

## 8.1 Growth Society Strategy

### “Creating Opportunities for a Stronger Society”



The Company is committed to “Creating Opportunities for a Stronger Society” under its business philosophy of “**Growth Society**” This approach focuses on addressing community needs while promoting sustainable development across economic, social, and environmental dimensions.

The company believes that strengthening communities is a key foundation for driving business growth, creating shared value, and building a sustainable society in the long term. The surrounding communities are considered important stakeholders in the business operations.

#### Management Approach

The Company continuously reviews and improves its social operations to align with the context and needs of stakeholders. This includes gathering feedback, setting goals and key performance indicators, and monitoring and evaluating to ensure tangible results. The company adopts the CSR-DIW standard system of the Department of Industrial Works as a framework for operations, using annual dialogues and community surveys to design projects that genuinely respond to the community.

In 2025, the Company classified its social initiatives into 3 key areas:

**Education Initiatives:**  
Supporting children’s rights, equitable access to education, and workforce innovation for future industries.



**Community Initiatives:**  
Addressing community needs, promoting environmental stewardship, enhancing elderly capacity, and strengthening community relationships.



**Social Initiatives:**  
Promoting social responsibility, equality, and improving the quality of life for vulnerable groups, particularly persons with disabilities.





1.89%

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



1,591

employees participated in CSR activities



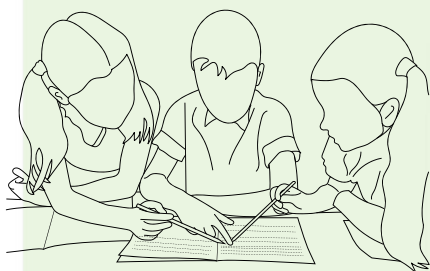
12,728

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. ”