

## 6.3 Good People Development



### “Morality and gratitude”



The Company is committed to advancing social and community development in parallel with its business growth. It instills in employees a strong sense of “morality” and “gratitude,” in accordance with the vision of the founder, Mr. Somboon Kitaphanich, which serves as a fundamental foundation for building a strong society. In addition, the Company fosters good relationships and trust with stakeholders across all sectors. It also places importance on holistic social development, including education, community development, and environmental stewardship. The objective is to help reduce inequality, promote equality, and enhance the quality of life in society, enabling sustainable growth and self-reliance.

In addition, the Company promotes a culture of teamwork within the organization by providing a platform for employees to brainstorm ideas, exchange perspectives, and share experiences. This aims to further develop the design of social initiatives that generate positive impacts for stakeholders, while also strengthening the community’s self-reliance and fostering long-term collaboration. Reflecting the comprehensive nature of **“Smart People”** in human capital development, the Company empowers individuals to create value for themselves, the organization, and society. This includes being well-rounded in physical health, mental well-being, and intellectual capability, in alignment with the concept of the **“Somboon Triple Bottom Line.”**



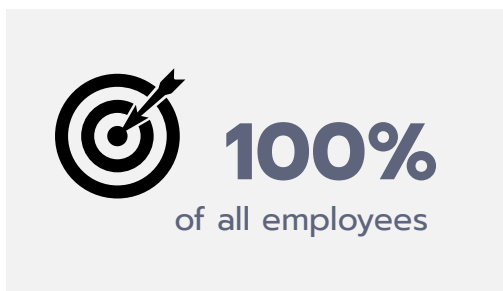
#### Good Deeds Promotion Policy

The Company recognizes the importance of participatory processes in driving social and community development alongside its business growth, ensuring that no one is left behind. In this regard, the Company has reviewed and established its community development strategy to align appropriately with the needs of each stakeholder group. This is achieved through collaboration among the Company, government agencies, local authorities, customers, and communities. The Company also supports the United Nations Sustainable Development Goals (UN SDGs).

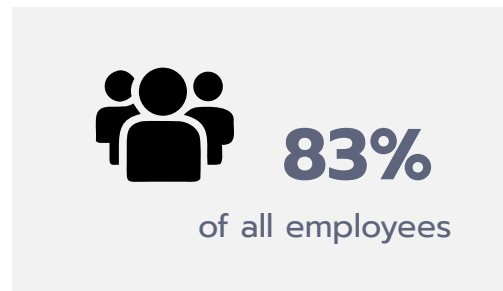
## Management Approach

The Company acknowledges the significance of employee participation and the development of their potential alongside social responsibility. Therefore, the Company has set a target for 100% of all employees to participate in social activities as per established goals. This initiative aims to genuinely instill a sense of responsibility and active participation in society.

### Target for social activity participation



### Actual social activity participation



In 2025, the Company implemented a wide range of social initiatives and projects covering education, community development, environmental stewardship, and blood donation. A total of 1,591 employees participated in these activities, contributing a combined total of 12,728 volunteer hours to society.



### 1. CSR Activities

The Company has a long-standing foundation in driving social contribution initiatives, as reflected in its business philosophy and practices that emphasize growth alongside social responsibility. The Company places strong importance on employee engagement through volunteerism, while actively supporting and empowering employees to initiate, design, and continuously participate in social initiatives. In addition, the Company promotes equitable access to resources for all stakeholder groups, covering key dimensions of social development, including education promotion, community development, and environmental.

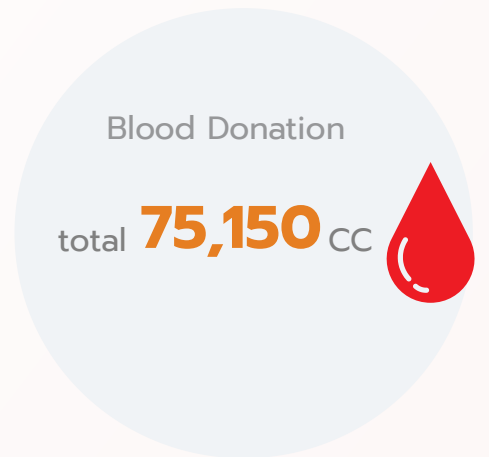
CSR Activities	Total
1. Education	5
2. Environmental	5
3. Elderly Empowerment	1
4. Crisis Relief and Support for Vulnerable Groups	3
5. Traditions	1

Participation in these initiatives goes beyond mere activities; it serves to instill core values in employees, reflecting the essence of “Smart People” well-rounded individuals who are committed to giving back while collectively creating positive impacts for society



## 2. Blood Donation

Blood donation is a key social initiative that creates humanitarian value and delivers broad societal benefits through employee participation. By supporting life-saving medical treatment and strengthening the public healthcare system, this activity reflects the Company’s commitment to social responsibility beyond community and environmental development. In addition to enhancing blood reserves for medical institutions, the initiative fosters a sense of social responsibility, compassion, and active engagement among employees. It also promotes a culture of giving and strengthens the connection between employees and society, forming an important foundation for sustainable social development.



Furthermore, the Company has consistently organized annual blood donation activities for its employees over the past 27 consecutive years. In 2025, a total of 167 employees, executives, and suppliers participated, contributing 75,150 cc of blood. This reflects the Company’s continued commitment to promoting a

