

Synergy for Sustainability



General Information



Saha Pathana Inter-Holding Public Company Limited



Ticker Symbol
SPI

► **Company Established Date**
5 April 1972

► **Stock exchange**
Stock Exchange of Thailand

► **Industry Sector**
Service

► **Company Registration Number**
0107537001340

► **Business Group**
Commerce



Type of business

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

Headquarter

530 Sathupradit 58,
Bangpongpan, Bangkok 10120
: +66 2293 0030
: www.spi.co.th

Company Secretary
Email: supradit@spi.co.th

Investor Relations
Email : IR@spi.co.th

Assistant Administration
Department Manager - CRM
Email : chalita@spi.co.th

Property Marketing Manager
Email : amphol@spi.co.th

Corporate Governance and Sustainability Management Awards

International Awards



**ASEAN
CORPORATE
GOVERNANCE**

ASEAN CG Scorecard (ACGS)
: ASEAN Asset Class PLCs



An "Excellent" overall rating under
the Corporate Governance Report
of Thai Listed Company 2023.



AGM Checklist 100 score
as "Excellent" of the year
2023

Thailand Awards



SET ESG Ratings 2023
as "A" level



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



Message from the CEO



The Company is aware of the importance of operating a sustainable business that responds to the needs of today's people in using resources without encroaching on the resources of people in the future. The Company has taken steps to manage both positive and negative impacts of its business operations in a balanced and equitable, **covering three dimensions: environment, society and economy and corporate governance**. The Company's business operations also align with the Sustainable Development Goals of the United Nations, Thailand's efforts to prioritize sustainable spatial development (SDG localization) in order to bring the global development agendas to local communities to effectively achieve the goals, such as efforts to promote an integrated social protection system for all, enhancing the power and strengths of small and medium-sized enterprises, promoting innovations by the new generation with an emphasis on human rights in the business sector,

encouraging enterprises to undergo digital transformation, growing an inclusive economy that is inclusive of LGBTI people, promoting safe, legal and regulated migrant labor, implementing strategies on climate change, waste management and the green industry transition that promotes low-carbon industries, encouraging the financial and investment sectors to support green industries, supporting comprehensive citizenship rights to promote citizens' access to rights, and creating trilateral cooperation. **These efforts are aimed at promoting prosperity, sustainability and inclusiveness.** The Company's vision, missions and goals aim for all groups of stakeholders to take part in taking care of and maintaining the world to be a sustainable place to live together (Synergy for Sustainability).

The Company places importance on the preparation of its personnel because they are an important force in driving the business. The company is committed to improving the capabilities of its employees, promoting the development of the employees' potential with skills and abilities in leadership so they can become **a good and talented people for the Company and society** and creating work balance by adhering to human rights principles based on equality and equality. In order to be prepared for the hypersensitive global economy, the wars in different regions and climate change and be able to overcome various situations in a timely manner, the Company has reinforced its stability by adhering to the **"SPI" corporate values that strive to create success with synergy and properly sharing, always building stable prosperity, creating partnerships with a sincerely positive attitude and working together to create a perfect blend of sustainable innovation and business ethics**. All personnel have a common goal of building prosperity for the Company, aiming to achieve excellence, create value for society and build a foundation for sustainable development in line with the Company's **"Good people, good products and good society"** policy by adhering to the principles of creating bonds and sharing for sustainability under the concept of **"Committed, Sharing, Secured"** (Synergy for Sustainability) in order to reach the goal of being a **100-Year Corporate**.

Building Solid Strengths: The Company remains committed to driving its operations according to plans and strategies to build sustainable growth by looking for investment opportunities in new businesses that are in line with technological changes, such as businesses in the aviation and logistics industry, digital industry and medical industry, and investing in start-ups. The Company **focuses on collaborating with its existing business partners and new business partners to create bonds for long-term growth** while adhering to the principles of good corporate governance that takes into account the society and environment, which is the basis for strengthening the business so that it can create sustainable growth.

Building Success and Growth in a Sustainable Manner: The Company has the goal of operating its business to grow sustainably while upholding social and environmental responsibility, conducting its business in line with good corporate governance principles (Environment, Social and Governance: ESG) and reducing the impacts of climate change. The Company has set the goal of achieving carbon neutrality by 2050 and aims to achieve zero greenhouse gas emissions (Net Zero) by 2065 by promoting the use of new innovations in the Company's business operations, such as the plant survey project at the Saha Group Industrial Parks, which aims to study the carbon sequestration of different kinds of plants in order to choose the best plants to grow, and promoting the use of solar power within the industrial parks. In addition, the Company **has set its quality objectives for corporate social responsibility**, with the aim of being a company that provides public benefit to its surrounding communities in a bid to enhance the quality of life of its surrounding communities. Furthermore, the Company also has an operational plan to integrate value chain management and reinforce its strengths and competitive edge through various projects by applying the principles of good corporate governance in various areas such as human rights, fair labor treatment, occupational safety and health, anti-corruption efforts, responsibility to customers and cyber security and personal data protection, which will provide assurance to all groups of stakeholders, as well as risk management and internal control and compliance with the laws, rules and regulations.

Continuously Establishing Operational Standards: The Company places importance on operating in line with good corporate governance principles by promoting the adoption of standards in various aspects of its operations such as quality management system according to international standards (ISO 9001), environmental management system standards (ISO 14001) and energy management systems (ISO 50001). The Company's efforts can be seen in the awards and accolades given for its sustainability operations, such as the results of the evaluation of good corporate governance of listed companies in the ASEAN region (ASEAN Corporate Governance Scorecard: ACGS) in the ASEAN Asset Class PLCs category, the "Excellent" rating (5 Stars) in the Corporate Governance Report of Thai Listed Companies (CGR) given by the Thai Institute of Directors (IOD), the "Excellent" rating (out of a total of 100 points) in the AGM Checklist quality assessment, the "A" rating in the SET ESG Ratings assessment by the Stock Exchange of which performed the assessment based on the environmental, social and governance (ESG) data, the certification of membership in the Thai Private Sector Collective Action Against Corruption (CAC), the certification as an Eco-Industrial Town Level 5 (Industrial Town of Happiness), and the accolade given to Saha Group Industrial Park Lamphun for demonstrating its commitment to adopting good labor practices (GLP) and the recognition for being a role model for labor solidarity.

Lastly, the Company would like to thank all shareholders and stakeholders who have always supported the Company, and I strongly believe that with all your cooperation, the Company can create utmost benefits to promote good quality of life and create prosperity in a sustainable manner in line with the Company's **"Good people, good products and good society"** policy in order to reach the goal of being a **100-Year Corporate**.

Business Philosophy

“To conduct a good business, you must disregard self-interest and adhere to ethical practices.”



Dr. Thiam Chokwatana

► GOOD BUSINESS

Seeking benefits or profits is not amoral, but it must be done reasonably while consumers also benefit from good products and services.

► CONSIDER OTHER

You must also think of the benefits to others, not just your own.

► OPERATE ETHICALLY

You cannot let profitability blind you from morals and ethics.

Guideline for Preparing the Report

In preparing the “SPI...Synergy for Sustainability” report for the year 2023, the Company used the reporting frameworks of the Global Reporting Initiative's reporting standards (GRI Standards) and the Corporate Sustainability Guide for Listed Companies, which are in line with the UN Sustainable Development Goals (SDGs) and the Eco Industrial Park Index.

The Company is committed to developing its business while upholding good governance and efficient risk management, taking into account its responsibility toward all stakeholders throughout the value chain, which encompasses the economy, society and environment, in line with the Company’s “Good people, good products and good society” social responsibility policy that prioritizes important sustainability issues as prescribed by the Stock Exchange of Thailand’s Materiality Assessment principles and ESG Metrics with a process of sustainability meterility assessment.



Scope of the Report

The scope of the report is determined by business relevance and the impact on the Company's operations under the three main businesses: investment in consumer products, investment in the food and beverage business and the business of developing industrial parks and investing in other businesses, covering eight locations, which are the head offices in Bangkok (Rama 3 Office and Samyan Mitrtown Office), Saha Group Industrial Park Si Racha in Chonburi Province, J-Park Nihon Mura in Chonburi Province, Saha Group Industrial Park Kabinburi and Kabinburi Sport Club in Prachinburi Province, Saha Group Industrial Park Lamphun in Lamphun Province, Hariphunchai Golf Club and Saha Group Industrial Park Mae Sot in Tak Province as information between 1 January - 31 December 2023.

SPI Operation Location

Bangkok



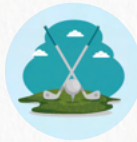
- ▶ Headquarter RAMA III
- ▶ Samyan Mitrtown Office

Chon buri



- ▶ Saha Group Industrial Park Si Racha
 - 214 MW power plant
 - Central wastewater treatment facilities with a capacity of 12,000 cubic meters per day
 - Runway for small planes
 - 150,000-cubic-meter reservoir
 - Water production with a capacity of 18,000 cubic meters per day
 - Greenfield
- ▶ J-Park Si Racha Nihon Mura

Prachin buri



- ▶ Saha Group Industrial Park Kabinburi
 - Central wastewater treatment facilities with a capacity of 16,000 cubic meters per day
 - Runway for small planes
 - 1,000,000-cubic-meter reservoir
 - Water production with a capacity of 4,800 cubic meters per day
 - 50x2 MW Provincial Electricity Authority sub-stations
 - Incinerator
 - Greenfield
- ▶ Kabinburi Sport Club

Lamphun



- ▶ Saha Group Industrial Park Lamphun
 - Central wastewater treatment facilities with a capacity of 6,500 cubic meters per day
 - Runway for small planes
 - 1,100,000-cubic-meter reservoir
 - 50x2 MW Provincial Electricity Authority sub-stations
 - Incinerator
 - Water supply from a well with a pumping capacity of 134,400 cubic meters per month
 - Water supply from a water production plant with a capacity of 4,000 cubic meters per day
 - Greenfield
- ▶ Hariphunchai Golf Club

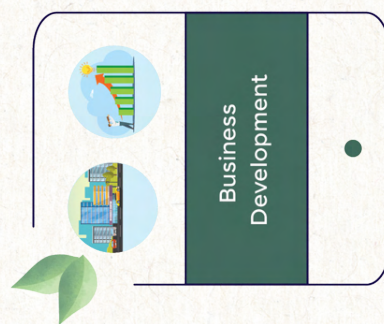
Tak



- ▶ Saha Group Industrial Park Mae Sot
 - Wastewater treatment facilities with a capacity of 400 cubic meters per day
 - 55,000-cubic-meter reservoir
 - 75 MW of power from the 25 MW Mae Sot 2 Sub- Station of the Provincial Electricity Authority (off site) and the 25 MW Mae Sot 1 Sub-Station
 - Water supply from a water production plant with a capacity of 600 cubic meters per day
 - Greenfield



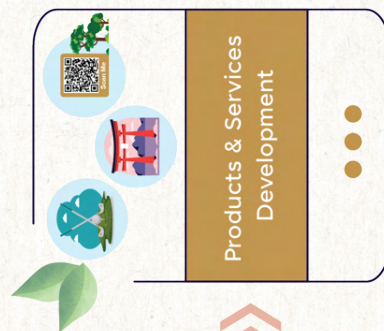
SPI Value Chain



Creating the investment opportunities and manage financial investments to create sustainable growth for all stakeholders. Focus on investment diversification for risk management with a consideration on investment opportunities in various new business groups and synergy with both Thai and international partners, including the development of Saha Group Industrial Park for support a various industry formats and perfection of being an Eco-Industry Park and real estate development that are in line with lifestyles needs in current.



Acquiring land, building, resources and utilities related to products and services, financial resources, human resources. The procurement process is fair, transparent and verifiable with quality management system and related laws with respecting the human rights of all stakeholder groups along with caring for the environment.



Developing products and services that create benefits and value for the Company and stakeholders sustainability through developing with industrial park that is environmentally friendly by using technology, innovation and respond to the stakeholders needs.



Delivering high quality products and services environmentally friendly. There is communication, consultation and giving advices as well as listening an opinion on business operation via the Company's channel to improve and develop to create added value of products and services.

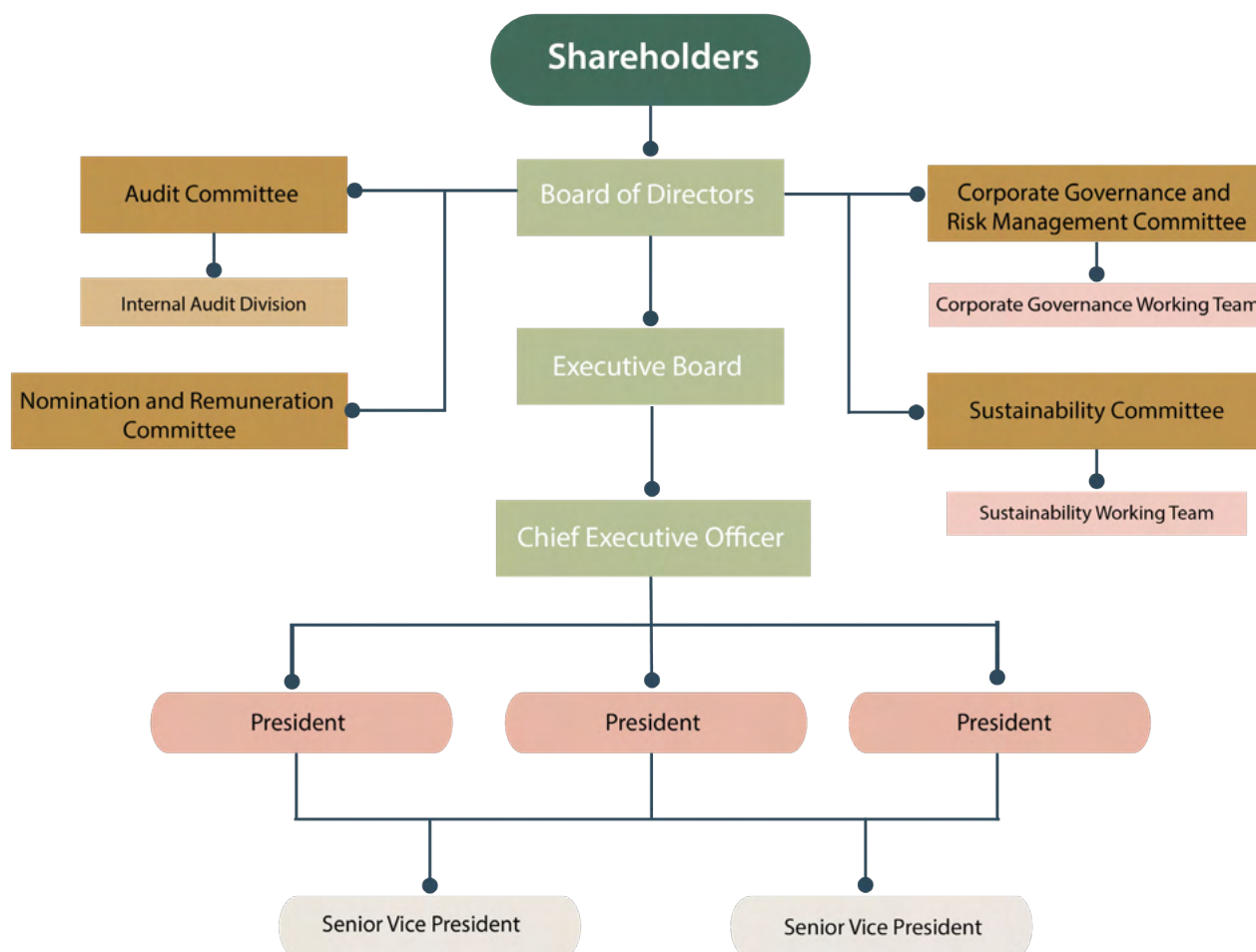


Creating and building relationships between the Company and both direct and indirect stakeholders including providing a good experiences and enhancing to develop a pleasant environment with a warm atmosphere for everyone under the philosophy of "creating value more than an industry zone"



Sustainable Development Structure

Organization Chart



The Company places importance on its sustainability operations. The Company's Board of Directors, management and employees are involved in driving sustainable development, encompassing economic, social and environmental aspects. The Board of Directors has appointed two sub-committees: the **Sustainability Committee** which includes one company director and three executives for a total of four people, and the **Corporate Governance and Risk Management Committee**, which consists of three company directors, one executive and one company secretary for a total of five people. Both sub-committees are responsible for driving various projects to promote, support and develop the Company's sustainability. There are a **corporate governance working team** and their duties and responsibilities are divided into four main areas, which are **corporate governance and anti-corruption**, **risk management**, **social responsibility** and **personal data protection**, and a sustainability working team. Both working teams have members who are representatives of various departments of the Company to perform various duties to support and promote the operations of both sub-committees to achieve the objectives of developing the Company's sustainability. Their roles and responsibilities are as follows:

Corporate Sustainability Committee

1. Establish, review and improve the corporate sustainability development policy as well as various policies and practices to be in line with business changes, regulations, announcements, regulations and related laws to meet international standards.
2. Establish, review and improve the corporate sustainability strategy and present various relevant recommendations to the Board of Directors.
3. Promote and push for cooperation in developing corporate sustainability.

4. Follow up on and supervise the operations carried out in accordance with the plan and evaluate the results and progress of the operations in the area of corporate sustainability development.
5. Report regularly on the performance of the Board of Directors.
6. Review and amend the Sustainability Committee Charter and present the amended charter to the Board of Directors for approval.
7. Perform any other duty as assigned by the Board of Directors.

Sustainability Working Team

1. Establish work plans and operational guidelines that are in line with the corporate sustainability development policy and present them to the Sustainability Committee.
2. Carry out the plans and guidelines for corporate sustainability.
3. Promote and push for cooperation in sustainability at all levels.
4. Follow up on the Company's compliance with the plans and operational guidelines for corporate sustainability.
5. Evaluate and summarize performance.
6. Report corporate sustainability performance to the Corporate Sustainability Committee.
7. Review policies, plans and operational guidelines for corporate sustainability to ensure efficiency.
8. Arrange meetings of the sustainability working team as appropriate.
9. Accept suggestions from the Sustainability Committee.
10. Perform any other duties as assigned by the Sustainability Committee.

Corporate Governance and Risk Management Committee

Corporate Governance

1. Establish, review and improve the corporate governance policy, principles of corporate governance, business ethics, code of ethics for company directors, executives and employees, anti-corruption policy and regulations to be consistent with changes in business, regulations, announcements, rules and related laws.
2. Establish guidelines for compliance with the corporate governance principles and anti-corruption policy, and follow up on and evaluate the results.
3. Encourage and support company directors, executives and employees to adhere to the principles of corporate governance and anti-corruption policy.
4. Review and amend the Corporate Governance and Risk Management Committee Charter and present it to the Board of Directors for approval.
5. Perform any other duties as assigned by the Board of Directors.

Risk Management

1. Establish a policy, goals and plans and assess risks, and establish a clear and continuous company risk management system to manage important risks and report to the Board of Directors.
2. Promote and encourage cooperation in risk management at all levels within the Company.
3. Follow up on, supervise and evaluate the results to ensure that the Company has appropriate and effective risk management by early recognition of warning signs and abnormalities.
4. Develop a risk management system for the entire company to be consistently efficient.
5. Review and amend the Corporate Governance and Risk Management Committee Charter and present it to the Board of Directors for approval.
6. Perform any other duties as assigned by the Board of Directors.

Corporate Governance Working Team

1. Perform analyses and assessments to determine objectives, plans and operational guidelines that are consistent with the strategies and policies for corporate governance, anti-corruption, risk management, corporate social responsibility and protection of personal data and present them to the Corporate Governance and Risk Management Committee.

2. Carry out plans and guidelines for corporate governance, anti-corruption, risk management, social responsibility and protection of personal data.
3. Encourage, support and communicate to company directors, executives and employees to comply with the principles of corporate governance, the anti-corruption policy, risk management, social responsibility and protection of personal data.
4. Follow up to ensure that the Company carries out the plans and evaluates and summarizes its performance results.
5. Report the Company's performance in corporate governance, anti-corruption efforts, risk management, social responsibility and protection of personal data to the Corporate Governance and Risk Management Committee.
6. Accept suggestions from the Corporate Governance and Risk Management Committee and review the goals, plans and guidelines to ensure they are consistent with the strategy changes and updates to the regulations, announcements, rules and related laws.
7. Arrange meetings of the working team as appropriate.
8. Perform any other duties as assigned by the Corporate Governance and Risk Management Committee and Corporate Sustainability Committee.

Sustainable Development Policy

The Company is committed to growing its business and Thailand's economy by promoting and maintaining balance and harmony between the industry and its surrounding communities so that they can co-exist in a quality manner, which is in line with the Company's **"Good people, good products and good society"** quality policy. The Company's sustainable development policy is consistent with its business development plan that takes into account any potential impacts from its business operations and aims to strike a balance between economic growth, environmental protection, and social well-being in order to accommodate global changes and **support the United Nations' Sustainable Development Goals (SDGs) while upholding good corporate governance** and creating and supporting the development of innovations for sustainability for all stakeholders and to ensure that the Company's sustainability operations are concise, comprehensive and supportive of the Company's vision of being **"a leading investment company that serves customers with heartfelt service and dedication towards value enhancement for sustainable business"** and the goal of being a 100-Year Corporate.



Sustainability Framework


Main Strategy for Driving the Company towards Sustainability: the Company adheres to the principles of creating bonds and sharing for sustainability under the concept of "Committed, Sharing, Secured" (Synergy for Sustainability). The Company places importance on **three dimensions of sustainability: environment, society and economy and corporate governance in order to** reduce negative impacts and/or increase positive impacts that may occur and may become an obstacle or opportunity for the Company's business operations in the future. These efforts are carried out in line with the expectations of all stakeholders equally and fairly, such as impacts on human rights that may arise from the Company's own operations or from its partners throughout the value chain. Serious consideration shall be given to the severity of such impacts, the likelihood of their occurrence and the ability to resolve the impacts. In identifying key sustainability issues, the Company adheres to the principles of the **Global Reporting Initiative Standard (GRI Standard)**. There are a total of **15 sustainability issues identified by the Company**, which have been reviewed and approved by the Corporate Sustainability Committee. The Company's reporting and disclosure of its sustainability data adhere to the principles of accuracy, clarity, completeness, timeliness and comparability.

Stakeholders and Sustainable Development




According to the principles of corporate governance, the Company's stakeholders are divided into **eight groups**, which are shareholders, employees/executives, customers, trading partners, community and society, competitors, creditors and the government sector. These stakeholder groups can be divided into two groups: **1) Direct stakeholders** which are shareholders, employees/executives, customers, partners, and communities and society; and **2) Indirect stakeholders** which are creditors, competitors and the government sector. The Company operates its business to meet the different needs and expectations of the stakeholders.







Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2023
Shareholders 	1. Annual General Meeting of Shareholders 2. Online communication channels 3. Annual Report 4. Channels for receiving suggestions/complaints 5. Site visits of Saha Group Industrial Parks	<ul style="list-style-type: none"> • Appropriate returns • Potential for continued growth • Risk Management System • Good corporate governance • Corporate social and environmental responsibility 	<ul style="list-style-type: none"> • Disclose the performance accurately, completely, and transparently, audit compliance and with sound corporate governance principles • Analyzed and reviewed the company's risks regularly to an acceptable level • Search for investment opportunities in line with economic growth trends • Development of innovations and technology to lower costs and minimize environmental impact • Annual review of the Company's good governance principles • 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

Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2023
Employees/ Executive Officers 	<ol style="list-style-type: none"> 1. General meeting of executive officers and employees 2. Monthly direct communications from the CEO 3. Online communication channels 4. survey of employee engagement 5. Employee Satisfaction Survey 6. Channels for receiving suggestions/complaints 	<ul style="list-style-type: none"> • Appropriate remuneration and welfare benefits • Fair assessment of performance • Job security and career advancement • Assessment of atmosphere and good working environment • Development of capacity, knowledge and competency • Human rights 	<ul style="list-style-type: none"> • Respect for human rights and fair treatment of labour • Appropriate reviews of remuneration and welfare benefits • Reviews for more efficient performance assessments • Prescription of career path and succession plan • Provision of training courses which meet needs and are up to date with changing global trends • Recruitment of internal staff first for the Company's position • Provision of sufficient work supplies • Building a safe and happy environment for work • SPI EMPLOYEE ENGAGEMENT SURVEY • Annual survey of employee engagement (Biannual) • Engagement activities between executives and staff (CEO talk, CEO lunch) • Birthday sharing activities (Quarterly)
Customers 	<ol style="list-style-type: none"> 1. Annual survey of customer satisfaction 2. Customer relations events 3. Direct meetings with customers 4. Online communication channels 5. Channels for receiving suggestions/complaints 	<ul style="list-style-type: none"> • Fair business operations • Quality after sales service • Management of customer relations • Environmentally friendly business operations • Risk and crisis management of Saha Group Industrial Parks 	<ul style="list-style-type: none"> • Smart city project • Supported the customers business operation such related training courses • Develop innovation and technology to reduce cost and environmental impact • Initiation of projects for the prevention and restoration of ecosystems (Eco Industrial Park Project) • Efficient responses to customer complaints • Integrated water management system • Development of renewable energy • Management of all risk factors and planning for emergencies • Application of human rights principles
Partners 	<ol style="list-style-type: none"> 1. Meetings with partners 2. Assessments of partners 3. Knowledges exchange meeting and work skills 4. Good corporate governance 5. Business ethics 6. Online communication channels 7. Channels for receiving suggestions/complaints 	<ul style="list-style-type: none"> • Fair business dealings • Creation of value and sustainable cooperation • Respect for human rights • Creating sustainability in the business value chain 	<ul style="list-style-type: none"> • Compliance with laws, good governance principles, ethics and codes of conduct • Reviews and modifications of guidelines for procurement at fixed periods to ensure that they remain up to date and appropriate • Initiation of projects for the development of partners, e.g. training on relevant legal topics Competency Development Course • Application of human rights principles • ESG Evaluation

Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2023
Communities and Society 	<ol style="list-style-type: none"> 1. Community relations activities 2. Community satisfaction surveys 3. Meeting with government sector 4. ISO 14001 5. Online communication channels 6. Channels for receiving suggestions/complaints 7. Site visits of Saha Group Industrial Parks 	<ul style="list-style-type: none"> • Compliance with Rules and Regulations of Environment • Resolving traffic problems • Water management • Management of environmental impact • Development of communities and society • Building good relations with communities • Safety 	<ul style="list-style-type: none"> • Smart city project • Resolving traffic problems with all sectors • Systematic management of water for use • Promotion of efficient management of waste by operators in the Saha Group Industrial park • Initiation of projects for prevention and restoration of ecosystems (Eco Industrial Park Project) • Promotion of development of quality of life and economy of communities (areas for communities to exercise and sell community goods) • Building a community network • Resolving various problems of complaints • Educating and assisting in the development of communities to ensure preparedness for various emergencies • There is an environmental working team to oversee the environment work • Eco Industrial Park Project • Agricultural Products of Dr. Thiam Chokwatana Sufficiency Agriculture Project • Support and participating in local culture and tradition activities (Kathin ceremony/ Phapa ceremony/Songkran festival, etc.) • Educational support
Competitors 	<ol style="list-style-type: none"> 1. Communications via Annual Report 2. Report of performance via channels of the Stock Exchange of Thailand 3. Channel for receiving suggestions/complaints 4. Online communication channels 	<ul style="list-style-type: none"> • Acting within the framework of fair competition • Not discredit competitors' reputation 	<ul style="list-style-type: none"> • Conduct business operation with transparency complying with and in accordance with laws and business ethics • Provide cooperation that is useful for consumers
Creditors 	<ol style="list-style-type: none"> 1. Communications via Annual Report 2. Report of performance via channels of the Stock Exchange of Thailand 3. Channel for receiving suggestions/complaints 4. Online communication channels 	<ul style="list-style-type: none"> • Strong financial standing • Ability to repay debts • Accurate and timely disclosure of financial standing 	<ul style="list-style-type: none"> • Conduct business operation with transparency complying with and in accordance with laws and business ethics • Strict compliance with loan terms and debenture terms
State Sector 	<ol style="list-style-type: none"> 1. Meeting with state agencies 2. Communications via Annual Report 3. Report of performance via channels of the Stock Exchange of Thailand 4. Channel for receiving suggestions/complaints 5. Online communication channels 	<ul style="list-style-type: none"> • Compliance with laws, regulations and directives of the state • Good corporate governance 	<ul style="list-style-type: none"> • Strict compliance with laws, regulations and directives of the state • Promotion of cooperation between the state Sector and the Company

Materiality Sustainability Issues

Process for Evaluating Important Sustainability Issues: The Company identifies materiality sustainability issues by considering internal factors such as reviewing the key points obtained from an analysis of the Company's environment and potential (SWOT Analysis), Corporate Risk Profile, and factors from studies of data on global trends and directions as well as the expectations and needs of every group of stakeholders and the Company's risk management, vision, mission and goals, including the **Eco Industrial Park Index, United Nations Sustainable Development Goals (SDGs), and the Stock Exchange of Thailand ESG Metrics for the service group**. The reviews help identify the important sustainability issues that are most relevant to the business context and help select important issues concerning sustainability according to the **Materiality Assessment and Global Mega Trends**. The Company's sustainability report adheres to the **Global Reporting Initiative Standard (GRI Standard)**.

The steps for evaluating issues that are significant in terms of sustainability are as follows:



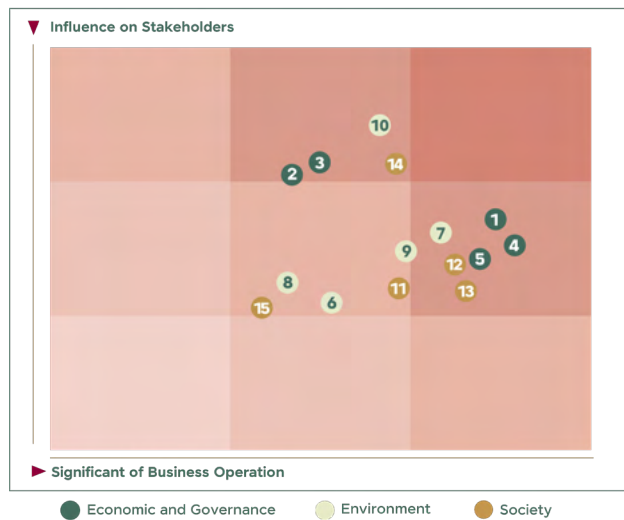
i **Issue Identification:** The Company considered key business issues for 2023 by identifying key points obtained from the analysis of the Company's environment and potential (SWOT Analysis), Corporate Risk Profile, and factors from studies of data on global trends and directions as well as the expectations and needs of every group of stakeholders and the Company's risk management vision, mission and goals, including the **Eco Industrial Park Index, United Nations Sustainable Development Goals (SDGs), and the Stock Exchange of Thailand ESG Metrics for the service group**. The identification process helps identify the important sustainability issues that are most relevant to the business context and help select important issues concerning sustainability according to the Materiality Assessment and Global Mega Trends.

ii **Issue Prioritization:** The Company sets its sustainability priorities for 2023 by considering the changing business context of each issue based on the analysis that identifies issues that are important to the Company and its stakeholders by considering the following two dimensions:

1. Economic, social and environmental impacts, including the aspect of good governance and opportunities that are significant to the Company's business operations
2. Issues that stakeholders are interested in and the level of importance of that affects the decisions of concerned stakeholders.

iii **Validation:** The Company, by the Corporate Governance Working Team, reviewed the Materiality issues and submitted them to **the Corporate Governance and Risk Management Committee and the Sustainability Committee for consideration and approval of the Materiality sustainability issues** within the scope of internal and external factors. The Company's Materiality sustainability issues were divided into 3 chapters incorporating 15 issues. From the analysis of the key Materiality 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 2023



- | | |
|--|--|
| 1 Human Rights | 11 Good Corporate Governance |
| 2 Fair Labor Treatment / Practice | 12 Anti-Corruption |
| 3 Occupational Safety and Working Environment | 13 Cyber Security and Personal Data Protection |
| 4 Social Responsibility | 14 Value Chain Management |
| 5 Climate Change | 15 Customer Responsibility |
| 6 Environmentally Friendly Products | |
| 7 Energy Management | |
| 8 Waste Management and Air and Noise Pollution | |
| 9 Water Quality Management | |
| 10 Biodiversity | |



Aligning Company Operations to Support Advance United Nations Sustainable Development Goals (UNSDGs)



Corporate Sustainability Fundamental



► Economics and Corporate Governance

According to Section 3 of the Company's Article of Association, the Board of Directors must consist of no less than five directors and no less than half of the total number of directors must reside in the Kingdom of Thailand. The Company's directors are appointed at the annual general meeting of shareholders or are appointed by the Company's directors in the event that the position of a director is vacated before the end of his or her term. Appointments of directors must be reviewed by the Nomination and Remuneration Committee, which will focus on ensuring the diversity of the Board with consideration given to gender diversity, knowledge, expertise, skills, experience and specific abilities that are relevant and beneficial to the Company's business, and compliance with the principles of corporate governance. The proportion of independent directors shall be one-third of the total number of directors, and there must be at least three people responsible for supporting policies that are beneficial to shareholders or expressing opposition when they see that the Company may have made decisions that are unfair and not transparent, which may affect the interests of shareholders and other stakeholders. **At present, the Board of Directors comprises 15 directors, five of whom are independent directors (1/3 of the total number of directors), 10 are non-executive directors (66.66%), and three female directors (20%).** To continuously increase the efficiency of directors' performance, the Company has a policy of encouraging all directors to regularly receive additional training in the courses provided by the Thai Institute of Directors Association and other courses and seminars that are relevant to the Company's business operations.

Currently, the Board of Directors has appointed four sub-committees, including the Audit Committee, Nomination and Remuneration Committee, Corporate Governance and Risk Management Committee, of which the chairman is an independent director, and Corporate Sustainability Committee. The committees are tasked to oversee corporate governance and ensure that the Company's business operations are successful and in line with the Company's vision, mission and goals while upholding the corporate values of "SPI" that focus on a sincerely positive attitude and working together to create a perfect blend of sustainable innovation and business ethics. The Company organizes an evaluation of the performance of the Board of Directors and sub-committees, which evaluates the committees as a whole and also organizes an evaluation of the performance of the Chief Executive Officer. In addition, in 2023, the Company began evaluating the Board of Directors individually. The details of the evaluation are as follows

No. of Meeting Attendance and Performance Assessment	Board of Directors	Audit Committee	Corporate Governance and Risk Management Committee	Nomination and Remuneration Committee	Sustainability Committee
No. of Meeting Attendance	12	12	2	2	2
% of Total Attendance	96.67	97.22	100.00	100.00	100.00
% of Performances Assessment	88.28	100.00	93.73	79.58	91.25
% of Self Assessment	88.04	N/A			
% of Performances Assessment of CEO	86.07				

Details of the structure of the Company's Board of Directors can be found under the topic of Corporate Governance Structure. Important information about the committees, sub-committees, executives, employees and others and the report on the results of corporate governance practices are also provided.

The Company places importance on complying with the laws, rules and regulations related to the Company's business operations in order to prevent impacts that may cause damage to the business and keeping up to date with the announcements in the Royal Gazette and other mutual agreements as required by the laws. The Company regularly reviews the relevant laws, rules and regulations. The Company has an Environmental Procedure (EP) for identifying and

updating the legal and other requirements and performs conformity assessment (EP-CO-002), which covers identifying and monitoring environmental laws and regulations, social responsibility, management systems according to Thailand's labor standards and quality management system (ISO9001:2015). **The Company requires there to be monitoring of the results of the Company's legal compliance and an evaluation of its compliance with laws and other relevant requirements every six months**, and an evaluation of the Company's compliance with the corporate governance principles every year. In 2023, the Corporate Governance Working Team presented amendments to the corporate governance principles (3rd edition) to the Corporate Governance and Risk Management Committee and the Board of Directors for consideration in order to ensure consistency with the current business operations of the Company.

In addition, the Company is aware of the importance of **risk management** as it has formulated a plan to deal with and manage risks that may occur in order to ensure that the Company's business operations meet the goals it has set under the Enterprise Risk Management Framework (COSO-ERM) of the Committee of the Sponsoring Organization of the Treadway Commission (COSO). **The Corporate Governance and Risk Management Committee is responsible for establishing the policy, goals, plans and risk assessment, and arranging for there to be a clear risk management system to ensure business continuity (Business Continuity Management).** Additional information can be found under the topic of Risk Management.

Business Ethics and Anti-Corruption

The Company aims to create a corporate culture that is transparent and accountable in line with the corporate value of **"Integration of innovation and integrity"**. In this regard, the Company has established and announced a code of ethics for company directors, executives and employees so that they are all aware of and adhere to the code of ethics and carry themselves with honesty, integrity, caution and prudence for the utmost benefit of the Company and all groups of stakeholders equally. **This includes taking care of the Company's assets that cover information security without violating the laws on computer crimes.** The Company has a **policy of maintaining information technology security** and upholding the **guidelines for maintaining information security** to ensure that the security of its information technology systems is consistent with international standards. The Information Technology Department is responsible for overseeing the Company's information technology, including the announcement of the personal data protection policy. The protection of personal data is an important basic right to privacy that must be protected according to the law in order to ensure the Company's operations comply with the Personal Data Protection Act B.E. 2562. In addition, there are also guidelines for practices to meet international standards for personal data protection and comply with the Company's principles of corporate governance. The Company has appointed a working team personal data protection under the supervision of the Corporate Governance and Risk Management Committee and prepared a **manual on the implementation of personal data protection measures** to help employees who are responsible for work related to personal data and the privacy of personal data owners can carry out their work correctly, appropriately and systematically while complying with international standards for personal data protection efficiently and effectively as required by relevant laws. In regards to anti-corruption, the Company has appointed a corporate governance and anti-corruption working team to oversee, monitor and evaluate corruption risks in order to prevent corruption that may arise from the Company's business operations.

Complaints in 2023

0 Case

A whistleblower channel has been made available, but there were no submissions at all in 2023



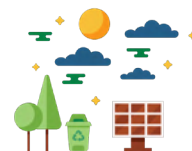
The Company announced the implementation of an **anti-corruption policy** and the guidelines for complying with the anti-corruption policy. Company directors, executives and employees are required to sign to acknowledge the anti-corruption policy and practice. In addition, the Company provides its employees and stakeholders the opportunity to submit information or complaints when they discover matters that may violate the laws

on corruption or misconduct of employees and stakeholders whose rights are violated or who were treated unfairly. The information and complaints can be submitted through the channels and methods provided by the Company. The company will listen to and handle all complaints equally, fairly and transparently. **The Company continues to maintain its status as a member of the Private Sector Collective Action Against Corruption (CAC).**

In addition, the Company is committed to growing its business and Thailand's economy by promoting and maintaining balance and harmony between the industry and its surrounding communities so that they can co-exist in a quality manner comply with the good corporate governance, taking care on social and environment, according to quality policy "Good People Good Products Good Society" while being mindful of all stakeholder groups throughout the value chain. The Company has published the Supplier Code of Conduct, which establishes the standard and guidelines for its suppliers to build sustainable growth together.

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 : cac@spi.co.th
-  Tel. +66 2293 0030
-  Feedback Box



The Company is committed to promoting knowledge and understanding of and practicing business ethics and anti-corruption practice among its employees, business partners and all groups of stakeholders through the Company's activities and communication channels. In 2023, the Company's efforts to promote business ethics and anti-corruption practices are as follows:

- **Following the Company's announcement of the Supplier Code of Conduct in 2023**, the Company started to send e-mails to its suppliers requesting their cooperation for acknowledgment of and compliance with the Supplier Code of Conduct, corporate governance and anti-corruption policies and asked them to respond by having an authorized person sign with their company seal. The Company sent the e-mail to a total of 368 suppliers.

- The Company prescribed all new employees must have passed a training on the topic of "corporate governance and anti-corruption" and 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. 100% of employees passed the assessment of their knowledge and understanding of corporate governance and anti-corruption.

Employees have passed Corporate Governance (CG) and Anti-Corruption evaluation.

**Employees Evaluated
100**



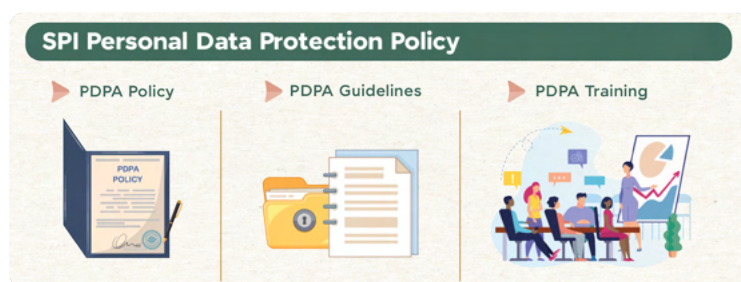
- Communicate the Company's anti-corruption policy and practices through the No Gift Policy which aims for all stakeholders to not accept gifts during the New Year or other traditional celebrations.

- The Company invited executives and employees to participate in the Anti-Corruption Day activity for the year 2023 under the concept of WHAT THE FACT? (Just search ACT Ai! if you're curious) on September 6, 2023 to fight against corruption via the Facebook of the Anti-Corruption Organization (Thailand).



- The Company invited its key suppliers who are service providers to attend the “Road to Certify” online lecture organized by the Thai Institute of Directors Association to listen to the process and methods for submitting a self-evaluation application to the Thai Private Sector Collective Action Coalition Against Corruption in a bid to expand the transparent business network to the Company’s partners (Change Agent). One of the Company’s main business partners expressed their intention to join as a member of the Thailand Private Sector Collective Action Coalition Against Corruption to help combat corruption as a Change Agent in 2024.

- The Company provided training in personal data protection. This was an internal training on the topic of the Personal Data Protection Act B.E. 2562, which covers the use of a manual for implementing personal data protection measures, to help enhance the knowledge and understanding for employees responsible for work related to personal data and the privacy of data owners so that they can perform their work correctly, appropriately and systematically and comply with international standards for personal data protection. The manual covers guidelines for managing the personal information of customers, suppliers, contractors, contractors, service providers, job applicants, employees, interns, visitors, directors and investors and external training. The Company also arranged for external training in the personal data protection law for internal audits. (PDPA for internal audits) and the role and responsibilities of the personal data protection officer.

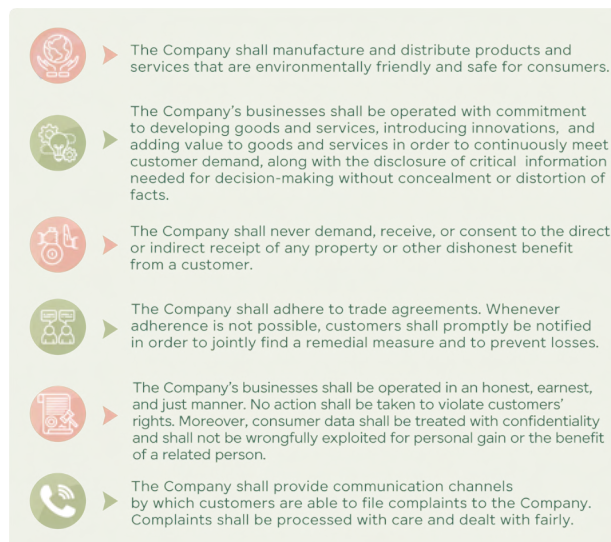


- The Company improves and adds content of Manual of personal data protection measures according to Record of Processing Activity : RoPA) of various departments Including updating the content, the topic of collecting, keeping, and destroying personal information and the topic of guidelines for managing personal information.

- The Company provides internal training in the form of E-Learning to build knowledge and understanding about information technology security policies in the IT Policy and Cyber Security course. Cyber Security. The Company organized pre- and post-training tests, and those who took the training course must pass the post-training test with a score of no less than 80%, 100% of Employees passed post-training test.

Customer Relations Management

The Company has set quality objectives that are in line with the "Good people, good products, good society" quality policy, which underlines the importance of providing customer service with speed, politeness, honesty, precision and fairness while sharing knowledge and experience. The Company provides utility services that meet the standards, have strong quality and availability, and are developed according to their objectives and provides various facilities and services. The Company promotes the development of occupational health, safety, health and the environment surrounding the Company’s premises in order to create sustainable engagement with stakeholders. The Company focuses on maintaining good relationships with existing customers and building relationships with new customers while keeping in mind that customer satisfaction is important from the beginning. The Company upholds comprehensive and precise customer relations management and **accepts suggestions and complaints through the channels by the Company** while closely monitoring and solving problems. The Company is in the process of developing a **Smart Industrial Park**, such as Smart Economy in laying a fiber optic network to support 5G technology, SMART Monitoring System for monitoring environmental quality, SMART Communication For communication channels with stakeholders and external parties, SMART Energy by using Solar Rooftop & Solar Floating as a source of clean energy, Smart Mobility; installing an EV Charger Station and bringing electric vehicles (EV) to use in the office replace the use of fossil fuel energy and reduce carbon emissions to support various activities for stakeholders adhering to equality in every service.



The Company organizes a **customer satisfaction survey at least once a year**, dividing the satisfaction survey into 2 levels: **executive level and employee level, the surveying satisfaction with basic public utility systems**, including landscaping, roads, drainage, water supply systems (cleanliness, water flow rate), wastewater drainage from factories, the company's employees services, when having to meet customers and resolve complaints arise, coordination politeness of the company's employees in communicating and providing information.

The Company is committed to equality in providing service to all customers. The roadway lighting systems within Saha Group Industrial Parks help maintain traffic safety within Saha Group Industrial Parks. **Customer satisfaction surveys were conducted and the results show satisfaction** with all the systems. In addition, the Company is also aware of customer needs in various aspects, such as wanting more seatings to be added for relaxation, road safety, drainage during the rainy season, water quality inspection at the industrial parks' water storage ponds and lighting in certain areas. The Company will use the survey results and customers' expectations to elevate the services at the industrial parks to a higher standard in the future.

In 2023, the Company organized fire drills, chemical spill drills and first aid training and training in the use of a cardiac defibrillator.

Building Sustainability in the Value Chain

The Company has a process for selecting suppliers in the value chain who conduct their business in compliance with the law, follow safety and occupational health standards and are environmentally friendly. The Company treats its suppliers on the basis of fair competition, equality and mutual respect while ensuring mutual benefits. The Company places importance on developing the potential of its suppliers in order to increase their ability to compete and build sustainable growth.

The Company uses ISO 9001:2015 quality management system standards to establish its operating procedures for selecting/hiring contractors (QP-CO-004), which cover the selection/hiring process, work delivery, evaluation, contractor registration and procurement procedures (QP-CO-005). The standards are used as guidelines for ensuring the efficiency of selecting/hiring contractors and procurement. The guidelines cover the quality management system (ISO 9001), environmental management system (ISO 14001) or green label, corporate social responsibility (CSR), and take into account the quality of products and/or services, including compliance with the labor laws and Thai labor standards requirements. Every year, the Company declares its own labor standards in accordance with the Thai labor standard requirements (TLS 8001-2020).



-  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 verifies the registration of sellers/contractors every year to show its commitment to ensuring the operations of its partners have been carried out in accordance with the guidelines set out by the Company, such as the anti-corruption guidelines and the Code of Ethics for Business Partners. In addition, in order for the Company and its business partners to conduct business together, the Company will schedule a meeting with its partners at least once a year to build good relationships, exchange knowledge, and develop products and services that take into account all groups of stakeholders.

In order to communicate and create understanding with business partners in conducting business with social and environmental responsibility and increase competitiveness in 2023, the Company and its key partners jointly **studied the collection of corporate greenhouse gas emissions data submitted to the Greenhouse Gas Management Organization (Public Organization) for verification with the goal of reducing greenhouse gas emissions**. The Company also participated in seminars on topics related to **anti-corruption** and **surveyed the needs and expectations of contractors/sellers once every year**. **The results of the survey of the contractors/sellers' needs and expectations toward the Company for the year 2023** on the topics of **purchasing/hiring processes, coordination with the project**

owners, the ease of entering the work sites, training in safety or company regulations and product inspection/delivery processes found that contractors/sellers were more satisfied than expected. In addition, the Company was made aware of the needs and expectations of contractors/sellers concerning various issues such as the procurement process. They want to undergo the procurement process before proceeding, want the quotation to be confirmed within 30 days and want to know the needs of their employers in advance. In terms of expectations, there are expectations that they can secure purchases/services in every job bid and there are expectations for repeated purchases.

In 2023, the Company had 283 suppliers in the supplier register (with the buying-selling value of no less than 100,000 baht), which is determined by the buying-selling items with a total transaction value of no less than 90 %. It was found that the Company had 11 main suppliers who sell products/services that are important to the Company's business operations and have sold/provided services to the Company for a long time with good results while ensuring smooth and efficient services, including always being ready to provide services beyond those specified in the contract with speed. In addition, there is one main customer who is a new supplier, who passed the qualification criteria according to the procedures for the selection/hiring of contractors and/or the procurement procedures, and who was a supplier to more than 50% of the companies in the Saha Group. The Company has the goal of creating sustainable growth together and therefore, finds no risk in relying on having a few suppliers. In addition, the Company has surveyed key suppliers who do not directly conduct business with the Company. Initially, the Company surveyed five suppliers and found that key suppliers who do not directly conduct business with the Company accounted for no less than 70% of the total of 14, having taken into account the sales and purchases between the main suppliers. In regards to key suppliers who do not directly conduct business with the Company, two of the 14 key suppliers have already assessed the risk of reliance on having a few suppliers.

1. Main suppliers with transactions in 2023, 283 suppliers

(Based on the purchase-sell value of no less than 100,000 baht,
the total transaction value of no less than 90%)

2. The Company's main suppliers (Critical Tier 1), 11 suppliers

3. Main suppliers of main suppliers (Critical non-Tier 1), 14 suppliers

(Based on the value of transactions of no less than 70% the Company's total transaction value)

The Company performs the assessment of the work sites of suppliers (Site Visits) or established the criteria for selecting suppliers that must undergo an on-site ESG Audit, as the majority of the Company's main suppliers (Critical Tier 1) are companies in the Sahapat Group and have establishments located in the same area as the Company's office location. Nevertheless, the Company has prepared a plan for supplier assessment in 2024.

The Company requires its suppliers (contractors) to undergo training to register as contractors and requires suppliers who come to perform work on the Company's premises to adhere to the procedure for checking the safety of equipment and tools used in work and management of work safety areas

In 2023, with the aim of ensuring "Zero Accidents", the Company conducted an audit of the workplace safety of its main suppliers. The audit found that the main suppliers had collected accident data that is separated into two categories: total accident reports and accident reports in the case of having to take leave for more than 3 days. The report found that there were no accidents from performing work, which met the goal that the Company had set.

The Company aims to conduct its business with fairness and promotes the capital management of the Company and its suppliers. The company's Credit Term Policy sets the credit term for suppliers at 60-90 days. At present, the Company uses the Smart banking system for transferring payments to bank accounts, which ensures that suppliers will receive payments within the specified period. If a supplier submits an invoice to the Company within the first seven days day of the month, the Company will transfer the payment to the supplier by the end of that month. In 2023, the average payment time was 62 days.

	2023	2022
Average Payment Period	62 Days	50 Days

The Company also started to send e-mails to its suppliers requesting their cooperation for acknowledgment of and compliance with the Supplier Code of Conduct, corporate governance and anti-corruption policies, and asked them to respond by having an authorized person sign with their company seal. The Company sent the e-mail to a total of 368 suppliers and received a response accounting for 13.31%. The Company aims to increase the response rate in 2024 and plans to have its suppliers evaluate themselves and on sites visit of the suppliers that are companies under Saha Group.



In addition, in order to build cooperation between the Company and its suppliers, the Company invited its key suppliers who are service providers to attend the “Road to Certify” online lecture organized by the Thai Institute of Directors Association to listen to the process and methods for submitting a self-evaluation application to the Thai Private Sector Collective Action Coalition Against Corruption in a bid to expand the transparent business network to the Company’s partners (Change Agent). The Company also invited its suppliers to take part in the greenhouse gas validation and verification process.



Corporate Sustainability Fundamental



► Environment



The Company places importance on and is committed to preserving the environment sustainably, with the aim of responding to the needs of people in using resources today without obscuring or encroaching on the resources of people in the future. The Company has implemented an environmental management system in compliance with the requirements of **environmental management standards (ISO 14001)** and **energy management standards (ISO 50001)**, as well as relevant laws and regulations to help protect the environment, the ecosystem and the health of everyone living together. To drive forward the Company's environmental operations, the Company has announced an **environmental policy**, has provided an **environmental management manual**, and has **appointed an environmental working team** to identify and assess the environmental issues arising from all of the Company's activities, products and services and to review of applicable laws, rules and regulations. The Company has an Environmental Procedure : (EP-CO-002) for identifying and updating the legal and other requirements applicable to the Company's environmental aspects and conformity assessment which covers identifying and monitoring environmental laws and regulations, social responsibility, management systems according to Thailand's labor standards and quality management system (ISO9001:2015) and energy management standard (ISO50001:2018). **The Company requires a follow-up every six months on actions taken in compliance with the laws and an evaluation of its compliance with the laws and other relevant requirements.** In addition, the Company announced the **policy for transforming Saha Group Industrial Parks into ECO INDUSTRIAL TOWN** and has appointed an **ECO INDUSTRIAL TOWN working team**, which aims to create balance in five dimensions - physical, economic, environmental, social and management. Currently, **Saha Group Industrial Park Si Racha and Saha Group Industrial Park Kabinburi have been certified as Level 5 (Happiness) Eco Industrial Towns.**

The Company has promoted and developed its factories at Saha Group Industrial Parks to continue operating in accordance with the Eco Industrial Town development direction such as Eco Factory, CSR-DIW, Green Industry, etc. This is an approach that is consistent with the Sustainable Development Goals that require cooperation from all of stakeholders on various issues related to **safety, hygiene, sustainable economic growth promotion, infrastructure, innovation development, water management, clean energy, the impacts of climate change and reduction of greenhouse gas emissions** in order to **achieve the goals of carbon neutrality and zero greenhouse gas emissions as outlined by the Paris Agreement.**

Energy Management

The Company has adopted an energy management approach that focuses on the efficient use of energy by opting to use energy-saving equipment and promotes the use of steam, which is waste from power plants, instead of using water boilers. There is a system for monitoring and inspecting energy use. The Company also promotes the use of alternative energy in accordance with the **Eco Industrial Park Index, Eco-Efficiency (13)** indicators of greenhouse gas emissions (13.2). Saha Group Industrial Park Si Racha in Chonburi Province has been encouraging and supporting factories in the area to use **"solar power"**. Some factories have installed their own solar power systems and some contracted Impact Solar Company Limited, a joint venture of the Company that operates an alternative energy business, to install the solar power systems. Currently, **solar rooftops and floating solar power** generation systems installed within the industrial park have a combined capacity of 478.80 kilowatts. There is also a **Battery Energy Storage System (BESS)** with a capacity of 500 kilowatts. Currently, Saha Group Industrial Park Si Racha has installed solar panels capable of **generating 20,962.73 kilowatts** of power in total, a **20.65% increase** compared to the year of 2022, capacity of 17,374.40 kilowatts.

The Company installed a solar power generation system on the roof of the office building at Saha Group Industrial Park Si Racha, Chonburi Province, with a capacity of **96.39 kilowatts**. The Company's solar power generation system generates electricity for use in the office building, and the remaining electricity is used to power the raw water pump system in Reservoir 1. Therefore, Saha Group Industrial Park Si Racha uses an **equivalent of 131,885.60 KWh of electricity generated by the solar rooftop at the office building**, which helps **reduce the Company's electricity costs by 3.77%.**

In 2023, the Company began collecting data on its energy consumption (Electricity/Fuel) to establish a guideline for formulating a plan to reduce the consumption of energy from fossil fuels and increase the use of clean energy from solar power. Details of the Company's electricity and fuel consumption are as follows:



Electricity and fuel consumption

Location	Electricity consumption	Fuel consumption	
	KWH	Diesel (litres)	Benzine (litres)
Headquarters (Bangkok)	207,569.80	14,350.04	29,749.10
Saha Group Industrial Park Si Racha, Chon Buri Province	3,370,668.93	48,187.53	16,630.16
Saha Group Industrial Park Kabin Buri, Prachin Buri Province	2,869,844.85	29,707.25	1,948.23
Saha Group Industrial Park Lamphun, Lamphun Province	1,746,763.64	20,678.05	4,844.00
Saha Group Industrial Park Mae Sot ,Tak Province	114,249.08	8,182.65	1,346.26
J PARK NIHON MURA SI RACHA, Chon Buri Province	<i>In the operational plan for collecting and verifying data on the amount of greenhouse gas emissions in 2024, including the Sufficiency Agriculture Project area of Dr. Thiam Chokwatana.</i>		
Kabinburi Sport Club, Prachin Buri Province			
Hariphunchai Golf Club, Lamphun Province			



As for setting a target for reducing electricity use, the company has not yet set a target because of the company is in the process of collecting electricity usage data of the company. It is expected that data collection will be completed in 2024, which is in line with the organization's greenhouse gas emissions data collection. That will be complete in all areas in 2024 and will use data from 2024 as the base year for setting further goals.

Water Management

Due to climate change from global warming, there have been extreme weather events that are more frequent, which could lead to flooding or droughts because rainfall becomes more erratic. This increases the risk of a shortage of water to serve customers, which will affect the Company's business operations because the Company is a provider of basic utility services and **water is an important factor** in the production process in every industry. Therefore, the **Company has implemented an integrated water management plan**, continuously monitors climate change data, seeks out water resources (both surface and underground), and purchases water from local service providers in some areas in order to maintain its water reserves to ensure that it can use water and provide services without interruption. Details of the Company's usage of tap water and wastewater that has been treated for reuse on the Company's premises are as follows:



Water consumption

Location	Water consumption (m ³)	Wastewater treatment volume before reuse or disposal.
Headquarters (Bangkok)		Rental Building
Saha Group Industrial Park Si Racha, Chon Buri Province	31,021	Plan to reuse the water in 2024
J PARK NIHON MURA SI RACHA, Chon Buri Province	13,832	No water reuse
Saha Group Industrial Park Kabin Buri, Prachin Buri Province	970	Reuse 100% 
Kabinburi Sport Club, Prachin Buri Province	18,325	
Saha Group Industrial Park Lamphun, Lamphun Province	6,939	Reuse 100% 
Hariphunchai Golf Club, Lamphun Province	10,450	
Saha Group Industrial Park Mae Sot ,Tak Province		no records

As for setting a target for reducing water use, the company has not yet set a target because of the company is in the process of collecting the company's water usage data. It is expected that data collection in all areas will be completed in 2024 and 2024 data will be used as the base year for setting further goals.

In addition, the Company has complied with the standards as prescribed by the **Eco Industrial Town criteria's Indicator Criteria 7.1 on Water Pollution Control and Indicator 7.1.1 on Wastewater Quality**. Saha Group Industrial Parks Sri Racha, Kabinburi and Lamphun routinely assess wastewater quality at discharge points to ensure their compliance with the standards. The assessment results show that the quality of 100% of the wastewater samples collected and analyzed was higher than the standard and had no impact on the local communities. Furthermore, the Company **has worked with local government agencies and communities to regularly inspect water quality in public water** sources around Saha Group Industrial Parks. The results of the inspection of wastewater released from the factories are reported on a monthly basis. Saha Group Industrial Park Kabinburi and Saha Group Industrial Park Lamphun have a goal of reusing 100% of treated wastewater on the premises, which means the volume of treated wastewater released into public water sources will be zero.

Use of wastewater data 2021 - 2023 of Saha Group Industrial Parks



Area	2023		2022		2021	
	Lamphun	Kabin buri	Lamphun	Kabin buri	Lamphun	Kabin buri
Reuse in the industrial park	212,880	69,600	360,861	28,673	401,216	71,380
Sufficiency Agriculture Project	162,573	14,940	99,264	52,920	94,188	32,400
Golf Club */**	848,580	1,059,279	879,202	1,496,407	792,018	1,429,800
Total	1,224,033	1,143,819	1,339,327	1,578,000	1,287,422	1,533,580

* Haripunchai Golf Club, Lamphun

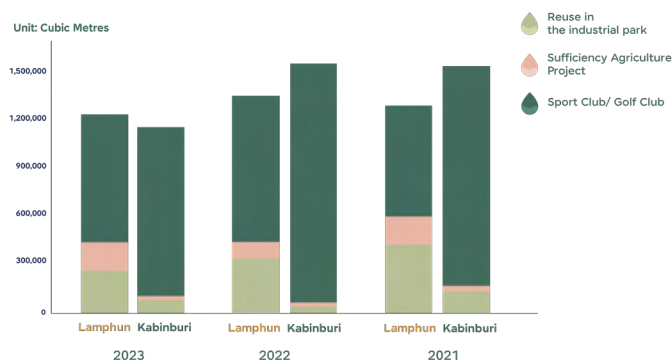
** Kabin Buri Sport Club, Kabin buri

Unit: Cubic Metres

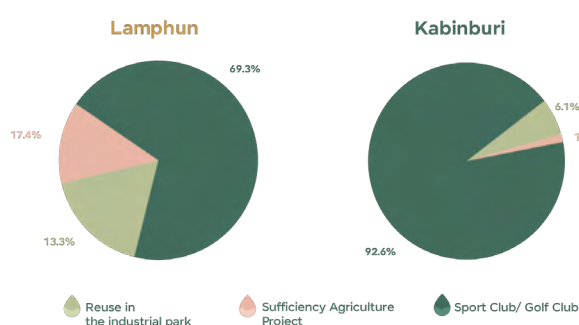
In 2023, Saha Group Industrial Park Si Racha, Saha Group Industrial Park Kabinburi and Saha Group Industrial Park Lamphun had central wastewater treatment systems that treated wastewater from establishments and/or factories located within the three Saha Group Industrial Parks. Therefore, the volume of wastewater that had been treated and reused or wastewater that had been treated before being released into public water sources was 2,115,507.10 cubic meters, 1,224,033.00 cubic meters, and 1,398,540.00 cubic meters, respectively. Saha Group Industrial Park Kabinburi and Saha Group Industrial Park Lamphun used all of the recycled water that had been treated for reuse (100%).

In 2023, Saha Group Industrial Park Kabinburi had the volume of wastewater that had been treated and could be reused equal to 1,398,540.00 cubic meters, but the volume of treated wastewater that was actually reused was equal to 1,143,819 cubic meters only. The wastewater that has been treated and has not yet been used will be stored in the treatment pond for future use.

Use of wastewater data 2021 - 2023



Use of wastewater data 2023 Saha Group Industrial Park



In 2024, Saha Group Industrial Park Si Racha will be worked with the National Metal and Materials Technology Center (MTEC) and the National Science and Technology Development Agency (NSTDA) to conduct a project for developing a high-quality water treatment system that will enable water to be reused. The project's goal is to enable treated wastewater to be reused on the premises at the rate of 30 cubic meters per hour or approximately 4% of the total wastewater per day. The project also includes a water monitoring system for inspecting the quality of tap water and wastewater through a database in the Data Room Online for data analysis. In addition, the Company has a plan to manage risks from discontinuities in providing services to customers from both internal and external factors such as water shortages due to droughts or floods, etc. The Company has systematically and continuously assessed the potential impact of discontinuities on the Company's operations by taking into account that the demand for use should correspond with the actual volume of use at present, so that a plan can be formulated to support the expansion of the industrial sector in the future by utilizing modern technology in integrated water management and establishing a preventive maintenance plan.

Garbage and Waste Management

The Company has a policy to reduce the volume of waste ending up in landfills (Zero-Waste to Landfill). The policy not only aims to maintain workplace cleanliness and good hygiene but also aims to help reduce greenhouse gas emissions by working together with stakeholders to raise awareness of sorting waste that can be recycled such as plastic bottles, paper, cardboard boxes, metal staples, can lids and rings, etc.

Sludge from Wastewater Treatment Systems

In 2023, Saha Group Industrial Park Lamphun had the goal of reusing all the industrial sludge from the waste treatment system (100%) to make soil amendments with earthworms, instead of disposing it to a landfill. The soil amendments were developed into a fine granular shape and were highly friable, had high water-holding capacity and contained microorganisms that are beneficial to plants, the soil amendments are suitable for adjusting soil properties to improve plant growth and are a new alternative to chemical fertilizers.

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



The total volume of sludge from the wastewater treatment system that was 3.21 tons or 0.94% of total sludge, created as a soil improver. According to the implementation project obtained 3,721 kilograms of soil improver and was able to reduce greenhouse gas emissions from waste disposal by means of reducing landfill by an volume of 2,546.49 kgCO₂e. (3,210 Kgs x 0.7933 KgCO₂e)



In addition, Saha Group Industrial Park Lamphun implemented a project that used organic waste as an ingredient for making compost instead of disposing of it. The volume of **organic waste from food scraps and fresh vegetable scraps** collected from the clubhouse at Hariphunchai Golf Club, the Sufficiency Agriculture Project of Dr. Thiam Chokwatana and the Company's office building at Saha Group Industrial Park Lamphun totaled 1,063 kilograms. The project helped reduce waste disposal costs by 4,252 baht (waste disposal cost is 4 baht per kilogram) and helped reduce greenhouse gas emissions by 843.28 kgCO₂e (1,063 kilograms x 0.7933 kgCO₂e).

For 2024, the Company plans to expand the project that makes soil improver with earthworms to Saha Group Industrial Park Si Racha, with the goal of utilizing 1.8 tons of sludge from the wastewater treatment system, or 0.86% of the total volume of sludge of Saha Group Industrial Park Si Racha, or an equivalent of 0.53% of the total volume of sludge from wastewater treatment systems of all Saha Group Industrial Parks (the volume of sludge from the central wastewater treatment system in 2023 totaled 341.17 tons.) This effort will help achieve the goal of reducing the volume of waste ending up in landfills to zero (Zero-Waste to Landfill). Details of the volume of sludge from the water treatment system are as follows:

Volume of sludge from water treatment system

Location	Volume of sludge from wastewater treatment systems (tons.)	Volume of sludge from wastewater treatment systems recycled	Volume of sludge disposed (Landfill)
Headquarters (Bangkok)			
Saha Group Industrial Park Si Racha, Chon Buri Province	208.00	0.00	208.00
J PARK NIHON MURA SI RACHA, Chon Buri Province	22.00	0.00	22.00
Saha Group Industrial Park Kabin Buri, Prachin Buri Province	107.96	0.00	107.96
Kabinburi Sport Club, Prachin Buri Province			
Saha Group Industrial Park Lamphun, Lamphun Province	3.21	3.21	0.00
Hariphunchai Golf Club, Lamphun Province			
Saha Group Industrial Park Mae Sot, Tak Province			
Total	341.17	3.21	337.96



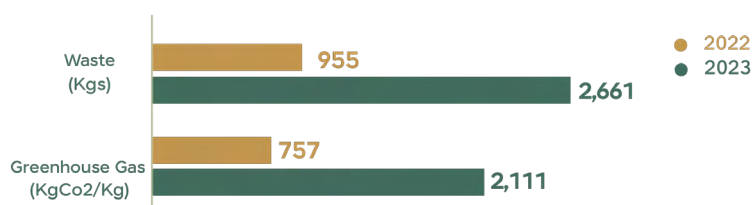
ACTIVITY

How to TING

2,661 Kgs



TOTAL OF GREENHOUSE GAS EMISSIONS

REDUCTION = 2,111 KgCO₂

Sorting waste correctly

According to the employees cooperation in participating in the activity “How to Ting” (how to throw) which is sorting waste into the correct type of waste for usefulness with 3Rs concept (Reduce Reuse Recycle). The Company uses waste that is properly sorted into basic types of waste to various agencies to use instead of disposing of waste to landfill which has the volume of waste that is sorted weight of 2,661 Kgs (Paper / plastic bottles / aluminum cans / mag filling / glass bottles) can reduce greenhouse gas emissions by 2,111 kgCO₂e, and a hazardous waste has been delivered to the agency who handles special disposal.

Saha Group Industrial Park, Lamphun, received a plaque of honor. “Establishments/factories” with outstanding solid waste management in organizations for the year 2023 from the Lamphun Provincial Industrial Office

Climate Change

Following the 26th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP26), which is connected to the Paris Agreement that has an important goal of limiting the increase in the global average temperature to well below 2°C above pre-industrial levels and pursuing efforts to limit it to 1.5°C, and the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP27), which focused on an agreement on the establishment of the “Loss and Damage Finance Fund” to support low-income countries that have fallen victim to climate crises and disasters, the 28th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP28) on climate and health that aims to accelerate action to protect people's health from increasing climate

impacts, improve food security while fighting climate change and curb cooling-related greenhouse gas emissions by 68% by 2050, which correspond with the United Nations Sustainable Development Goal 13 of **limiting and adapting to climate change** and Goal 17 of **establishing partnerships for the sustainable development goals**, Thailand became a signatory to the Paris Agreement in 2016 and in 2021, **Thailand was considering raising its target of reducing greenhouse gas emissions from 20-25% to 40% by 2030, compared to the level in 2015 and announced additional goals of achieving carbon neutrality by 2050 and achieving net zero greenhouse gas emissions by 2065**. Following the COP27 conference, Thailand plans to carry out its greenhouse-gas reduction strategy, adopt the Sufficiency Economy philosophy as the main principle in developing the nation's transition plan, place importance on balanced and environmentally-friendly economic growth in line with the Bio-circular-Green (BCG) Economy model, and accelerate greenhouse gas reduction in all sectors, including **increasing the portion of renewable energy use in electricity generation, promoting commercial use of technologies for removing greenhouse gas, increasing the country's green area** and establishing guidelines and mechanics for managing carbon credit. Thailand is one of the nations that have agreed to transfer carbon credits internationally under the Paris Agreement to drive the country toward achieving its goals set out by the agreement. Thailand has stepped up its efforts for greenhouse gas management in both the public and private sectors in many ways. The country is also in the process of drafting the National Climate Change Act, which will cover reporting and motivating the private sector to reduce greenhouse gas emissions and encouraging people to change their ways of living in order to help solve climate change problems, such as promoting the use of public transport, supporting the production and use of clean energy and encouraging usage of electric vehicles.

The Company places importance on operating its business in line with the transition towards clean energy and a low-carbon society as it continues to study and explore opportunities to invest in new businesses that are environmentally friendly and adjust its work processes to help reduce greenhouse gas emissions. The Company has implemented the strategy of **"Measure, Reduce, Compensate"** to achieve carbon neutrality and net zero in the future.



Since 2021, the Company has designated as the year for studying the scope of greenhouse gas emissions activities, greenhouse gas emissions scope of business processes, greenhouse gas emissions calculation and other matters related to disclosure of greenhouse gas emissions data. In 2522, the Company has designated area for collecting greenhouse gas emissions data in 2 areas, Head Office Bangkok (Rama III Office, Samyan Mitrtown Office and First United Industry Co., Ltd. Office) and Saha Group Industrial Park – Si Racha, and is verified by a verifier who is registered with Thailand Greenhouse Gas Management Organization (Public Organization). In 2023, the Company remaining designated area for collecting greenhouse gas emissions data for another for 3 areas to 5 areas (Rama 3 Office at Samyan Mitrtown Building and rental buildings of First United Industry Co., Ltd.), Saha Group Industrial Park Si

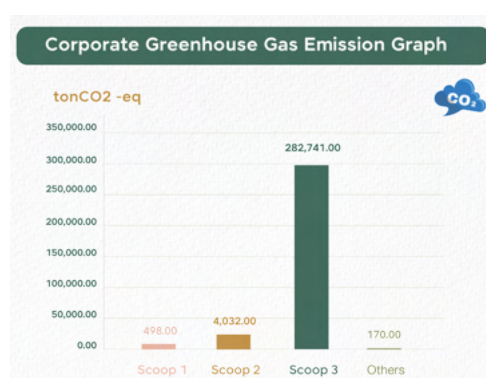
Racha, Saha Group Industrial Park Kabinburi, Saha Group Industrial Park Lamphun, and Saha Group Industrial Park Mae Sot had a team of consultants providing advice on collecting greenhouse gas emissions data for verification, covering all 3 Scopes. The Company has chosen **ECEE Company Limited** to be the verifier, which is a validation/verification body registered with the Greenhouse Gas Management Organization (Public Organization) providing limited assurance of data.

Following the verification, it was found that the corporate carbon dioxide emissions Scope 1, Scope 2 and Scope 3 at all 5 locations totaled 498, 4,032 and 282,741 TonCO₂e respectively, with separate reports of additional emissions totaling 170 TonCO₂e. In 2024, the company will designate 3 additional areas for data collection to verify the volume of greenhouse gas emissions, including JPARK NIHON MURA Si Racha, Chonburi Province, Kabinburi Golf Course, Kabinburi Sports Club, Prachinburi Province and Hariphunchai Golf Club, Lamphun Province. which covers Sufficiency Agriculture Project, Dr. Thiam Chokwatana. The volume of greenhouse gas emissions is separated by area. The details are as follows:



Corporate Greenhouse Gas Emission

Location	Scoop 1	Scoop 2	Scoop 3	Additional Report (R-22)
Headquarters (Bangkok)	110	104	62	111
Saha Group Industrial Park Si Racha, Chon Buri Province	191	1,563	281,947	3
Saha Group Industrial Park Kabin Buri, Prachin Buri Province	91	1,435	374	0
Saha Group Industrial Park Lamphun, Lamphun Province	72	874	332	5
Saha Group Industrial Park Mae Sot, Tak Province	35	58	28	51
Total of Corporate Greenhouse Gas Emission	498	4,032	282,741	170
J PARK NIHON MURA SI RACHA, Chon Buri Province	In the operational plan for collecting and verifying data on the amount of greenhouse gas emissions in 2024, including the Sufficiency Agriculture Project area of Dr. Thiam Chokwatana.			
Kabinburi Sport Club, Prachin Buri Province				
Hariphunchai Golf Club, Lamphun Province				



- ▶ Carbon intensity Scoop 1 + 2 = 0.7196 TonCo₂e / Rai
- ▶ Carbon intensity Scoop 1 + 2 + 3 = 45.6348 TonCo₂e / Rai

In addition to the actions mentioned above, the Company has taken other actions and held various activities to achieve the goals of carbon neutrality and zero greenhouse gas emissions (Net Zero) as follows:

1. Promoting Use of Renewable Energy (Solar Power)

Saha Group Industrial Park Si Racha, Chonburi Province has encouraged and supported factories within the industrial estate to use "solar power". Some factories have installed their own solar power systems and some contracted Impact Solar Company Limited, a joint venture of the Company that operates an alternative energy business, to install the solar power systems. Currently, solar rooftops and floating solar power generation systems installed within the industrial park have a combined capacity of 478.80 kilowatts. There is also a battery energy storage system (BESS) with a capacity of 500 kilowatts. Currently, Saha Group Industrial Park Si Racha has installed solar rooftop of generating 20,962.73 kilowatts of power in total, a 20.65% increase compared to the year 2022's capacity of 17,374.40 kilowatts, helping to reduce greenhouse gas emissions by 11,931.99 KgCO₂e or an increase of 16.82%.

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

No.	Location	Capacity (kWdc)	CO ₂ Emissions Reduction (KgCO ₂ e)
1	SPI office building	96.93	55.17
2	Factory Outlet	402.71	229.22
3	Warehouse 1-5	4,145.80	2,359.79
4	SPI SME building	2,215.21	1,260.90
5	Rental building	2,578.56	1,467.72
6	Operators	10,544.72	6,002.05
7	Solar Floating	478.80	272.53
8	SUUS BESS (Battery Energy Storage Systems)	500.00	284.60
Total		20,962.73	11,931.98



2. Land Management and Green Space Management

The Company utilizes its land to grow its income. The Company has a policy of sharing some of the Company's land for the benefit of society by both providing a nice environment and generating income for the community. The Company aims for its green spaces to provide a pleasant atmosphere, absorb moisture, mitigate the effects of water shortages due to droughts, create good hygiene for employees and other people who enter the area as well as capture and store atmospheric carbon dioxide and purify the air during the time when Thailand is facing the PM 2.5 pollution problems. The Company's green areas can be considered another tool for creating environmental balance. The sizes of green spaces at Saha Group Industrial Parks Si Racha, Kabinburi and Lamphun are as follows:

Saha Group Industrial Parks	Green Area (Rai)
Si Racha	528.74
Kabinburi	721.30
Lamphun	473.63
Total	1,723.67

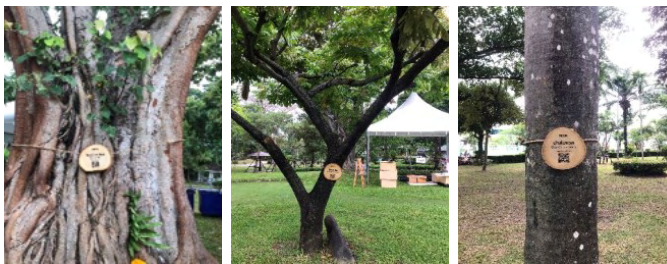
In addition to the green areas mentioned above, the company has implemented the Dr. Thiam Chokwatana Sufficiency Agriculture Project within Saha Group Industrial Park Lamphun and Saha Group Industrial Park Kabinburi to serve as a center for learning about agriculture. and generate income for the surrounding community

The Company has allocated some areas within Saha Group Industrial Parks to farmers living in the areas surrounding the industrial parks to use for farming agricultural products such as rice, cassava, eucalypton and corn.

3. Surveying and evaluating carbon sequestration of trees in Saha Group Industrial Park Si Racha and the development of a tree database (QR CODE Carbon Adsorption Display)

Surveying and evaluating carbon sequestration of trees in Saha Group Industrial Park Si Racha and the development of a tree database (QR CODE Carbon Adsorption Display). It is the application of computer technology to study and track the absorption of carbon dioxide by trees and develop a tree database which of various details related to trees, such as the name, type, and size of the tree, number of trees, benefits of trees, volume of carbon dioxide absorbed by each type of tree planted within the area, etc. The Company started surveying and evaluating carbon sequestration of trees at Saha Group Industrial Park Si Racha. The survey of carbon dioxide absorption of all 7 zones (A-G) at Saha Group Industrial Park Si Racha found that **carbon dioxide absorption volumed 2,026.95 tonCO₂e (average 15.6 tons per rai)**, which is equivalent to 4,062,011.17 kilowatts of electricity use. Saha Group Industrial Park Si Racha has a total green area of 528.74 rai, **equivalent to an average carbon storage per area of 3.83 tons of carbon dioxide equivalent per rai**. In addition, it was found that the top 10 plants at Saha Group Industrial Park Si Racha that have the highest carbon dioxide absorption rates are Golden Chamchuri (Lebbeck), Star Apple, Rain Trees, Sacred Fig, Mango, Western Guppy, Copper Pod, Teak, Black Plum and Yang, respectively. Details are as follows:

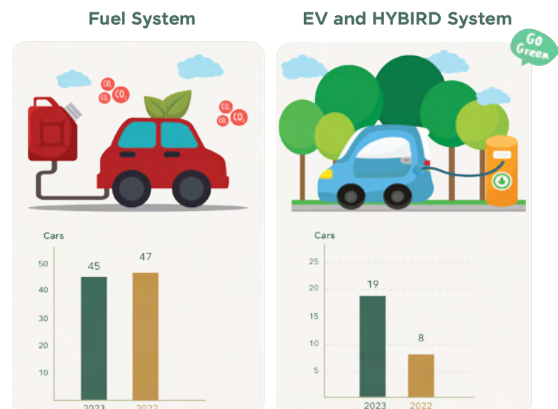
ZONE	No. of Species	No. of Trees	Volume of CO ₂ absorption (TonCO ₂ e)	Equivalent to CO ₂ absorption of electricity used (KWh)
A	50	392	154.40	309,405.01
B	13	392	270.38	541,853.43
C	10	212	152.47	305,547.06
D	19	1,061	568.66	1,139,599.40
E	24	462	268.55	538,166.68
F	24	935	340.62	682,610.41
G	40	594	271.87	544,829.18
Total			2,026.95	4,062,011.17



Thanks to aforementioned efforts, the Company is able to plan the selection of trees to plant in addition to or to replace the existing trees to achieve maximum efficiency in absorbing carbon dioxide, paving the way for achieving the goal of carbon neutrality by 2050 and zero greenhouse gas emissions (Net Zero) by 2065.

4. Company Fleet Decarbonization

The company has a policy to change its cars from a gasoline system to a hybrid system or 100% electric system to reduce the use of fossil energy. This campaign helps reduce the organization's greenhouse gas emissions. **Currently, the company has 64 cars used for business operations, of which It's a hybrid car. and 19 electric cars, accounting for 29.69%, which is an increase from 2022 when there were 55 cars used for business, of which there are 8 hybrid cars or electric cars, accounting for 14.54 %.**



5. Annual seminar activities

The 2023 Annual seminar under the concept of "Ploi Phuea Pluk" between 27-29 October 2023, Chanthaburi Province. **The sea crab releasing activities conducts at the Kung Krabaen Bay Royal Development Study Center** which is one of the activities of the company's annual seminar 2023

The company has provided for the activities. "Ploi Phuea Pluk" for all employees It's a white microfiber round neck t-shirt. which is fiber from plastic bottles. **It has a mixture of 60% cotton and 40% recycled poly and one shirt uses 8 plastic bottles, total of 280 shirts, which can reduce greenhouse gas emissions by 198.21 KgCO₂e (carbon footprint product).**



6. Care the Bear Project

The Company joined the Care the Bear project held by the Stock Exchange of Thailand, which is a project organized to encourage companies listed on the Stock Exchange of Thailand and interested organizations to adopt changes to reduce their greenhouse gas emissions from organizing events or activities, both online and onsite, such as shareholder meetings, various events and online meetings.



The company has joined the Care the Bear project through the Town Hall event (Vichai Chuan Kui activity) which is scheduled to be held on every first Friday of the month. It is an event for employees both in Bangkok and other branches have an opportunity to meet executives and listen to the direction of the company's operations that make all employees have the same direction and goals in working to achieve the objectives of the 100-year organization. Employees had equal opportunity to directly ask management questions during the Town Hall event, which was organized in a mixed format combining onsite and online formats, to reduce employees travel from other provinces to participate in activities at the head office (Bangkok).

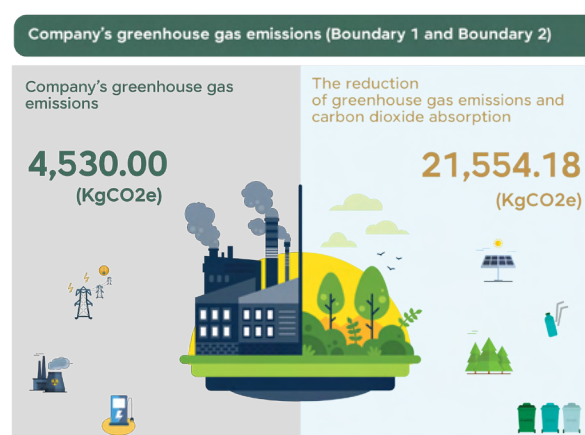
In 2023, the Company organized a total of 9 Town Hall activities, but only collected data on reducing greenhouse gas emissions 4 times. Collected data shows that the Town Hall activities helped reduce greenhouse gas emissions by 13,773.08 KgCO₂e, equivalent to the absorption of CO₂/year by 1,531 trees. Details as follows.

Care The Bear

	1 Apr 2023	2 Jun 2023	1 Sep 2023	1 Oct 2023
Volume of carbon footprint emissions (KgCO ₂ e)	4,905.44	3,871.12	3,397.79	1,598.73
Equivalent to the absorption of CO ₂ /year of trees (trees)	545.00	430.00	378.00	178.00

As a result of various efforts and actions taken by the Company to reduce greenhouse gas emissions, including carbon oxide absorption, in 2023, the Company's greenhouse gas emissions, within Boundary 1 and Boundary 2 only which are direct emissions, volumed to **4,530 KgCO₂e**, accounting for 13.55% of the reduction of greenhouse gas emissions and carbon dioxide absorption, which totaled 33,431 KgCO₂e.

Activities	Volume of greenhouse gas emissions (KgCO ₂ e)
SPI Solar Rooftop	55.17
QR CODE Carbon Adsorption Display	2,026.95
Care The Bear	13,773.08
Annual seminar activities "ปล่อยเพื่อปลูก"	198.21
"How To Ting"	2,111.00
Soil amendments with earthworms	2,546.49
Fertilizer from organic waste	843.28
รวม	21,554.18



Air Quality Management (Dust)



Saha Group Industrial Park, there is a machine installed to measure PM_{2.5} dust and meteorological data to track and record data on the volume of dust in the atmosphere in the area of Saha Group Industrial Parks and communicated to the public via outdoor publicity screens at Saha Group Industrial Parks, Si Racha and Lamphun.

Saha Group Industrial Park Si Racha is aware of the impact of PM 2.5 dust that may affect the health of people in the industrial park area. Therefore, the Company collaborated with PTT Public Company Limited to use the innovation "NONG PIM" invented by the PTT Innovation Institute to use in measuring PM 2.5 dust to monitor air quality in industrial park areas, all 15 points. As well as transmitting information via a wireless network and displaying results in real time via the website and online application.



Biodiversity

The development of Saha Group Industrial Parks Si Racha, Kabinburi, Lamphun, and Mae Sot, as well as the development of the Company's commercial real estate play a part in supporting the country's economic growth, creating jobs and distributing income to communities. This is in line with the United Nations Sustainable Development Goal (SDGs Goal). However, the industrial parks may also have a negative impact on biodiversity and community ecosystems, causing the ecosystem to be unbalanced, and also affect the volume of natural resources and overall environmental quality and affect the quality of life of stakeholders who make use of the resources in the area. Therefore, when developing Saha Group Industrial Parks and commercial real estate, the Company is committed to striking a balance between operating its business and co-existing with the communities and working together to preserve biological diversity to ensure quality and balance by using the resources available to people today without encroaching on the resources of future generations in a sustainable way. According to the Eco Industrial Town criteria and indicators on the **physical dimensions requirements, 1. Location Planning and Space Allocation**, Indicator 1.1 **Allocation and Management of Eco Industrial Town areas** and Indicator 1.1.2 **Proportion of Green Space to the Total Area of Eco Industrial Town including defense lines and buffer areas**, the highest score (5 points) means qualifying as Eco Industrial Town, which must have green spaces that account for no less than 10% of the total area. Saha Group Industrial Parks Si Racha, Kabinburi and Lamphun green spaces account for **approximately 29%, 22% and 20%** of their total developed area, respectively. The three Saha Group Industrial Parks green spaces are larger than the requirements of the Eco Industrial Town criteria and indicator and are considered sustainable green areas, which means there are a variety and large quantity of plants. There are large standing trees that are the main component of the green area and they are well tended. The objective of green spaces is to balance the ecosystem, creating a good, pleasant and cool environment and enhancing land utilization to benefit the quality of life of people in the communities both directly and indirectly, and helping to strengthen the local economy (**for more information, please refer to "Surveying and Evaluating Carbon Sequestration of Trees in Saha Group Industrial Park Si Racha and the Development of a Tree Database (QR CODE Carbon Adsorption Display)"**). The Company has carried out various projects to avoid and reduce its impacts and help restore and compensate for negative impacts that may occur as a result of the Company operations in the Saha Group Industrial Park areas as part of the Company land management and green area management and the project on Surveying and Evaluating Carbon Sequestration of Trees in Saha Group Industrial Park Si Racha and the Development of a Tree Database (QR CODE Carbon Adsorption Display). In addition, **the Company has worked with local government agencies to help preserve rare plant species such as padauk trees and aquatic animals. For example, the Company worked with local communities to breed local carp and participated in projects to raise awareness of environmental conservation.**



The Sufficiency Agriculture Project of Dr. Thiam Chokwatana at Saha Group Industrial Park Lamphun continues to promote conservation of Lamphun white cattle and develop the career of livestock farm workers. It worked with the Department of Livestock Development in Mueang Lamphun District, Lamphun Province, and Chiang Mai College of Agriculture and Technology to expand parent stocks with the aim of promoting genetic diversity, species diversity and ecological diversity in a sustainable.

Corporate Sustainability Fundamental

► Society



The Company focuses on providing its employees and surrounding communities with an excellent quality of life and a pleasant society. As employees are the Company's important asset, their quality of life and well-being should be improved. There are various ways to improve their quality of life, such as promoting knowledge about the environment, safety and occupational health, offering proper benefits, organizing projects that enhance the quality of life of employees, providing health checks, establishing training centers and encouraging employees to develop labor skills. The Company has a process for developing employees with goals that are consistent with the Company's vision so that the Company will be prepared for change, paving the way for sustainable growth of the Company. **The Company focuses on promoting eight types of happiness**, which are happiness with a healthy body, happiness with a kind heart, happiness with morality and gratitude, happiness of being able to manage your own emotions, happiness of being able to learn and be a professional at work, happiness of being a wise spender and knowing how to save money, happiness of having a warm, stable family, and happiness of being a good person in society. The Company also strives to create and offer opportunities to develop the potential of people in its surrounding communities, with efforts such as supporting education, hiring and recruiting local workers, developing the labor skills of people in the communities, improving the communities' quality of life and preserving natural resources. **These efforts are in line the criteria and indicators for being an Eco Industrial Two, Social Dimension Indicator 16: Quality of Life and Society of Employees, Indicator Criteria 16.1 Happy Workplace and Indicator 17: Quality of Life and Society of Local People, Indicator Criteria 17.1 Happy Community of Well-Being Community and also in line with the Sustainable Development Goals of the United Nations' Goal 3: Ensuring healthy lives and promoting well-being for all at all ages and Goal 17: Revitalizing partnerships for sustainable development** by working with communities and society and creating social values for stakeholders **in the long terms in a responsible manner**, while taking into account basic human rights and fair treatment in employment, compensation, promotion and training without discriminating due to differences in gender, age, educational institution, race or religion, and providing employment opportunities and **support for vulnerable groups such as people with disabilities, the elderly and the formerly incarcerated**. One quality objective of the Company's "Good people, good products, good society" quality policy in the Good Society category is to **promote and improve occupational health and safety, good health and the environment of employees and surrounding communities to create sustainable engagement with stakeholders**.

Safety and Occupational Health

Human resources are an important factor in driving sustainable business and community growth and also an important variable that can lead to success or failure. Therefore, the Company must implement proactive measures or processes to prevent and reduce occupational health and safety risks. In its approach to ensure safety and occupational health, the Company has adopted the **quality management system (ISO 9001)**, the environmental management system (ISO 14001), the Thai labor standard requirements (TLS 8001-2020), as well as other related laws, which are in line with the criteria and indicators for being an Eco Industrial Town, Social Dimension Indicator **16: Quality of Life and Society of Employees and Indicator 17: Quality of Life and Society of Local People**, and also in line with the Sustainable Development Goals of the United Nation Goal 3: Ensuring healthy lives and promoting well-being for all at all ages and Goal 17: Revitalizing partnerships for sustainable development. The Company has put in place proper processes for taking care of, preventing and reducing losses of lives and properties through activities such as cervical cancer screening and breast cancer screening, COVID-19 vaccination, quadrivalent influenza vaccination, arranging for mobile health screening units, providing green space for relaxation, lending space for organizing activities aimed at promoting physical activity in the communities, taking part in the "Sang Nam Jai Tang Chart, Walk Run Bike Fighting Stroke event", and organizing meditation sessions. The company is committed to zero accidents at work.

In addition, to assure the Company's employees, customers, partners and surrounding communities of safety and security, in 2023, the Company organized fire drills, chemical spill drills and first aid training and training in the use of a Automated External Defibrillator (AED).



In regarding to the situation concerning the Coronavirus 2019 (COVID-19) pandemic, 2023 was the period of transition from an epidemic that needed to be monitored into the endemic phase as the effects of the virus had become relatively controllable or predictable. Even though there were still occasional outbreaks, there were no severe cases of infection nor reported deaths from the infection. Nevertheless, the Company has continued to maintain its guidelines, outbreak surveillance and measures to prevent the spread of Coronavirus 2019 (COVID-19) as appropriate to the situation. The guidelines shall remain in effect for all employees to follow strictly, including employees of affiliated companies, contract employees and subcontractors. For example, management of human resources, work days and hours, venues and work process should comply with the guidelines; hand sanitizer gel shall be provided adequately at various locations within the Company; face masks will be provided for employees; Antigen Test Kits (ATK) shall be provided for employees who are at risk; employees are entitled to purchase the products from the "Welcare Face Masks" line at a special price; and the Company shall provide air purifiers, ozone generators for disinfection, and UV-C light air purifiers (both portable and installed in air-conditioning systems) to help reduce the amount of accumulated germs within company offices and maintain balanced oxygen levels. The Company has an emergency action plan to be used as guidelines for responding and operating during a crisis or emergency situation in order to enable operations to resume as normal or to be restored to the acceptable minimum level within the appropriate timeframe, which will help reduce the severity of the impacts that may occur.

To oversee work safety of the Company's suppliers (contractors) who came to perform work on the Company's premises, in 2023, the Company conducted a survey on work safety of one of its suppliers and found that **there were no reports of work-related injuries**. In addition, the Company reviewed the safety-related work regulations to ensure they are adequate, including efforts such as inspecting the safety of electrical equipment, safety inspection of work equipment, safety inspection of scaffolding, pipes and clamps, inspection of the condition of confined spaces, and safety-related penalties for not wearing safety protection equipment. **The Company also holds a meeting with contractors at least once a year to inform them of health regulations as well as the conditions, rules and regulations for performing work within the Saha Group Industrial Parks**, and to exchange work information. The Company has made efforts to inspect work safety in actual workplaces.



In addition, to protect the life and property of stakeholders from any harm that may occur on the premises of Saha Group Industrial Parks, the “**Good people, good products, good society**” quality policy has set the goals for other safety issues. For example, in regard to the **lighting systems within the industrial parks**, when there is a notification that a light bulb within the Saha Group Industrial Park is damaged, it shall be fixed within five days. In the case of a **tree or signage being damaged or falling and obstructing traffic**, efforts shall be made to remove or dismantle the damaged tree or signage and install a temporary sign within three hours of the notification being received, and the fallen tree shall be planted back or the signage shall be repaired within one month. **The Company also has an emergency security system** for reporting incidents and problems to relevant personnel, who will arrive at the scene of the incident within five minutes. There is also a **security manual** prepared by the Company's suppliers. It covers the operating procedures of security personnel, radio center staff, patrol officers, ambulance officers, firemen and traffic officers, and includes basic fire-fighting instructions, first aid instructions and radio communication codes to ensure the officers perform their duties in compliance with the requirements prescribed by the quality management system, bringing satisfaction and confidence in their services.

Occupational Health and Safety of Employee

Total number of lost-time injury accidents by employees

0 case



In 2023, the Company did not receive any complaint regarding work safety, and no work-related injury was reported, according to the report of the results of the work performed by professional safety officers.

Occupational Health and Safety 2023								
Months	No. of Employees	No. of Employees Injured						
		Total	Fatalities	Disabled	Crip	lost time injuries exceeding 3 days	lost time injuries not exceeding 3 days	Not stopping worked
January	149	0	0	0	0	0	0	0
February	149	0	0	0	0	0	0	0
March	152	0	0	0	0	0	0	0
April	152	0	0	0	0	0	0	0
May	155	0	0	0	0	0	0	0
June	154	0	0	0	0	0	0	0
July	157	0	0	0	0	0	0	0
August	160	0	0	0	0	0	0	0
September	162	0	0	0	0	0	0	0
October	163	0	0	0	0	0	0	0
November	166	0	0	0	0	0	0	0
December	168	0	0	0	0	0	0	0

Safety, Occupational Health, and Environment at Work

Total number of lost-time injury accidents by employees	0 Case
Total number of employees that lost-time injuries exceeding 1 day	0 Person
Percentage of employees that lost-time injuries exceeding 1 day	0 %
(Lost Time Injury Frequency Rate: LTIFR)	0 Times
Total number of employees that fatalities as a result of work-related injury	0 Person
Percentage of employees that fatalities as a result of work-related injury	0 %

*Remark : Humatrix Report (Human Resources Management)

The operations of Saha Group Industrial Parks may have impacts on their surrounding communities in terms of traffic problems and road safety because each day there are many vehicles that enter and leave Saha Group Industrial Parks. Therefore, the Company places importance on creating a safe society within Saha Group Industrial Parks and their surrounding communities. **Most of the traffic accidents and road-safety incidents are accidents that occur because of careless driving.**

In 2023, the Company recorded accidents that occurred within the Saha Group Industrial Parks and nearby areas. After the incidents and problems had been reported to relevant people, **they were able to arrive at the scenes of the incidents within five minutes, which is in line with to the quality objectives of the "Good people, good products, good society" policy.** The security-related incidents that were reported in 2023 are as follows:

Saha Group Industrial Park	Count
Si Racha	15
Kabin Buri	8
Lamphun	12

Furthermore, in order **to ensure the safety of everyone who uses the road**, Saha Group Industrial Park in collaboration with Saha Group Si Racha's Human Resources Management Club, The Road Accident Victims Protection Company Limited, the Office of Disaster Prevention and Mitigation of Chonburi Province, the Office of the Insurance Commission (OIC), the Chonburi Provincial Transport Department, Nong Kham Provincial Police Station, government agencies, entrepreneurs, citizens and network partners jointly organized the **"Chonburi Save Live"** project with panel discussions and the signing ceremony of a memorandum of understanding (MOU) **on a campaign to prevent truck accidents at the local level in Chonburi Province.** Saha Group Industrial Park Lamphun received an award for implementing measures for road safety in industrial estates and private establishments from the Thai Health Promotion Foundation and supported the Department of Disaster Prevention and Mitigation under the Ministry of Interior's traffic accident prevention campaign and received a plaque of honor. Saha Group Industrial Park Lamphun also **received recognition** from the Department of Welfare and Labor of Lamphun Province **for implementing concrete measures for corporate road safety.**

Human Rights and Fair Labor Treatment

The Company established its human rights policy based on international guidelines and the Thai labor law. In operating its business, the Company adheres to **the principles of freedom, equality and human dignity without discriminating against anyone due to differences in gender, age, educational institution, race or religion in order to prevent any violation of human rights**, including the rights of stakeholders. Employees of the Company and those who perform work on the Company's behalf understand the laws, customs, traditions and culture of the local area in which they work. The Company also announced **a social responsibility policy**



Fair treatment of the Workforce

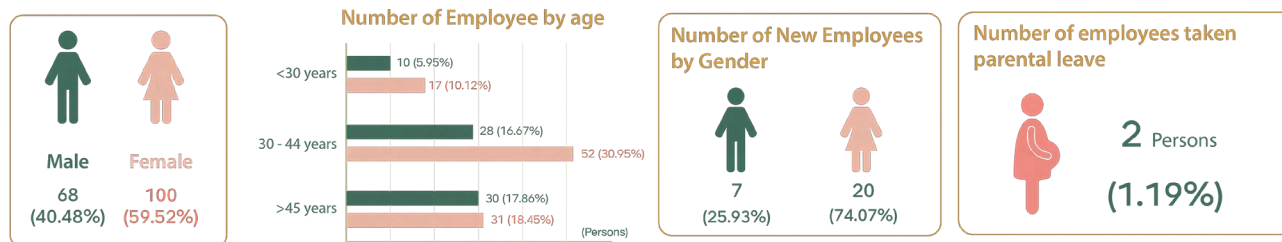
-  Human dignity and the fundamental rights of Employees are respected at work. Employee data or confidential information is not disclosed or transmitted to third parties or unrelated persons.
-  Employees are treated in accordance with the provisions of law, regulations and articles governing the Company's 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.

that covers issues such as forced labor, non-discrimination, child labor, woman labor, labor relations, sexual harassment, workplace violence and workplace safety. The Company complies with the human rights policy and principles by not supporting any business that violates human rights. The Company's human rights approach is as follows:

1. Labor Rights: The Company's treatment of its employees is based on the principles of human rights and labor rights. The Company treats its labor with equality and non-discrimination under a human resources policy and strategy that focus on highlighting four values: personnel, bonds, system and process, and stakeholders. The Company grows its business while also improving and developing the potential of its employees so that they can become skilled and capable and bond with the Company in accordance with the context of

“Good and Talented People”. The Company focuses on promoting eight types of happiness, which are happiness with a healthy body, happiness with a kind heart, happiness with morality and gratitude, happiness of being able to manage your own emotions, happiness of being able to learn and be a professional at work, happiness of being a wise spender, happiness of loving and taking care of your family, and happiness of being a person that loves and care about the Company. The Company also takes care of safety and occupational health to ensure a safe work environment for its employees. The Company also **provides employees with an opportunity to express** their opinions and to represent fellow employees in seeking, improving and amending the guidelines for suitable company benefits in order to ensure work-life balance by **organizing an election of the welfare committee**.

2023 Employment Details



For suppliers, the Company enforces the Supplier Code of Conduct and conducts safety evaluations.

2. Community Rights: The Company is open to opinions and keeps watch on the impacts of its operations on communities. The Company also regularly organizes various activities to prevent and reduce the impacts of its operation in order to ensure the safety of lives and properties while being mindful of its use of natural resources and strictly complying with relevant rules, regulations and laws.

3. Rights of Customers: The Company delivers quality and standardized products and services that meet the objectives of the "Good people, good products, good society" policy. The Company serves its customers with speed, politeness, honesty, precision and fairness while sharing knowledge and experience. The Company provides utility services that meet the standards, have strong quality and availability, and are developed according to their objectives, and provides various facilities and services. The Company promotes the development of occupational health, safety, health and the environment surrounding the Company's premises in order to create sustainable engagement with stakeholders.

4. Personal Data Rights: The Company established the privacy policy as a standard for management of personal data and published a manual for implementing personal data protection measures to be used as a guideline for personal data protection operations in line with the framework of the Personal Data Protection Act B.E. 2562 in order to reduce the impact that may occur on stakeholders such as employees, shareholders, customers and suppliers. The Company's efforts to protect personal data include training employees to be aware of the importance of personal data protection and establishing a working group on personal data protection to be responsible for protecting personal data.

The Company has a management review meeting for the year 2023 (Management Review ISO 9001, ISO 14001 and TLS) to monitor the results of various operations regarding the needs and expectations of stakeholders when it comes to the quality management system, significant environmental issues, risks and opportunities that may have an impact on human rights operations. Held on an annual basis, the meeting discusses issues such as the prevention of road accidents, providing basic public utility services, sighting systems within Saha Group Industrial Parks, roads and drainage and security systems. The meeting also reviews changes in the Thai labor standards and social responsibility.

Saha Group Industrial Park Lamphun received a certificate of honor from the Ministry of Labor recognizing the park's adoption of **Good Labor Practices (GLP)** and being a role model for other establishments in conducting business ethically. In addition, all establishments within **Saha Group Industrial Park Lamphun (100%) have adopted the Good Labor Practices for labor management and received the Solidarity Labor Management Excellence Award** from the Department of Labor Protection and Welfare, Ministry of Labor. It also received an award for participating in the selection of a role model establishment with excellent labor management in line with the Sufficiency Economy philosophy and received **an award for having an outstanding welfare committee** from the Department of Labor Protection and Welfare under the Ministry of Labor.

The Company provides opportunities for all groups of stakeholders to express their opinions or make a complaint through the channels provided by the Company. In 2023 the company did not receive any human rights complaints. The Company has included in its 2024 plan requirements for monitoring the performance of the Company's suppliers about labor and environmental practices in order to establish preventive measures and assume responsibility for the impacts that may occur.

In order to ensure that the Company's human rights practices are in line with the government's policy to help people with disabilities and vulnerable groups have a better quality of life, the Company has been focusing on promoting the potential and strength of organizations and networks of people with disabilities and encouraging good attitudes towards disabilities and people with disabilities. The Promotion and Development of Quality of Life for Persons with Disabilities Act B.E. 2550 is the law that concerns the careers of persons with disabilities, aiming to encourage people with disabilities to enter the workforce, have sufficient income for living, improve their quality of life, maintain their dignity as human beings and be proud and see their own worth.

Over the years, the Company has been continuously supporting occupations of people with disabilities and caregivers of people with disabilities who exercise their rights under Section 35 of the Act on Promotion and Development of the Quality of Life of Persons with Disabilities, B.E. 2550. In 2023, the Company provided support and assistance to two people with mobility or physical disabilities through the Vulcan Coalition, an organization that aims to create jobs that bring out the true potential of people with disabilities. The organization enables people with disabilities to have a sustainable income to support themselves by creating careers for people with disabilities to work as AI Trainers in subcontracted projects or contracted services for projects that create data for use in artificial intelligence (AI) development for 100 hours per month.

In 2023, people with mobility disabilities at the Company gave support to and participated in the development of the MayWe program, which is a model for analyzing depression risks through a webpage with the added feature of a listening friend and a mental counselor. Details of the MayWe project can be viewed at www.vulcancoalition.com.

Community and Society Development

The Company places importance on conducting business with social responsibility as Saha Group Industrial Parks have been alongside the communities for a long time. The Company aims for communities surrounding all Saha Group Industrial Parks to have a good life by creating employment opportunities for people in the areas, supporting education, providing career development, providing environmental knowledge, overseeing safety and occupational health and ensuring that the communities are not negatively affected by the Company's business operations. These efforts are in line with the United Nations' Sustainable Development Goals, which are Goal 1: Eliminate poverty; Goal 2: Eliminate hunger; Goal 3: Ensure good health and promote well-being for all at all ages; Goal 4: Ensure inclusive and equitable quality education for all and support lifelong learning opportunities; Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; Goal 11: Make cities inclusive, safe, resilient and sustainable; and Goal 17: Revitalize partnerships for sustainable development, and comply with the criteria and indicators for being an Eco Industrial Town, Indicator 17, Indicator Criteria 17.1 for Happy Community of Well-Being Community.

The Company has set the quality objectives for the "Good people, good products, good society" quality policy, which are promoting and developing the occupational health, safety, health and environment of the Company's employees and the communities surrounding the industrial parks in order create a bond with stakeholders. The Company's efforts are divided into five areas according to their objectives: road and drainage systems, landscape system, security system, wastewater treatment system and social responsibility (CSR). The goal of social responsibility is organizing activities for the benefit of the public, with the success indicator being organizing at least 10 public-benefit activities per year. In 2023, the Company held various corporate social

Human Rights and Treatment of Employees

0 Case

The Company has recorded no Human Rights Violation



responsibility (CSR) activities and public relations activities, which were divided into main activities, which were activities in which the Company was the main host, and general activities, which were activities in which the Company participated in collaboration with various agencies from both the public and private sectors in order to create opportunities and reduce various impacts that may arise from the Company's operations, such as preserving the environment and biodiversity through the implementation of social responsibility (CSR) and public relations. The Company requires an assessment of overall satisfaction with its performance regarding social responsibility (CSR) and environmental management to be held **at least once a year** and has **set the minimum standard of scoring no less than 3.5 in every topic (7 topics)**. In 2023, the results of the Company's satisfaction assessment showed the Company met the standard in every topic, including: 1. **Service of CSR officers** who pay attention to willingness, are enthusiastic in providing services, consistent in visiting the areas, have good etiquette and conduct and convenience in contacting to request services/inquire about various information and provide advice that is clearly understood; 2. **Projects and activities** of interest, consistency and frequency of projects/activities, thorough public relations. and benefit to the community; 3. **Involving the community in activities**; 4. **Access to public relations information on CSR work and various activities**; 5. **Overall satisfaction with CSR work**; 6. **Environmental management** that pays attention to communication, receiving of news about environmental management, convenience and speed in receiving environmental information, taking care of dust/smoke/smell/noise and maintaining the environment of public water sources; and 7. **Safety and hygiene management** that pays attention to confidence in central security within the Saha Group Industrial Park areas, notification by sign or warning symbols within the Saha Group Industrial Park areas, cleanliness of common areas within the Saha Group Industrial Park areas, and having trash cans in the Saha Group Industrial Park areas to serve the community and outside personnel. In addition, when inquiring about the needs of the communities, the communities expressed their needs in various matters, such as wanting training in safe driving etiquette for freight drivers, wanting various activities to be publicized more, and wanting the Company to regularly monitor and inspect the issue of odors and wastewater treatment systems. **Corporate social responsibility (CSR) and public relations activities are divided into 6 areas: quality of life of people in the community; communication and building relationships for sustainability; education and learning activities of students in school; cultural and religious traditions in the community; health; and support for various public-benefit activities.**

CSR and Public Relation Activities 2023

Activities	Saha Group Industrial Park Si Racha		Saha Group Industrial Park Kabin Buri		Saha Group Industrial Park Lamphun	
	Main Activities	General Activities	Main Activities	General Activities	Main Activities	General Activities
1. Quality of life of communities	2	2	2	1	3	2
2. Communication and relations building for sustainability	3	2	2	11	2	3
3. Education and Learning Activities	2	-	3	3	3	2
4. Upkeep of religions and traditions	6	1	4	4	4	2
5. Health	6	1	4	6	5	3
6. Other Community Activities	13	-	6	5	2	4
Total	32	6	21	30	19	16

1. Quality of Life of People in the Community

The Company is committed to improving the quality of life of people in the community by promoting employment of local people to provide people in the community with income to make a living. This is in line with the United Nations' Sustainable Development Goals of ending poverty and hunger to create stability for the lives of people in the community through efforts such as employing workers in the local area and promoting career development for people in the community.

Employing Local People

All four Saha Group Industrial Parks, including real estate development projects developed by the Company itself or as joint ventures with its business partners, **have created countless jobs in their local areas of 4 Saha Group Industrial Park, both in the form of daily employment and monthly employment.** This includes hiring of foreign workers. In 2023 (employment data as of August 2023), approximately a total of 43,386 people were employed, 18,276 were males accounting for 42.12%, and 25,110 females accounting for 57.88 percent. Of these, 2,414 were foreign workers, accounting for 5.56%, with Burmese workers totaling 1,802, Cambodian workers totaling 327, Japanese workers totaling 68, other nationalities totaling 4, and 213 people with no specified nationality.

Following the Company's development of a community mall under the name **J-Park Si Racha Nihon Mura**, the Company has further developed and expanded the service area of the mall (Phase 2), with partners investing in additional stores, such as Don Don Donki Shop, Ohkajhu restaurant, Komehyo Restaurant, Sensen Sushi Restaurant, Nikusho Restaurant, Golf Partner store, Top Charoen shop, Swensen's Ice Cream parlor, Dairy Queen shop, and Jelly Your shop. In addition to generating business growth for the Company, these establishments also increase employment opportunities for the local area.

In addition, to respond to the needs of customers with lifestyles of EV car users, J-Park Si Racha Nihon Mura community mall has installed an Elex by EGAT EV charging station inside the parking building, which can serve five vehicles at the same time while supporting Thailand's greenhouse gas emissions reduction goals and improving the quality of life in a clean environment.



Promoting local community products and promote the careers in the communities

The Company organizes Saha Group Fair within Saha Group Industrial Park annually to help promote local community products and promote the careers of people in the surrounding communities.

The company provides space for people in the community to bring goods and community products to sell at Saha Group Fair. The Company also provided space within Saha Group Industrial Parks for organizing various activities such as the Si Racha Sweet and Juicy Pineapple Festival for selling various products from the community, organized the Sahapat People community market event every last Wednesday of the month, and provided a channel for distributing community products via online channels.



In addition, the Company has allocated some areas of Saha Group Industrial Parks to farmers in the areas surrounding Saha Group Industrial Parks to be used for farming, such as growing rice, cassava, eucalyptus and corn. The Company also promotes careers for the local communities, such as promoting the raising of white cattle in Lamphun, which is a native breed of cattle in Lamphun Province, and providing knowledge about local fish breeding.



The Company, through the **Saha Group Pracharat Project** for Society, has launched the **Happiness Before Retirement Project**, which provides an area for the Sufficiency Agriculture Project by Dr. Thiam Chokwatana, and provides lectures and career training for life after retirement in order to prepare employees of Saha Group for life after retirement. The lectures and training courses included **making salted eggs, making dishwashing liquid, demonstration of how to grow vegetables and plant propagation.**



The Sufficiency Agriculture Project of Dr. Thiam Chokwatana at Saha Group Industrial Park Lamphun and Saha Group Industrial Park Kabinburi was launched with the objective of being an **agricultural learning center for the surrounding communities**. Both Saha Group Industrial Parks have a **policy of reusing 100% of their treated water without releasing it into public water sources**. This reduces the impact on the environment and communities and helps build confidence in the communities regarding the toxicity of treated wastewater. **Saha Group Industrial Park Lamphun, which uses water for cultivation and raising animals, has been registered for the certification of Good Agriculture Practices (GAP)**, which are applied to control the production system to produce safe products and protect the safety of producers and consumers. Under this project, **the resources are used to their maximum benefit with a focus on management to achieve agricultural, environmental, economic and social sustainability**. The Sufficiency Agriculture Project of Dr. Thiam Chokwatana at Saha Group Industrial Park Lamphun has 33 types of agricultural products that have been certified with the Good Agriculture Practices standard.

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

33 Plants



- | | | | |
|---------------------|-----------------------|-----------------------|------------------------|
| 1. Lemongrass | 10. Chinese Kale | 19. Fig | 28. Mulberry |
| 2. Citronella grass | 11. Bok choy | 20. Brazilian Spinach | 29. Coconut |
| 3. Galangal | 12. Beetroots | 21. Moonflower | 30. Green mango |
| 4. Holy Basil | 13. Spinach | 22. Red roselle | 31. Mango barracuda |
| 5. Eggplant | 14. Garlic chives | 23. Lettuce | 32. Phet Ban Lat mango |
| 6. Lemon basil | 15. Butterfly pea | 24. Jackfruit | 33. Chrysanthemum |
| 7. Parsley | 16. Water convolvulus | 25. Melon | |
| 8. Celery | 17. Graft | 26. Kimchu guava | |
| 9. Plu Kaow | 18. Lime | 27. Sweetcorn | |

In order to promote the careers of people in the local communities and respond to the needs of Thailand which is becoming an aging society, the Company encourages elderly people to take pride in being able to make a living. In **2023**, the Sufficiency Agriculture Project of Dr. Thiam Chokwatana at Saha Group Industrial Park Lamphun **employed nine people, four of whom were over 60 of age**, which is the same as the employment in 2022 and 2021. They were able to **make 139,514 baht from selling agricultural products.**

The Sufficiency Agriculture Project of Dr. Thiam Chokwatana at Saha Group Industrial Parks allows various groups of people, including farmers, students and the general public, to visit and see the project's agricultural operations. In **2023, 12 groups of people visited the project, totaling 369 people.**

Project Operation Results Visitors			
	2023	2022	2021
Groups	12	13	3
Visitors	369	427	35

The Sufficiency Agriculture Project of Dr. Thiam Chokwatana, Saha Group Industrial Park Kabinburi produced **12 types of agricultural products**, which are Thai basil, chilly, galangal, lemongrass, lime, sweet basil, coconut, guava, papaya, banana, mulberry and bamboo. However, the project has yet to apply for registration for the Good Agriculture Practices (GAP) certification.

Agricultural Products of Dr. Thiam Chokwatana Project Saha Group Industrial Park - Kabinburi



- | | | |
|----------------|-------------|----------------|
| 1. Lime | 5. Mulberry | 10. Banana |
| 2. Sweet basil | 6. Coconut | 11. Chilli |
| 3. Holy basil | 7. Guava | 12. Galangal |
| 4. Bamboo | 8. Papaya | 13. Lemongrass |

2. Communication and Building Relationships for Sustainability

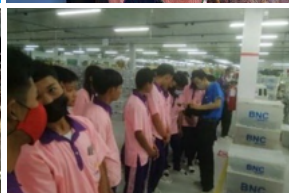
The Company has a goal of encouraging people in the local communities to be understanding and co-exist in a sustainable manner. The Company has continuously and regularly organized **activities to promote communication and build relationships with the communities and aims to enhance cooperation to drive the goals of sustainable development** in three areas: economy, society, and environment. The activities were held **both onsite and online through the Company's website www.spi.co.th, LINE application and Facebook page**. The activities concern various issues such as reducing environmental impacts, safety and labor relations. The Company has also launched **channels for contacting the Company through the channel for reporting clues or complaints (whistleblowing) and/or other channels by the Company**.



3. Education and Learning Activities of Students at School

Education is an important part of everyone's life. As new knowledge emerges every day and social conditions are rapidly changing, learning can be a lifelong process and **“Lifelong Learning”** can be useful. Education provides knowledge for everyday life because it helps us learn that we should improve ourselves to live each day, make proper adjustments to our lives, get along with others and not be a burden to society. Education not only helps you gain knowledge but will also help you learn to socialize and improve yourself so that you can use the knowledge in many ways to further develop both yourself and the nation. The Company places importance on promoting education, aiming to improve the quality of life of people in the community and drive the growth of the country. This is in line **with the United Nation Sustainable Development Goal 4 of ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all**. The Company supports education through various activities, such as launching the Sufficiency Agriculture Project of

Dr. Thiam Chokwatana as an agricultural and environmental management learning center that provides opportunities for students and the general public to visit and see the operations within the industrial parks.



In addition to the efforts related to social responsibility, CSR and public relations of the three Saha Group Industrial Parks mentioned above, the Company, through its executives and employees, and affiliated companies in the Saha Group, took part in supporting the project to renovate the San Rak Children's Village Kindergarten building of the Children's Foundation by renovating classrooms, bedrooms, bathrooms and playgrounds. The Company also provided school supplies, sports equipment and personal items for children in order to promote and support quality learning and bring happy smiles to children's faces while cultivating the culture of sharing among children who will grow up to be a part of a good society in the future. The Company also provided monthly financial support for the Children's Foundation under the project "SPI SHARING".



4. Traditions, Culture and Religion in the Community

A tradition is the handing down of a belief or custom from one generation to another, expressing uniqueness and holding great importance to society. Traditions include clothing, language, arts, laws, morality, beliefs, culture and religion, which are considered to be the origin of the culture of a society or community as they have been passed down from generation to generation until they become a tradition, a culture or a national religion that reflects the way of life of people in society. **The Company places importance on the continuation of traditions, culture and religion, in which people hold their beliefs and forging a society for people to live together in peace and happiness.** This can be seen in the Company's efforts to promote and support various important activities to preserve the national heritage such as the Loy Krathong tradition, the Pha Pa robe-offering ceremony and the Kathin ceremony.



Saha Group Industrial Park Kabinburi, by the Dr. Thiam Chokwathana Foundation, opened the Bodhisattva Kuan Yin Temple Yi Tong Tian Tai for company executives and employees, and the general public to come and worship Guan Yin Bodhisattva for good fortune. The Guan Yin Bodhisattva Temple Yi Tong Tian Tai also allowed its ground floor area, which is a multi-purpose hall, to be used for various social activities, such as being a blood donation center and meeting rooms on various occasions.



5. Health

Good health is one of the most important factors in determining how happy a person is. If people in the community or society have good health and strong bodies as the saying goes, **"Good health, happy life"**, they will live a long life when they are happy and good health increases your immunity to disease. Therefore, the Company has continued to encourage and support people in the community, including the Company's employees, to maintain good health while helping and supporting each other.

In 2023, the Company organized charity runs at three Saha Group Industrial Parks, which are Saha Group Industrial Parks Si Racha, Kabinburi and Lamphun, held **blood donation**, provided **first aid training** and **Automated External Defibrillator (AED)**, and offered cancer screenings to help detect early stages of cancer before it causes symptoms and increase the survival rate from cancer after treatment and reduce the cancer mortality rate. **In 2023, breast cancer screening and cervical cancer screening were held a total of six times.** In addition, the Company joined Thai Wacoal Public Company Limited to hold the **"Beautiful Hats, Beautiful Hearts"** project to unite the power of giving and boost the morale of cancer patients. The Company also promoted **physical activities** and **supported football matches**.



6. Supporting Public Benefit Activities

The Company is committed to conducting its business while taking care of the society and environment by carrying out various activities and projects to improve the quality of life of people in the community or society. The Company's efforts include generating income, supporting education, promoting health and continuing traditions and culture with the aim of building good relationships with people in the community or society. In addition, the company has carried out many other public benefit activities in order to raise the level of cooperation in helping to make this society a livable society in which people can live together happily and sustainably

