



## 7.4 Retirement Program

The company perceives the importance of a long time served employees, who have dedicated their energy and loyal to the company. Therefore, the company develops post-retirement plans for employees to prepare for the expiration of their service to the company.

The company, therefore, encourages employees to prepare a career after retirement with the project "Hundred hearts from SBG People" to prepare for diverse experiences to learn a way to plan and build vocation and be self-reliant after retirement. The company has carried out this program continuously so that employees entering retirement age will gain knowledge and understanding of the life after retirement, which help to learn of various way of life. In addition, the company has prepared the training on the crucial knowledge on social security for retirees as well. In the year 2019, the company has prepared such services for total of 17 employees.



## 7.5 Savings Cooperatives in Somboon Group

Due to the slow economic conditions and family problems, leads many families in the Somboon group into financial problems with various financial institutions and informal debt.

The company foresaw the benefits and importance of establishing a savings cooperative in an organization. With savings cooperatives, this has allowed many members to have another form of welfare being passive income for our employees.

First, this gives our members a source of a low-interest loan. This alleviates suffering during a difficult time, or when there is a necessity for spending in the family.

Secondly, this helps employees having less needs to take shark loans and high formal debt, which would result in a distraction of high interests being paid monthly, affecting the organization's effectiveness overall.

The company established a savings cooperative in the Somboon group of companies for 12 years with total savings of 188,328,168.30 Baht. There is several cooperative committees' members, who help plan, formulate policies, supervise and develop various rules and regulations for the cooperatives to operate efficiently and continue to be strong.

From past operations, employees are interested in participating in the program and abiding by the cooperative rules and regulations.

Currently, savings cooperatives of companies in the Somboon Group as of December 3, 2019

