



1.89%

of net profit invested in social initiatives (Target: 0.5%)



1,591

employees participated in CSR activities



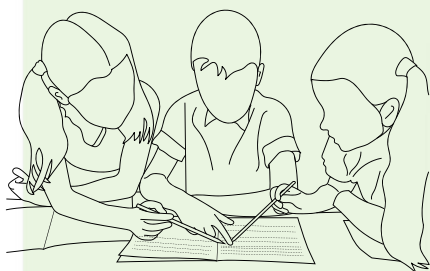
12,728

total volunteer hours

In 2025, the Company’s social investment exceeded the 0.5% target by 3.78 times, reflecting its strong commitment to creating shared value with society.

## 8.2 Creating Educational Opportunities

The Company implements education initiatives based on the principles of human rights and equality, in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and Article 26 of the Universal Declaration of Human Rights, which affirms every child’s right to equal access to education without discrimination based on race, gender, religion, or socio-economic status. Education is a fundamental right and a key driver of social mobility and sustainable livelihoods. Equitable access to quality education helps reduce social vulnerability and the risk of premature entry into the labor market, aligning with the Company’s commitment to respecting children’s rights under the UNGPs framework and supporting SDG 4 (Quality Education).



“ In 2025, the Company remained committed to advancing education initiatives under its **“Growth Society”** strategy by implementing a range of programs to promote knowledge, vocational skills, and long-term human capital development for communities and the nation. ”

## Key Performance and Projects in 2025

### 1. Scholarship Program

The Company has continuously provided scholarships for employees' children and youth from local communities for 26 consecutive years, ranging from primary to higher education levels. The program aims to expand educational opportunities and enhance the quality of life for scholarship recipients and their families.



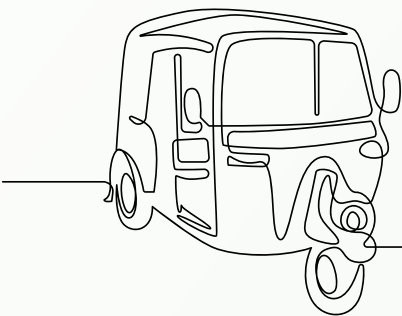
2568  
**131** Scholarship Awarded  
670,000 Baht

2542-2568  
**2,567** Scholarship Awarded  
15,342,000 Baht

### 2. Electric Three-Wheeler Donation for Education Project

The Company, in collaboration with the Equitable Education Fund (EEF), has donated 24 electric three-wheelers to 12 higher education and vocational institutions, along with providing operational training for instructors. The vehicles are intended to serve as teaching and learning tools, as well as reference materials for the development of electric vehicle curricula. The initiative aims to foster innovative thinking, analytical skills, and knowledge advancement among youth, while preparing a future-ready workforce to support industrial transformation and strengthen the country's long-term competitiveness.

In addition, the electric three-wheeler donation project serves as a supporting mechanism that addresses collaboration under 2 key initiatives:



- **Equitable Education Fund (EEF) Program:**

Focused on expanding opportunities and enhancing the quality of learning in educational institutions by providing practical access to electric vehicle learning resources.

- **Public-Private Joint Committee for Vocational Manpower Development and Production Project:**

The provision of electric three-wheelers serves as a learning resource base to enhance vocational education and develop skilled manpower in alignment with the needs of the modern automotive industry.

In line with this approach, the Company undertakes the following initiatives:

- **Support for Vocational Education Materials**

The Company supports the use of electric three-wheelers as practical training equipment in educational institutions for developing maintenance skills, conducting electrical system analysis, and enhancing a systematic understanding of the structure and operation of electric vehicles.



## • Dual Vocational Education

The Company collaborates with vocational institutions to provide internship opportunities for students, while jointly developing curricula aligned with modern automotive technologies. This aims to produce skilled technicians with competencies that meet industry demands and to support the country's long-term competitiveness.

The list of 12 higher education and vocational institutions is as follows:

- King Mongkut's University of Technology North Bangkok
- Suranaree University of Technology
- Burapha University
- King Mongkut's University of Technology Thonburi
- Rajamangala University of Technology Krungthep
- Sirindhorn International Institute of Technology (SIIT)
- Map Ta Phut Technical College
- Chonburi Technical College
- Bankhai Technical College
- Chachoengsao Technical College
- Bangsaen Technical College
- Nakhon Ratchasima Technical College



24 electric tricycles

5,314,000 Baht

Furthermore, this project also reflects the Company's role in actively supporting the educational system and innovation, as well as developing human resources to be ready for the transition to environmentally friendly technologies, which is considered a crucial foundation for sustainable development in the economic, social, and environmental dimensions.

### 3.1. Knowledge and Experience Sharing Program

The Company transfers its core competencies and expertise from the industrial sector to youth, aiming to enhance life skills and vocational skills, while fostering collaboration among the business sector, educational institutions, and communities through the following initiatives:

#### • Knowledge Sharing Project

The Company contributes to educational development by deploying its experienced employees to deliver lectures and knowledge-sharing sessions on electric vehicle technology and fundamental human resource (HR) management. In addition, guidance is provided on preparing for the transition to the workplace, including principles of continuous improvement (Kaizen). These activities have been conducted in collaboration with King Mongkut's University of Technology Thonburi, Suranaree University of Technology, and King Mongkut's University of Technology North Bangkok, as well as through the "90-Person Project," which aims to enhance both academic knowledge and practical skills in alignment with industry needs. The initiative also promotes equitable access to learning opportunities while equipping youth with the skills, confidence, and understanding required for real-world work environments.



Furthermore, these activities help strengthen relationships between the Company and educational institutions, fostering long-term partnerships to collaboratively develop human capital.



• Internship Projects

The Company places strong importance on developing the next generation of talent through internship and cooperative education programs, providing students with opportunities to gain practical work experience within the organization.

These programs are open to students from various disciplines, including engineering, science, business administration, marketing, management, finance and accounting, human resource management, and other related fields. Participants are assigned to different departments across the organization to develop their skills and capabilities.

Through these initiatives, the Company supports students in enhancing their competencies, gaining professional experience, and preparing for a successful transition into the workforce.

In 2025, the Company allocated a total budget of THB 209,587 to implement its internship program, with a total of 8 students participating in learning, study visits, and on-the-job training, categorized by program (as shown in the table).

The internship program serves as a key mechanism in bridging the business sector and educational institutions, providing students with opportunities to gain hands-on experience, develop problem-solving skills, and enhance teamwork capabilities. This helps prepare them for an effective transition into the workforce.

At the same time, supporting educational opportunities for interns reflects the Company’s social responsibility while creating value for the organization. This includes gaining fresh perspectives from the younger generation, enhancing operational efficiency, and strengthening collaboration with educational institutions in areas such as research, training, and future talent recruitment.

Internship Projects	Number of Participants (persons)
1. General Internship Project	3
2. Cooperative Education Project	5

