

Environmental operating results

As Samart Group, Samart Digital Public Company Limited recognizes the importance of environmental problems, which affects the way of life and business operations both directly and indirectly with consideration for preserving the environment and using resources wisely, appreciating its value. Thus, Samart Group determined to manage and operate its business without causing negative impact on environment, community and society throughout the business value chain by adhering to sustainable development guidelines in three dimensions: economically, socially and environmentally. Policies and guidelines have been formulated for energy efficiency appreciating its value. Employees are encouraged to make optimum use of resources, aware of environmental conservation. Knowledge about environmental management is disseminated to groups of stakeholders and continued support given to environmental conservation activities. The environmental policy is published on the Company's website at www.samartdigital.com

The Company and its subsidiaries have achieved environmental management performance according to the sustainability action plan. In the past several years, the Company and its subsidiaries have restructured their business operations, closed down the non-profitable businesses, and reorganized the workforce structure to suit business operations. In addition, since the end of 2019, the COVID-19 pandemic has slowed down to the World's economic and adversely impacting most businesses and industries including the business activities of the Company and its subsidiaries in terms of delay in commence of new projects and decrease or suspended of the provision of services. Therefore, the comparative figures shown below may not reflect performance in the same situation.

The environmental management performance in 2024 according to the sustainability roadmap of the Company and its subsidiaries located in the Software Park building are as follows:

1. Energy Conservation

Samart Group attaches great importance to energy efficiency, appreciating its value. To make optimum use of energy, policies and work plans have been set with the concrete aim to reduce all types of energy and resources consumption in the organization by 2027 by 5% compared to the base year 2019. Related efforts have been made towards the aim of using resources for maximum efficiency in accordance with the Ministry of Industry's standards and the government's BCG policy (Bio-economy, Circular economy, Green economy). The 3Rs principle (Reduce, Reuse, and Recycle) has been put into practice, thereby reducing the cost of energy and resources, while also alleviating the problems and the impact of climate change. The reduction in consumption of energy and resources is summarized below.

1.1 Water

Ongoing campaigns are run to encourage awareness in employees of the value of water so they use it sparingly. The low-flow water-saving approach has also been implemented. Equipment and sanitary ware are regularly checked and maintained. Faults are immediately repaired to avoid unnecessary water loss. Meanwhile, water-saving campaign signs are put up as reminders.

Water consumption of the Company and subsidiaries located in the Software Park building are as follows:

Year	2022	2023	2024
Water consumption (Cubic Meter)	620.33	513.72	552.69

1.2 Electricity

To manage energy used by both lighting and air conditioning systems efficiently, Samart Group has installed and maintained monitoring equipment to control the operation of related electrical systems since 2007. Campaigns are run to encourage awareness in employees of smart use of electricity. This includes turning off lights in the office during lunch break and when not in use. In addition, office air conditioners are set to turn on at 8:00 a.m. and turn off at 5:30 p.m. After implementing such measures, the electricity consumption has a significant reduction.

Electricity consumption of the Company and subsidiaries located in the Software Park building are as follows:

Year	2022	2023	2024
Electricity consumption (KWh)	68,142.04	67,441.48	70,099.05

In addition, the Company has a policy to modify or replace various devices in the office with the aim to reduce electricity consumption continuously including the following:

1.2.1 Replacement with LED energy-saving bulbs: Following the sustainability development plan (SD Roadmap), in 2011, all T8 bulbs were replaced with energy-saving T5 bulbs. Subsequently, the Company gradually switched from T5 energy-saving bulbs to LED ones. So far all the bulbs have been replaced. This has helped save electricity by up to 50% compared to the beginning of the project. Samart Group plans to continue using LED bulbs.

1.2.2 Samart Group has been replacing personal computers with notebooks, starting the project in 2018. The objective is to increase work efficiency as well as to reduce electricity consumption. Compared to a PC computer which consumed 220 watts, it was found that a notebook consumed only nine watts. In addition, as a notebook uses less electricity, the heat build-up in the device also goes down, in turn reducing the heat emitted into the office space, thereby reducing the workload of the air conditioner and the greenhouse gas emission at the same time.

1.3 Fuel and travel expenses

Samart Group has a practice guideline for maximum efficiency with the aim to reduce vehicle fuel consumption, according to fuel economy standards of the Energy Policy and Planning Office, Ministry of Energy, B.E. 2560. Approaches in reducing vehicle fuel consumption and travel include car pooling and scheduling routine vehicle maintenance by mileage. Technology was also brought in befitting the digital age, such as holding more meetings online instead of on site. This helped increase work efficiency while reducing the operational costs as well as reducing air pollution and the greenhouse effect caused by carbon monoxide (CO) and carbon dioxide (CO₂).

Fuel consumption and travel expenses of the Company and subsidiaries located in the Software Park building are as follows:

Year	2022	2023	2024
Cost (Baht)	222,516.34	250,586.52	246,956.24

2. Reducing the use of resources

"Paper" is a resource in the category of consumable office supplies, necessary for the operations in the organization. Considering important the concept of smart use of resources, Samart Group has embarked on the idea of paperless operations. Thus digital platforms have been established for various work systems in order to reduce the use of paper in printing documents. This has added to convenience and work efficiency while also reducing the operating costs.

Paper consumption in business operations of the Company and subsidiaries located in the Software Park building are as follows:

Year	2022	2023	2024
Reams of paper	190	315	135

3. Waste reduction

Samart Group pays attention to management of waste from operations, in accordance with the standards for waste disposal set by the Pollution Control Department, Ministry of Natural Resources and Environment, to reduce environmental pollution problems. Reuse and recycling are promoted and employees are encouraged to be environmentally conscious both at work and in daily life in 24 news articles through public relations channels within the organization, both online and offline regularly throughout the year. It is hoped that the concept will rub off on the employees' families and further on their communities.

Regarding this, the Company practices sorting waste into types as required by law, followed by waste management, including putting up a monthly internal waste management system. Waste is then collected and processed by companies with eligibility standards. The purpose is to keep the offices and nearby areas hygienic, free of pollutants so the Company gets no complaints.

4. Reduce the greenhouse gas emission

Based on the environmental performance of Samart Group as reported above, it can be seen that the Company pays attention to activities in its value chain that affect the climate and greenhouse gas emissions throughout the work

process. The Company supports clients' operations while also providing concrete knowledge for employees and stakeholders to promote understanding, awareness, and an environmental spirit in working towards the goal of becoming a low carbon organization in the following ways.

- **Fuel consumption and travel**

Regarding this, the Company carried out continuous vehicle maintenance as planned. Also, there's a policy to use Thailand's standard fuel to help stabilize the price of palm oil while also reducing pollution. In addition, the car pooling arrangements for work helped reduce twice as much greenhouse gas emissions where the emission rate by a car is at 100 - 200 kgCO₂e.

- **Electricity consumption and management**

With airconditioners turned on and off as scheduled during the day helped reduce greenhouse gas emissions from electricity consumption. The replacement of light bulbs with LED bulbs also helped save energy and reduce carbon dioxide production.

- **Water consumption and management**

As a result of regular inspections of water leakage points in the water supply system and sanitary ware, waste of water resources and greenhouse gas emissions were reduced. When comparing every unit (m³) of water saved, greenhouse gas emissions can be reduced by 0.7948 kgCO₂e/unit.

- **Waste management**

Management of other types of waste following the concept of "Sustainability for All" under "SAMART Loves the Earth" project, executives and employees are encouraged to separate waste so that to participate waste separation activities. Reusable items are shared with the underprivileged in society. Surplus or expired items are sorted out and properly disposed of so they do not cause pollution to the environment. These efforts are reflected through various activities throughout the year.

Social operating results

Social performance related to employees and employment

The Company highly regards all of the employees as invaluable resources and indispensable factor that propel the Company to meet all objectives and future successes. Henceforth, the Company treats all employees and workers regarding human right by responsible to provide just opportunity, reasonable remuneration, promotion, appointment, transfer and development of potential. In 2024, there were no cases or complaints about human rights violations, unfair of workers, and other cases of complaints both inside and outside the Company. The results of social activities related to employees and employment are as follows:

1. Employment of the Company and its subsidiaries during 2022-2024 are as follows:

Classified by gender	Number of Employees		
	2022	2023	2024
Male	46	40	12
Female	40	37	27
Total	86	77	39

Employment of disabled persons

The Company has supported the importance of elevating the quality of disabled person's life according to the Empowerment of Persons with Disabilities Act., B.E. 2550 and its amendments. In order to promote such concept, the Company had contributed money to the Fund for Empowerment and Development of Persons with Disabilities in accordance with the law. Moreover, the Group of Company had also hired disabled person, so that they could demonstrate their abilities and gain income.

2. Training

The Company pays importance on developing skills and potential of employees by constantly organizing various activities, for instance: seminars, training.

Summary of training to management and employees of the Company and its subsidiaries in 2024 are as follows:

Training	Frequency	Number of Hours	Number of Participants
In-House Training			
Management	3	36	4
Employees	6	99	20
Total	9	135	24
External Training			
Management	14	135	28
Employees	15	126	25
Total	29	261	53
Grand Total	38	396	77

Number of training hours of executives and employees

	2022	2023	2024
Average number of training hours of employees (Hours/Person/Year)	6.00	6.00	7.00
Expenses for training and development (Baht)	221,300.00	14,288.00	29,539.43

The sample in-house and external training programs for 2024 are as follows:

In-House Training Programs

1. Compliance with the Personal Data Protection Act (PDPA)
2. Popular Diseases in working age
3. Samart Management Meeting 2024
4. Financial Management, Accounting and taxes
5. Orientation Samart Group
6. Cisco Certified Network Associate Routing & Switching
7. Incoming Invoice Automatic Posting

External Training Programs

1. Digital Transformation on Accounting
2. ESG, This word has meaning
3. Q&A Observations on the preparation of 56-1 One Report
4. Tax Laws and Financial Reporting Standards for NPAEs
5. The Function of e-One Report on the SETlink
6. Meeting of Securities Issuer Companies for 2025
7. Amendment of the criteria for material and related transactions
8. Information Disclosure through the SETlink
9. Procedure for Organizing a Shareholder Meeting
10. Business Ethics
11. Intensive tutoring to get 100% for Listed Companies
12. Labor Law Problems
13. Personal Income Tax
14. Criteria for Surveying the CGR Project in 2025
15. Income, differences between accounting and taxes

In addition, the Company has communicated Business Ethics which includes conflict of interest, Anti-Corruption and inside information via E-Mail for all executives and employees to acknowledge in order to create understanding and a good standard for the organization. The objective is to raise awareness of the need for organizations to have ethics in their operations as well as roles and responsibilities of employees in creating ethics in the organization and for employees to understand how to create a sense of love for the organization by themselves.

3. Safety, Occupational Health and Working Environment

In 2024, the Company strives to carry out all-round work safety and enhance safety systems and control policy for continuous maximum efficiency to reduce the risk of accidents caused employees injury and death as well as strengthened sustainable business stability. The Company also focuses on safety, occupational health as well as working environment and sanitation for employees at all levels to ensure that all employees are in good health and ready to work by which the Company subsequently reduce the risk of accidents leading to injury and death of employees. The sample of activities are educating all levels of employees, set measures for all new employees to check up their health before entering the workplace, and annual health check with medical consult in the project "Doctor consultation"

Furthermore, the Company also followed such practical guidelines concretely as follows:

- Appoint the safety officers and the relevant persons in all levels to take responsibility, supervise and monitor the strictly compliance with safety, occupational health and working environmental policy.
- Fortify the employees at all levels with knowledge, consciousness and joint responsibility, for instance, to arrange for the training and cultivate consciousness on safety, occupational health and working environment for the employees, as well as to arrange for the training on health by arranging the Healthy Week and the Safety Week and etc.
- Conduct the annual evacuation drill in case of fire as well as to designate the assembly points of all offices.
- Use the fingerprint scanning system so only the eligible persons can enter and exit the office building for safety of life and properties of the employees and the Company.
- Organize a training course on first aid and life support (First Aid & CPR) and install an AED defibrillator at the office.
- Provide the medical treatment, modern medicine provision service and basic medical service in all offices.
- Arrange annual health check along with the employee health consultation in the project "Doctor Consultation" for employees at all levels.

- Provide a fitness center and encourage sport competition both inside and outside the Company to promote employees health.

In addition, the Company determines the welfare to employees fairly. i.e. there is always be the nurse(s) stationed in the infirmary everyday at the Company's office building and the doctor shall visit and treat sick employees twice a week. The Company also has the medical treatment welfare for the employees (in case of out-patient) who are treated at the government and private hospitals. The employees shall be entitled to the annual medical treatment fee pursuant to their level. In 2024, total amount of medical treatment fee reimbursed by the employees of the Company and its subsidiaries amounted to Baht 140,344.10 Moreover, the Company also has group health insurance (in case of in-patient) for the Company's employees which is made with the FWD Life Insurance Plc. as well as group life insurance which covers all kinds of death, annual health check with medical consult as project "Doctor consultation" for employees at all levels and provident fund to secure their working life security under the name of "The Registered Samart Group Provident Fund". The Company also has the social security fund and provision of loan in case of the accident or sickness to the employees, in case of death of the employee or his/her immediate family member, the funeral allowance shall be provided, in case the employee is sick or gives birth, a visiting in hospital shall be arranged and fitness center and special discount for Company's products.

Record on the 2022-2024 accident, absence and illness at work of the Company and its subsidiaries

Line of business year	Lost Time at work								
	Accident			Absence			Illness		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
1. Digital Network	-none-	-none-	-none-	-none-	-none-	-none-	-none-	-none-	-none-
2. Digital Content	-none-	-none-	-none-	-none-	-none-	-none-	-none-	-none-	-none-
3. Support Business	-none-	-none-	-none-	-none-	-none-	-none-	-none-	-none-	-none-

Measures to prevent and reduce the risk of accidents from work

The Company had provided professional safety officers to take responsibility in order to supervised and follow up in accordance with the safety, occupational health and working environment policies strictly by providing training courses about safety to employees before start working such as wearing gloves and h to prevent accidents leading to injury and death of employees.

4. Employee Relation & Engagement Policy

The Company concentrates on the employee relation and engagement at all levels of emplo throughout Samart and also implants them into corporate value along with corporate culture by building synergy professional working-style (Team of Professionals). Hence, these initiate the best cooperation among individual level through corporate. Activities during the year include Samart Management Meeting twice a year, Project "Open mind box" for direct listening the opinions of employees at all levels, other team building activities at all levels, and CSR programs such as D-Club regarding to account measures to prevent and reduce the risks and impacts of the COVID-19 epidemic.

Voluntary employee turnover during the year 2022 – 2024 are as follows:

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
	14.44	11.11	18.52	9.88	6.98	4.65
Total	25.55		28.40		11.63	

Significant labor disputes during the year 2021 – 2023 are as follows:

	2022	2023	2024
Significant labor disputes	-none-	-none-	-none-

Managing the pandemic situation of COVID-19

Results from complying with the prevention and response policy of the COVID-19 pandemic situation, the number of infected employees of the Company is very low and no continuous pandemic in the office. All employees can work efficiently without affecting the operations of the Company. In addition, employees who have recovered from illness can return to work as usual and well follow-up from the Company for symptoms persist both short-term and long-term.

Environmental management

Adhering to the policy of using resources and energy wisely for the highest benefit of the Company through training course, public relations, campaigns and various activities, it resulted in the efficiency of reduction in energy and resource consumption.

In the past year, the Company has provided video clips to promote environmental knowledge for employees at all levels to learn via E-Mail.

Fair Termination

Results from complying the employee termination policy for guilty and non-guilty as required by law, there were no cases of complaints in case of unfair termination of employment from both within and outside the organization.

Social performance related to Community and Society

1. Upgrading and improving people's quality of life with information technology and digital services

Samart Group develops products and services with the aim to help improve the quality of life, promote understanding and access to information technology and digital services for people. The products and services developed with the said objectives included the following:

- **Direct Coding System service**
Providing installation and service of packaging control code printing system technology on beer cans produced in the country so that tax collection by the Excise Department becomes more comprehensive and efficient.
- **Advanced Metering Infrastructure (AMI) for large power users**
Samart Group completed the installation of 70,000 sets of Advanced Metering Infrastructure (AMI) for large power users nationwide. This is a continuation project from the Automatic Meter Reading (AMR) development project, Phase 1 and Phase 2. The goal is to build confidence and satisfaction in power users with quick and accurate reading of near real time power consumption. Power use management is thus updated and efficient, enabling further development into smart grid systems in the future.
- **Land Information Project, Department of Lands (E-DOL)**
Samart Group provides installation of computer system covering the services of the Land Offices, transferring and importing comprehensive data from 461 land offices in 77 provinces to the central administration. This is to upgrade and modernize land information management so that the land work can be controlled, monitored, and completed quickly and accurately, to serve the public efficiently.
- **Land Data Import for Nationwide Online Registration Project**
The Land Department collects and imports the images of title deeds and land directory from the existing data of 212 land offices covering 36 provinces nationwide into the system. The images of more than 16 million land plots collected in this project are stored in digital form to enable online registration at different offices. The search for land data is thus faster and more convenient. Also providing greater accuracy, the Land Department's overall efficiency is thereby increased.
- **Public Relations and Breaking News Service Center, Industrial Estate Authority of Thailand**
Samart Group installed equipment and systems for the Public Relations and Breaking News Service Center project for 37 communities surrounding the Mabtaphut Industrial Estate, Rayong Province. With this 24-hour alert system, a systematic channel of communication was established to provide information and warnings to the public, thereby easing concerns of those people living in the surrounding areas of the industrial estate.

- **CCTV Security Network System Rental for Map Ta Phut Industrial Estate**

Samart Group provides CCTV security network system and maintenance for Map Ta Phut Industrial Estate, under the Industrial Estate Authority of Thailand, to build confidence in safety management for business operators, communities and society in general in Map Ta Phut Industrial Estate.

- **License Plate Recognition System and Intelligent Traffic Light System Rental Project**

Samart Group provides License Plate Recognition System and Intelligent Traffic Light System rental services for detecting, monitoring and tracking vehicles entering and exiting the Map Ta Phut industrial estates and the Map Ta Phut industrial port, Industrial Estate Authority of Thailand, with the aim to help build confidence regarding security management among business operators in Map Ta Phut Industrial Park.

- **Closed-circuit Television (CCTV) Procurement and Installation project for Bangkok**

Providing installation service and linking the closed-circuit television (CCTV) system to monitor road safety and help detect traffic violations, promoting safety for people in Bangkok area.

- **Digital Banking System Services**

Samart Group provides services in development and installation of digital banking systems, to support the changes from traditional financial transaction services to online platforms. This includes making deposits, applying for financial products, credit, money transfer, and payments for goods and services. The transactions can be completed online with highly capable and highly secure technology and internet. Consumers can enjoy the convenience 24 hours a day through digital channels, whether it be mobile phones or internet, with no need for any bank branch visit at all.

- **Power School Service**

Samart Group provides a complete educational software service through the cloud system focusing on students' educational development. The system links students, teachers, schools and parents together regarding learning data, allowing for closer tracking of student progress. Complete with tools to help support the analysis of student learning, the system can offer personalized learning approach to students, while school administrators can see an overall picture and manage teaching and learning more efficiently.

- **Cyber Security Operation Center – (CSOC) Service**

Providing the service 24 hours a day, the Cyber Security Operation Center is fully integrated, able to monitor and provide a comprehensive prevention against cyber theft. With the ability to detect network and system intrusions, it can also respond swiftly, based on the data collected to identify the channels cybercriminals use to carry out attacks. The Center then aims to find ways to prevent future cyber theft to help prevent economic losses, promote the organization's image, and help build confidence among consumers and the public.

- **Enterprise Asset Management System**

Samart Group provides Enterprise Asset Management System where important asset records are collected, allowing the organization to use various data for analysis to support planning and predict maintenance periods. This helps control assets, reducing maintenance costs, inventory costs, duplication, and operations time.

- **Telemedicine Solution**

Samart Group provides innovative communication technology services and telemedicine technology to enhance the management and provision of public health services.

- **e-Document & e-Service**

Samart Group provide intelligent electronic data management and storage services, enabling users to store and access information conveniently and efficiently via a web-based platform through a web browser or a mobile application. The solution helps reduce the need for physical storage space, document management costs, as well as printing paper consumption, which in turn, contributes to environmental sustainability. Additionally, the services can be expanded into a full-fledged e-Service system, enhancing an organization's digital transformation and service efficiency.

Community and social activities under the concept of “creating quality people and promoting moral society”

Samart Group places importance on improving the quality of life as well as participating in the development of prosperity for the community and society by establishing policies and guidelines under the concept of “creating quality people and promoting moral society.”

Developing quality people

Human resources are the key driving force behind the progress of society, economy and the nation. Samart Group therefore focuses on “developing quality people” both within and outside the organization, providing support of several kinds through various projects and activities as follows:

1. Upleveling people’s technological capabilities

Samart Group recognizes the importance of education, therefore carried out a project to provide various technological equipment to promote Thai youth’s experience and to prepare them become professionals in technology in the future.

- **ICT Smart Camp**

This is an activity to promote knowledge and understanding of technology and digital services for young people in employees’ families.

The purpose was to get the young people to understand the connection between technology and nature around them, learn how to live with technology, know computer languages and computing mechanisms. In the process of creating understanding, the young participants get to play games and apply the knowledge to code real robots in the final session.

Benefits of the activity as evaluated by parents:

- Learning: Gaining experience with AI and practice of analytical thinking and coding the robot
- Socializing: Joining a team, making new friends, boosting self- confidence in expressing themselves, learning to live with others
- Learning about senses: Smelling, seeing, distinguishing objects



2. Promoting knowledge and understanding of information technology and digital services

- **Articles and information on technology**

Samart Group provides interesting knowledge and information regarding technology and digital services through articles on a regular basis, with the aim to promote awareness and better understanding of information technology and digital services among Thai people.

- **Technology Knowledge Support**

1. “SAMART CAREER DAY” is a project of collaboration between Samart Group and leading IT educational institutions and universities. The objective is to help promote skills, knowledge, and capabilities of students and to provide opportunities for internships or to work on projects or innovations with Samart Group so the students can enhance their experience for the future.

- Panyapiwat Institute of Management

Samart Group’s executives and a team of staff organized a lecture to provide knowledge to students of the Faculty of Engineering and Technology, Panyapiwat Institute of Management, to prepare them for career paths as developers and data scientists in AI, cybersecurity, and ERP systems.



- University of the Thai Chamber of Commerce
Executives and a team of staff of Samart Group organized a lecture to provide knowledge to the third and the fourth year students of the Faculty of Accountancy, University of the Thai Chamber of Commerce, to prepare them for career paths in ERP systems.



2. Samart Group, together with IBM Thailand Co., Ltd., organized a seminar on “The Power of AI & Sustainability” to present topics of interest regarding IBM’s MAXIMO application and Generative AI to upgrade the utilities industry in Thailand at The Residence 305, the Grand Hyatt Erawan Hotel, Bangkok.



3. Samart Group, in collaboration with Maryvit School Group, held a demonstration of the PowerSchool’s Schoology Learning, a holistic system in teaching and learning management, at an academic seminar organized by the Catholic Education Council. The demonstration at the Asia Pattaya Hotel was well-received, attended by school owners and administrators from over 160 schools.



4. Samart Group, in cooperation with PowerSchool USA, organized an online seminar entitled "Reimage Education with AI & PowerSchool AI". The seminar offered interesting information regarding the application of AI technology to benefit the classroom, including the design of a Smart Classroom in the 5G era in Thai schools to systematically enhance development, along with a demonstration of how to make use of AI for education. Educators and those interested were invited to join the seminar at no cost.



5. Samart Group arranged a visit to the Cyber Security Operation Center (CSOC) for the executives of the Department of Medical Sciences, Ministry of Public Health, as well as a talk on electronic payment systems and cloud storage as a guideline for further studies of the techniques and development of cyber security work.



6. Samart Group provided a talk by a team of cybersecurity experts "Enhancing Security Operations with Isolation Technology" to provide knowledge to participants of RED X BLUE PILL 2024.



7. Smart Group was invited by QAD (Thailand) Co., Ltd. to join a seminar to provide knowledge and create awareness of cyber threats to industrial factory customers at Grande Centre Point Terminal 21 Hotel.



8. Smart Group provided information and demonstrated the use of PowerSchool's leading teaching and learning management platform from the U.S. Schoology Learning, a complete cloud-based Learning Management System (LMS) and Student Information System (SIS), was presented as a guideline for educators interested in teaching and learning management technology in schools in the digital age at the "didacta Asia 2024" event at the BITEC Bangna Convention Center, Bangkok.



3. Development of quality people within the organization

- Smart Talk

- > Activities were organized throughout the year to provide knowledge and food for thought for employees. The following speakers with expertise in their fields were invited to hold a session to share their knowledge and experiences with employees, while also giving them opportunities to exchange opinions and ask questions.
 - **"Quantum Technology" by Dr. Tanapat Deesuwan:**
Taking employees to explore the world of Quantum Technology to update on cutting-edge technology trends, study the impact and spark new business ideas
 - **"How to changeTo survive and grow sustainably " by Ms. Suphajee Suthampun:**
Sharing ideas, experiences and new business ideas that executives and employees can apply
- > The following talks were organized to promote employees' well-being, which, in turn, results in work efficiency.
 - **Money Fitness" by Ms. Sirattthaya Issarabhakdi:**
Providing knowledge about financial planning for salaried employees to strengthen their finances
 - **Mind Fitness" by Ms. Napaporn Trivitwareegune (DJ P' Aoy):**
Strengthening the mind with techniques to energize, build up motivation, replenish the stamina, getting ready to cope with work challenges



- **Smart V-Learn**

To encourage employees to keep learning and developing their potential, the Samart V-Learn system allows employees to access self-study online courses in content and skills necessary for them anywhere anytime.

Promoting a moral society

Samart Group earnestly encourages employees to take initiatives for the benefit of society, stimulating their volunteer spirit to help, share, and do good deeds for society, through the “Dee Club”, formed by a group of volunteering employees. Other activities beneficial to society are also held and contributions to various public charitable activities continuously made by “Samart Foundation as follows:

1. Volunteering power contributing to social development

- **Give Blood, Save more Lives, Happiness to All**, a blood drive project, is run annually in cooperation with Thai Red Cross Society at Software Park Building. Run three times in March, July, and November 2024, the campaign achieved a collection of 148,000 CC. of blood donated by employees and members of communities nearby.

This year, HM Queen Sirikit the Queen Mother, President of the Thai Red Cross Society, graciously proclaimed that Samart Group was awarded a 3rd-class certificate of honor from the Thai Red Cross Society as an organization consistently hosting blood donation drives for more than 7 years. A total of more than 3,000 units of blood or more than 1,200,000 CC was collected.



- **Assistance for the underprivileged project**

- The Samart Foundation provided consumer goods, medicines and necessities to people in communities with life's challenges including the bedridden, the elderly, the disabled and the underprivileged to help improve their way of living. In this project, the Foundation gathered information from and then worked with government agencies, namely, Pak Kret Municipality and Lak Hok Subdistrict Municipality, in providing the assistance.



- The "Charity Knitting" project was organized for the 10th consecutive year. This year, Samart Group, together with its employees, donated rice, educational supplies, and scholarships, as well as over 50 woolen hats knitted by employees to underprivileged youths at Ban Chiang Khan School in Chiang Rai Province.



2. Fostering Buddhism

- Samart Group hosted Kathin ceremonies at Wat Chai, Phra Nakhon Si Ayutthaya province, Wat Sri Udomand and Wat Thammawong, Lopburi province.



3. Supporting sports and other public charity activities

Samart Group made contributions for sports and other charitable activities as follows:

- Jointed in supporting Thammasat University's charity golf tournament
- Jointed in supporting the Leaders-Leading Changes training course organized by the Sammachiv Foundation
- Jointed in supporting sports competition in honor of HM the King organized by the Sports Association of Bangkok Province
- Jointed in supporting the 2024 St. Gabriel's Alumni Association charity golf tournament held in January 2025
- Jointed in supporting Football jerseys for teams of underprivileged children in the community for the football tournament, an anti-drug event organized in honor of HM King Rama IX on December 5, 2024

Social performance related to Customer / Competitor

The Company conducts business with the determination to provide, develop and produce quality products and services to customers with up-to-date at a fair price. The Company also treats competitors under the rules of good competition. In 2024, there was no lawsuit between the Company and its subsidiaries with customers and competitors.

Social Operating Result about Partner

The Company has strictly complied with the business partner treatment policy by selecting the qualified business partner to enter into the Approved Vendor List and prices have been compared before the purchase order has been made. The business partner has been evaluated by using the auditable standard criteria pursuant to the international standards of ISO 9001 and CMMI. The Company also has the policy not to corrupt, extort, embezzle or not tolerate such action. The business partner must not propose or take bribery or any legal reward from the Company and the business partner must not give the reward or propose personal benefit in whatsoever from to the employee as a result of business undertaking. Such policy has been inspected by the management under the document and the supporting particulars and it has been audited by the neutral auditor both from the inside and outside the organization. However, the Company and its subsidiaries did not sue or be sued or had disputes with partners.

Moreover, the Company has promoted the Green Procurement with the following details:

- The companies in Samart Group have procured environmentally friendly equipment and supplies by considering products that have certified environmental label or Thai/International standards demonstrated that the products were environmentally friendly.

Types of environmentally friendly products

1.1 Multifunctional – Copy, Print and Scan copier

- The copier rental company which was certified by ENERGY STAR, showed that the equipment was environmentally friendly.
- Such copiers can be used with 70 gram paper.

- Such copiers can be used with recycled paper (Second page paper) which were almost 100% with low jam rate.
- Training for the users of copies has been provided to reduce the loss of using.

1.2 Personal Computer or Notebook

- Must be certified quality Thai Industrial Standard of ISO 9000 or ISO 14000 or certified with the Energy Star label or certified with an environmental label from the production countries or green label form Thailand.
- Notebook's backup battery must be guaranteed for at least 1 year of battery life

1.3 70 and 80 grams of A4 paper

- Must be certified quality Thai Industrial Standard or ISO 9000 of ISO 14000 or certified label or environmental label
- Paper must be a product of Virgin pub form Sustainable Forest / Recycled Pup.

2. The companies in Samart Group have selected the business partners that have been certified for environmental quality standards.

3. Environmental Friendly Working System

- 3.1 Use an online system to process documents related to purchasing work to reduce paper usage, such as using PR Online or using AVL online registration or using an electronic delivery slip system, etc.
- 3.2 The companies in Samart Group have supported the online meetings with suppliers to reduce traveling which will reduce the using of oil and PM 2.5 and air pollution.
- 3.3 The companies in Samart group have purchased the office equipment, stationery and consumable stuffs in the office once a month in order to reduce work steps, transportation and saving energy
- 3.4 The companies in Samat Group have changed the water purifiers instead of buying bottled water to save the transportation costs and reduce the use of plastic bottles.