels to prepare for healthcare emergencies caused by the spread of diseases, both infectious and non-infectious, accidents, and disasters. The Company has organized various activities, such as **Health Time Activity** encouraging exercises, charity run events, breast and cervical cancer screening, blood donation, flu vaccination, and Covid-19 vaccination.





Significantly, due to the medicine shortages caused by the Covid-19 outbreak, Saha Group Industrial Park – Kabinburi decided to allocate an area to grow “Far Talai Jone”, a traditional Thai herb in the species of *Andrographis paniculate*. After drying it at the temperature of 40.3°C, the Company donated the herbal product to Ban Pai Na Rot Temple in Kabinburi, Prachinburi, to be made into *Andrographis* capsules for the community’s medicinal use.



## 6. Other Community Activities

Apart from the activities aiming to strengthen and promote the quality of life, communicate and build rapport for the sustainable development of education, traditions and religions, and health, the Company also organizes other community service activities, namely, watershed reforestation, public cleaning, and donation for the community activities, and food donation for dogs and cats.





## Sustainability Management

### Corporate Governance



Under the Articles of Association, Chapter 3, the Board of Directors must consist of no less than 5 directors, and no less than half of the Board of Directors must have residency in Thailand. At the present, the Board of Directors consists of 15 directors and residency in Thailand were appointed by the annual general meeting of shareholders; in the case of non-retirement, the appointment of directors shall be done by the Board of Directors. The selection of directors is carried out by the Nomination and Remuneration Committee on the basis of board diversity in terms of gender, educational qualification, knowledge, expertise, skills, experience, and aptitude relating to business operations. At the present, one-third of the Board of Directors consists of 5 independent directors, with 10 non-executive directors (66.66%) and 2 female directors accounting for 13.33% of the board. To continuously improve the operational efficiency of the directors, the Company has implemented a policy encouraging all directors to receive training from the Thai Institute of Directors (IOD) or other training and seminars relating to the Company's business operations.

To operate the business in accordance with the Company's vision, mission, and goal, the Board of Directors appointed 4 subcommittees to oversee matters of significance, namely, the Audit Committee, Nomination and Remuneration Committee, Corporate Governance and Risk Management Committee, and Sustainability Committee. Performance appraisal of the Board of Directors and subcommittees will be conducted annually in which the performance of the Board of Directors and subcommittees will be evaluated altogether. In 2022, the Company also conducted an evaluation of the performance of the CEO.

The details on the Board of Directors Structure are provided in The Corporate Governance Structure, Information on Directors, Subcommittees, Executives, Employees, and Others, and Corporate Governance Report.

### Legal Compliance and the Principle of Corporate Governance

The Company is committed to operating in compliance with the law, rules, and regulations regarding the business operation and stakeholders. To prevent detrimental impacts on the Company's businesses, the law, rules, regulations, and principles of corporate governance shall be reviewed annually to maximize operational efficiency.

### Anti-Corruption

The Company is committed to operating in a transparent and lawful manner while attending to the interests of all stakeholders with due regard to the corporate philosophy "good businesses are grounded in selfless and ethical operations." The Board of Directors, executives, and employees are aware of the importance of corporate governance and anti-corruption. To achieve the corporate centennial goal, the Company has publicly announced an anti-corruption policy, and guidelines for anti-corruption practices in a written format; the stakeholders in the value chain are informed that the Company prohibits corruption in all operation processes, and conducts regular assessments of corruption risks. At present, the Company holds membership in the Private Sector Collective Action Against Corruption, being re-certified for the 2nd time in 2022.



It also organizes for the executives and employees to be trained and tested on the knowledge and understanding of “corporate governance and anti-corruption” at least once a year. Other notable anti-corruption activities that the Company has organized are as follows:



- Communicate the Company’s anti-corruption policy and practices through the No Gift Policy which aims for all stakeholders to not accept gifts during the New Year or other traditional celebrations.

- Participate the Anti-Corruption Day activities on September 6, 2022



**inform them of our Gift Policy, in which our management and employees are prohibited from receiving new year’s gifts.**

- Sending letters requesting for cooperation to refrain from giving gifts to executive officers or employees of the Company during the new year festival to suppliers.

- Opening of channels for complaints and prescription of guidelines, in 2022, there were no complaints.

**The Channels of Complaint, Practices are as follows;**

- Direct verbal complaints or complaints in writing.
  - Internal Audit Manager
  - Human Resources Management Manager
  - Company Secretary
  - Accounting Manager
- PO Box:  
3, Sathupradit Post Office, Bangkok 10124
- E-mail Address: cac@spi.co.th
- Tel. 662-293-0030
- Feedback Box

**Complaints in 2022**

**0 Case**

A whistleblower channel has been made available, but there were no submissions at all in 2022.



- Invite 4 suppliers as the Company’s service operators to attend a training on SME CAC Certification in order to expand the Change Agent Network of Anti-Corruption in 2023.

## Personal Data Protection

With the awareness of the importance of personal data protection and security, the Company has prescribed **a personal data protection policy** and guidelines for personal data protection practices. The Company is committed to operating its personal data protection policy and practices in compliance with the Personal Data Protection Act B.E. 2562 (2019) and other related laws.

The Company has **appointed a Personal Data Protection Working Team** to operate under the Good Governance and Risk Management Committee and procure the operational guidelines for “the implementation of personal data protection under the Personal Data Protection Act B.E. 2562 (2019).” In effect, 5 onsite and online training were provided to the employees in all divisions to establish an understanding of personal data protection in terms of goals, processes, and procedures of the guidelines and to ensure that the Company’s operations follow the guidelines accordingly.



In addition, the Company recognizes the importance of sharing knowledge of personal data protection and security with its affiliates. **To equip its affiliated companies with the knowledge, skills, and information on personal data protection, the Company provided a 20-hour training on personal data protection** as well as the guidelines for “personal data protection practices” as well as “record of

processing (RoPA)” and other related documents to the affiliates and other related documents to the affiliates so that they can appropriately operate in compliance with the Personal Data Protection Act B.E. 2562.

The Company has posted signs to inform employees and visitors in the office area that personal information is recorded with CCTV cameras and employees and visitors in the office area or the owner of personal information are aware of the results and benefits of the personal information collected with CCTV cameras.

## Responsibilities towards Consumers

Customer satisfaction with products and services is the key to retaining and expanding the customer base. The Company is determined to build and foster good relationships with both old and new customers through the proper product and service process from beginning to end; the complaint and follow-up channels are implemented also to improve the customer experience. In addition, Saha Group Industrial Park – Si Racha launched a **Smart City Development Project** to improve smart city services based on various criteria, namely, the environmental, economic, energy, and transportation areas. These efforts aim to prepare the Company for the technological changes from the **installation of a fiberglass network to support 5G technology.**



The Company shall manufacture and distribute products and services that are environmentally friendly and safe for consumers.



The Company’s businesses shall be operated with commitment to developing goods and services, introducing innovations, and adding value to goods and services in order to continuously meet customer demand, along with the disclosure of critical information needed for decision-making without concealment or distortion of facts.



The Company shall never demand, receive, or consent to the direct or indirect receipt of any property or other dishonest benefit from a customer.

The Company shall adhere to trade agreements. Whenever adherence is not possible, customers shall promptly be notified in order to jointly find a remedial measure and to prevent losses.



The Company’s businesses shall be operated in an honest, earnest, and just manner. No action shall be taken to violate customers’ rights. Moreover, consumer data shall be treated with confidentiality and shall not be wrongfully exploited for personal gain or the benefit of a related person.



The Company shall provide communication channels by which customers are able to file complaints to the Company. Complaints shall be processed with care and dealt with fairly.



The Company conducts an annual customer satisfaction survey in which the number of respondents in the survey must not be lower than 60% than the number of the satisfaction questionnaires sent to the customers. In 2022, the customer satisfaction survey's response rate was at 100%, with **the results exceeding the customer satisfaction criteria in all aspects**. Furthermore, with regard to security management, the Company has implemented a control on vehicles entering and exiting Saha Group Industrial Parks, equipped with surveillance cameras. **Also, joint emergency drills are organized at least once a year.**



#### The Channels of Complaint, Practices are as follows;



Direct verbal complaints or complaints in writing.

- Internal Audit Manager
- Human Resources Management Manager
- Company Secretary
- Accounting Manager



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Tel. 662-293-0030



Feedback Box



The Company considers suggestions from the customers as key to developing its operational plans to improve the customer experience; suggestions can be submitted via the Company's channels.

## Supply Chain Management

The company has a system for selecting suppliers in the value chain that operate businesses according to the law, safety and occupational health standards, environmentally friendly, by treating suppliers on the basis of fair competition, equality and mutual respect and take into account mutual benefits. The Company emphasis to increase competitiveness and sustainable business growth for the **100-year corporate goal**.



The Company shall put a system in place to select environmentally friendly trading partners in the supply chain whose operations comply with relevant laws, as well as safety and occupational hygiene standards. Business partners shall be treated on the basis of fair competition, equality, and mutual respect.

Trading partners' secrets or information shall be treated with confidentiality and shall not be wrongfully exploited for personal gain or the benefit of a related person.



The Company shall build good relations and understanding with trade partners, which will serve as the basis for knowledge exchange. The development and creation of value added to goods and services shall be jointly undertaken to promote mutual growth.

The Company shall adhere to trade agreements and provide accurate information. In the event that a violation is inevitable, the Company shall expeditiously engage in negotiations with trading partners in order to reach a mutual solution and prevent losses.



The Company shall not demand, receive, or consent to the receipt of any property or other benefit outside trade agreements.

The Company use a quality management standard ISO 9001-2015 for the selection of suppliers in the supply chain operates in compliance with the law and the standards of safety and occupational health. It is also eco-friendly and treats customers on the basis of fair competition, equality, respect, and mutual benefits. The Company also pays importance to the capacity building of its partners for competitive advantages and sustainable corporate growth. Towards the goal of a centennial corporation, the Company has implemented which prescribes a Quality Procedure (QP) as a selection/hire contractor guideline for the selection/hiring, delivery, assessment, registration of contractors; Quality Procedure (QP) also covers the procurement process, quality management, environmental management (ISO 14001 or Green Label), corporate social responsibility (CSR) and the safety of products and services. Significantly, the Company has annually declared its commitment to operate in compliance with Thai labor laws and regulations, TLS 8001-2563.

The Vendor List and the contractor registration, including an assessment of the trading partners (vendor/contractor), are verified annually to illustrate the trading partners' commitment to the Company's guidelines. To achieve sustainable business operations, the Company also conducts a survey on the demands and expectations of the contractor/ vendor once a year, as well as, organizes a joint meeting with the Company's trading partners at least once a year to establish a communication and understanding of social and environmental responsibilities in business operations with the suppliers for the business operation sustainability goal,

In 2022, the Company's vendor list consisted of 306 trading partners, with a transaction amount of no less than 100,000 Baht, and contributing to 90% of the value equal of the transactions; out of which were 9 top vendors which goods and services contributed critically to the Company's operations, such as electricity, environmental services, and occupational health and security services. 5 of the service operators were the Company's affiliates. Significantly, due to their continuing contracts with the Company as its service providers, the other 4 non-affiliated companies were well-versed with the Company's guidelines for corporate governance and operated accordingly. To develop and improve the standards of business conduct for the Company's suppliers, the Company has prescribed a Supplier Code of Conduct Guideline which addresses significant topics, namely, anti-corruption, conflicts of interest, intellectual property protection, human rights protection, occupational health and safety, data security, fair competition, and social responsibility; the Company's suppliers were informed and signed an agreement to operate in compliance with the guidelines. In 2023, the Company shall **conduct a questionnaire survey on its suppliers' understanding of the code of business conduct** to achieve corporate growth, advancing toward the goal of becoming a **100-years corporation**.



**Good People**



**Good Products**



**Good Society**