



## Performance in Social Aspect

### Human Rights and Personnel Management

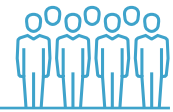
The Group continuously manages human resources with respect to human rights as one of the fundamentals of good governance practice. It also operates its business with respect to the rights of all stakeholders including LGBTQ+ group and welcomes a difference in thoughts and other differences on grounds of, for instances, religion, skin color and race. The Group focuses on recruiting and strengthening capable personnel with creativity and integrity who can work in a professional way. The organizational structure, manpower and human resource development plan are designed to enable personnel as the most importance resources to have a steady career growth, be content with works. Risks that may occur due to human rights violation are assessed and prevented to ensure stakeholders of fair and right operations under the human rights principle and the UNSDGs, the Labour Protection Act and the Labour Relations Act which are the framework adhered by the Board of Directors, executives and all employees in jointly developing the organization towards the sustainability goal of both Thailand and the United Nations.

### Human Rights Actions

Recognizing the human rights and equal treatment, the Group has prepared and revealed its practices as a part of the sustainability development policy as follows:



#### Procedures of Human Rights Actions



## Key Actions in 2022

The Group has revised its policies relating to the corporate responsibility for human rights and nondiscrimination. In doing so, the Thai Labour Standard (TLS), the SET's framework for sustainability business (EST, THIS), and international principle for sustainability management have been applied. The Group has also conducted a risk assessment on human rights and joined the United Nations Global Company (UNGC) and the Global Compact Network Thailand (GCNT) to express its standpoint in promoting and respecting the human rights. Moreover, its work operations have been reviewed regularly to ensure no human rights violation.

The Group has conducted a risk assessment on human rights by examining relating human rights issues and management in the organization and the supply chain. It was found that there was no risky issue as there was no incident that caused a significant impact. The Company has also prepared a comprehensive human rights contingency plan, proactively performed to prevent and mitigate potential impacts on the business operation, and reviewed its mitigating, corrective and remedy procedures and measures in case of human rights violation; for examples:

- **Negotiation**

The Group provides an opportunity for communication between the executives and employees to negotiate employees' benefits through the Employee Welfare Committee. The purpose is to improve employees' welfares and benefits together with a representative of the executives in accordance with the need and expectation of employees. Meetings between both parties are organized regularly for discussion.

- **Personal Data Protection**

Realizing the importance of personal data protection as a fundamental right of privacy under the law, the Company has announced the personal data protection policy including data security measures and restricted access to confidential information.

- **Complaint Management and Whistleblowing**

The Group has arranged channels for receiving whistleblowing or complaints relating to human rights and violations of laws and code of conduct from both employees and other stakeholders. There is a mechanism to protect employees and whistleblowers by making a database to which can be accessed only by persons concerned. Such channels are:



**Channel 1** Mailing to or directly submitting to the Chairperson of the Audit Committee or the Company Secretary of Thai Eastern Group Holdings Public Company Limited No. 171 Moo 2 Khaosok Sub-district, Nongyai District, Chonburi 20190



**Channel 2** Filing a complaint on an online system at <https://www.thaieasterngroup.com/thaieastern/complaint.php>



**Channel 3** Sending an mail to [whistleblower@thaieasterngroup.com](mailto:whistleblower@thaieasterngroup.com)



**Channel 4** Making a complaint by phone at number (+66)38-168541-55 ext. 622



**Channel 5** Making a complaint directly to a responsible unit



According to regular meetings between the executives and the Welfare Committee as a representative of employees, there is no labour dispute, no complaint on human rights, no issue or incident relating to significant violation of laws and social regulations.

### Employee Care

Recognizing the impacts from rapid changes in economic, social and environmental situations in both domestic and international, the Company has developed and adapted to such challenging situation, as well as established a viable human resource management system covering recruitment of new employees, compensation management, employee care and employee capacity development for their career growth. Human resources are crucial for advancing the organization towards the goals; the Group therefore pays attention to employee retention, employee attraction and career growth.

The Group has formulated a regulation relating to the extension of employment beyond retirement age to take care of capable employees to have sufficient income after retirement. Such employment will be according to expertise and appropriateness for a particular position. In 2022, there were 2 employees who were employed beyond retirement age.

The Group also promotes the employment of persons with disability and underprivileged persons to enhance their quality of life so that they have an income to take care of their family and become self-reliance in a sustainable way. In 2022, 12 persons with disability and underprivileged persons were employed by the Company.



Outcome of Human Rights Action	2020	2021	2022
No. of employees with disability and underprivileged	8	10	12
No. of employees employed beyond retirement age	2	2	2
No. of employees receiving scholarship for continued education	0	5	10

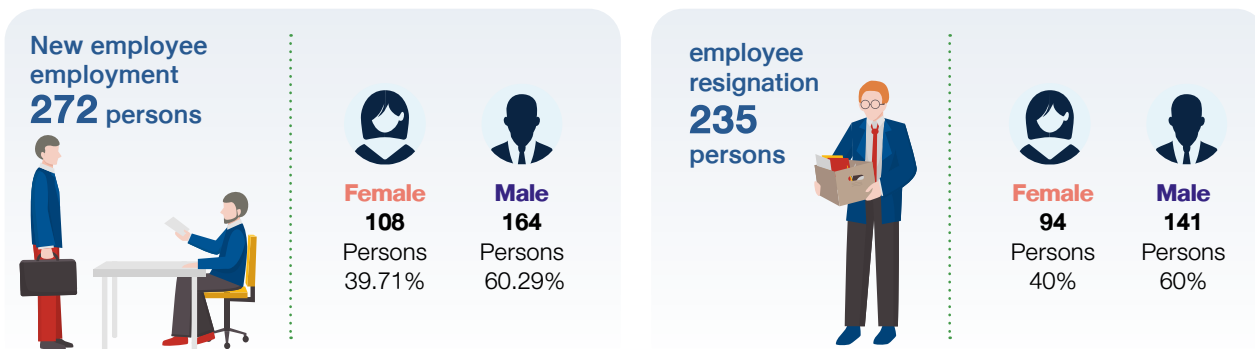
### Manpower Planning and Recruitment

The Group has efficient job structure and manpower plan that are suitable for the work condition of each unit and are consistent with both short-term and long-term growth of the organization. Career growth of employees is mainly focused on this matter.

Personnel recruitment and selection must be carried out according to the qualifications and capabilities determined by the company. Recruited personnel must have the potential to develop and be able to adapt to the corporate culture. The recruitment process shall be performed based on the integrity, equality, human right, non-discrimination of sex, race and religion, and take into consideration competency and necessity to the business, and suitability without any conflict of interests.

The Group properly manages the welfare according to the laws such as the Social Security Fund and the Compensation Fund. Apart from the legal welfares, employees also receive compensation in forms of extra money for diligent employees, annual bonus and other special benefits like uniforms, travel allowance, welfare housing, per diem allowance, accidental insurance, provident fund, assistance allowances (such as funeral allowance, disaster recovery allowance), activities and field trips. Such welfares and benefits are incentives to build organizational commitment and to help lightening their expense burden just as a family would do. The statistics of new employee employment and resignation rate in 2022 are as follows:

**The statistics of new employee employment and resignation rate in 2022 are as follows:**



**In 2022, the Group has a total of 1,308 employees.**



**Compensation Management**

The Group has a policy to manage wages and compensations in a transparent and fair manner for each job level at appropriate and competitive rates. The criteria of compensation are reviewed regularly to be consistent with a changing situation. Each unit is required to set key performance indicators (KPIs) so that the goals of each unit are consistent and in the same direction throughout the organization. In 2022, 100% of the employees undergone an annual performance evaluation under the KPIs of their unit.

## Personnel Development

### Personnel Development Policy

The Group greatly pays attention to the development of personnel who are a crucial part in moving forward the organization to the set goals. As a result, the Group has promoted the potential improvement of employees at all levels to increase their knowledge. In this regard, the Group has drawn up a training roadmap for each job level, identified skills and competency of each profession which are analyzed to develop an individual development plan in accordance with the career path, as well as run skill enchantment courses such as leadership skill, work efficiency improvement, risk management, anti-corruption, application of digital, technology and innovation, and sustainable business development. The Group has introduced technology to facilitate the learning and training of employees through online channels such as video learning and self-learning on the platforms of the Company and other agencies; consequently, the Group would have quality personnel for its future business growth.

### Succession Plan

The Group proactively prepares its personnel by making a succession plan for a manager level and above. The plan is a career planning for employees in the executive level and serves a prevention of personnel shortage in key positions in the future. The Group will evaluate personnel's potential in terms of leadership, attitude, capability, behavior and compatibility with the corporate core value. In case that there is no qualified employee, the Group then will recruit from outside. The list of successors shall be reviewed annually.

### Employee Development Guideline 2022

The Group sets the targets and performs personnel development as follows:

- Develop and enhance personnel potential to be “Smart People” of the organization, and foster attitude and corporate value among employees at all levels.
- Develop personnel by emphasizing on the capability according to the training roadmap and competency, as well as the capability according to the corporate vision. Career path is determined through the individual development plan.
- Encourage personnel to always seek knowledge and develop oneself by a mean of self-learning through an online system, platforms, on-the-job training and in-house training under the slogan “good at people, good at work, good at system”.
- Recruit and select talents and successors to be included in development process under the succession plan.
- Improve knowledge management to build a learning culture and continued exchange of knowledge and experiences. Encourage employee participant through activities, like QCC, Kaizen, One Point Lesson, to unlock their potential. This can improve work to be smoother, reduce production costs and increase work efficiency.
- Promote training and knowledge of directors and executives about good corporate governance, including other relating training courses to make them understand the duties and responsibilities of a director of a listed company.
- Organize training as required by laws so that employees have knowledge about work safety and follow the rules and regulations concerned.



Employee Training	2020	2021	2022
Total average hours (hour per person per year)	20.9	15.8	20.52
<b>Training Format</b>			
Classroom Training (hour)	13.17	7.61	12.45
On-the-Job Training (hour)	7.73	8.19	8.07
<b>Expenses of Personnel Training/Development</b>			
Expenses of Personnel Training/Development (million baht)	0.9	1.1	1.7

The Group has implemented the following projects to support and promote workers and personnel to have capability:

1. Employee scholarships for continuing education in vocational certificate, diploma, bachelor’s degree and postgraduate degree according to employees’ potential and competence. This project is under the policy to upgrade skills and capabilities to support the Company’s sustainable growth. The criteria of employee scholarships are as follows:

Curriculum	Number (person)
Master of Science in Energy and Environment Management for Sustainable Green Business	4
Bachelor of Science in Information and Communication Technology	1
Business Administration in Modern Administration and Management	1
Bachelor of Engineering in Mechatronics Engineering	4

2. “School in Factory” project which is established by the Group in cooperation with Rajamangala University of Technology Lanna, Chiang Mai. The objective is to develop the skills and knowledge of employees in technician field by providing an opportunity to 5 employees to study a diploma program in mechatronics. The Company supports all educational fees and registration expenses amounting to approximately 1.5 million baht. And the employees can work, earn an income and study at the same time.



3. “Personnel Development in Agro-Bio Industry to Support the Eastern Economic Corridor (EEC)” project which is established by the Group in cooperation with Burapha University, Chon Buri Provincial Agriculture and Cooperatives Office, and the National Science and Technology Development Agency (NSTDA). The objectives of this project are to develop labor and personnel with skills demanded by the agro-bio industry by means of short learning courses, diploma programs and dual vocational training, and to develop a network of researcher and innovation ecosystem to push forward the agro-bio industry to be a main industry of the country and increase investment in the agro-bio industry in the EEC.

## Building Organizational Commitment

The Group has regularly surveyed employee satisfaction in a yearly basis to measure their engagement and satisfaction towards the organization. The result of the survey is utilized to look after and support employees in various aspects in order to make them satisfied and develop attachment to the organization, leading to enthusiasm and full dedication toward their job as they develop a sense of ownership and be ready to drive forward the organization to achieve the goals.



## Occupational Safety and Health

The Group has taken the occupational safety and health as an important matter for all employees at all levels, including other relevant stakeholders. To delegate clear-cut duties and responsibilities in safety management and to lay down the safety guidelines for oneself and co-workers, the occupational safety and health standards under ISO 45001 and ISO 14001 are applied as a part of the sustainable development policy. Actions taken include:

- Comply with the laws and regulations on occupational safety and health.
- Proactively determine safety areas or inspect the safety of actual workplace, develop an emergency control and prevention plan for working areas, a security system and working environment.
- Determine the occupational safety and health index and promote the working environment and culture in which all employees can completely recognize all safety issues.
- Continuously improve the implementation of occupational safety and health by inspecting workplaces and machinery to be functional and safe for workers. Promote workplace safety and good sanitation to prevent any danger or accident.
- Enhance employees’ capacity to have all-round knowledge so that they can adapt and work efficiently and be ready for new businesses.
- Establish the Occupational Safety, Health and Environment Committee (OSH&E Committee) as required by law to control, oversee, improve, manage and monitor the risks and implementation of occupational safety, health and environment, as well as conduct inspection and report the outcome on a monthly basis.

## Procedures of Hazard Identification, Risk Assessment and Incident Investigation

The Group has developed a method for assessing hazardous issues, risks and opportunities for improvement which includes activities of both employees and contractors. This is a proactive effort to manage and prevent accidents, as well as reduce and control the risk of serious accidents. The hazardous identification and risk assessment are reviewed at least once a year or upon any changes. Control and preventive measures are determined in line with the risks specified in the work permits. The safety issue is communicated through the Safety Talk before working. And the safety and conformity to the conditions specified in the work permits are checked. To ensure the efficiency of the risk assessment procedures, the Group has required that persons doing such risk assessment must be an employee or contractor who is an engineer or in a supervisor level and above. All the people concerned must be trained in the risk assessment procedures. And upon the completion of risk assessment and formulation of control standards, it must be signed by a manager. All parties are required to review and monitor the implementation of the standards to constantly control the risks.

Accident or incident reporting and investigation are an important element of the safety management system. The purposes are to find the actual cause and determine control and preventive measures to prevent reoccurrence. The Company has determined to report any accidents or unusual incidents, including an accident and unusual incident occurring during the process and a near-miss, which are recorded to keep the statistics and reported to the monthly meeting of the OSH&E committees of each company in the Group in order to nurture the corporate safety culture.

## Employee Health Care

Overseeing the health and preventing dangers in health of employees and contractors are a necessity to the Group's business operation, particularly when working in construction areas or factories. The Group has drawn up measures to regularly monitor and inspect working environment that may affect the health of workers such as measuring lighting, noise, dust, heat and chemical in working areas. The working areas are designed and improved to be safe for working; while the monitoring is conducted systematically to ensure that the measurement results are conforming to the set standards. Moreover, the Group provides registered nurses to counsel and give advice on occupational health all the time and provides preliminary treatment at the infirmary without any expense. Health/accident insurance are arranged for employees. Health monitoring is also conducted such as physical examination for new employees, annual physical examination for both general examination and examination based on risk factors. The result of physical examination is analyzed by a doctor team in occupational medicine. In case of abnormal findings in physical examination, such employees must seek medical advice on a regular basis. Operating areas are arranged for contractors and staff are assigned to give knowledge about safety, procedures and how to use personal protective equipment. Emergency training drills, such as fire extinguishing, fire evacuation, chemical/oil/gas spills response, first aid, medical emergency training, are conducted together with local agencies and local administrative organizations to create understanding in duties and better coordination.







## Employee Health Care in Normal Situation and during COVID-19

The Group pays attention to looking after employees both in normal situation and during the spread of COVID-19 and emphasizes on raising employees' awareness on having a good health. In this regard, the Company periodically organizes health activities through the Running with Friends activity which encourages employees to exercise. The Company also allocates space to be used as a venue for workouts. Employees are encouraged to participate in physical activities such as running events organized by local agencies, school football competitions, community sports day, etc.

During the COVID-19 pandemic, the following actions are taken to look after the Group's personnel and employees:

- The COVID-19 Task Force is established to determine proactive preventive measures for COVID-19 and determine situational response measures.
- Acquire COVID-19 vaccines for employees and their families as specified by the Ministry of Health.
- Adjust a working format into Hybrid Workplace for infected and high-risk employees.
- Impose a social distancing measure in working areas and common areas like the canteen. Encourage employees to wear a face mask and often wash their hands.
- Arrange the IT system and responsible persons to facilitate working from home; for example, reducing traveling to work, organizing online meeting instead of meeting in enclosed space, and using cloud to manage internal information.
- Arrange screening by measuring body temperature of every employee and visitor to prevent the spread of COVID-19 in the workplace.
- Prepare disinfectants and hand sanitizers for employees and visitors. Assign housekeepers to clean facilities, such as door handles, knobs, handrails, every 2 hours to prevent the COVID-19.
- Arrange a six-story condominium with 60 rooms as a quarantine facility for newly recruited employees before start working and employees in close contact with high-risk persons or infected persons. Cleaning is done by specific housekeepers. And the public health officers come to measure body temperature every day.
- ATK testing is performed weekly for employees, welfare shops and external visitors.
- Manage to have both Thai and foreign employees got vaccinated for COVID-19 as well as a complete booster dose of COVID-19 vaccine as announced by the Ministry of Public Health.
- Allocate space in the company to be an accommodation for employees and their families who live outside the Group's premises in order to reduce the risk of infection from external contact.
- Facilitate employees living inside the Group's premises to buy consumer goods, fresh foods and ready-to-eat food in order to reduce the risk of infection from outside stores.

## Participation, Counselling and Communication with Workers in Occupational Safety and Health Issue

The Occupational Safety, Health and Environment Committee (OSH&E Committee) is established under the law as a platform of collaboration between the representatives of the executive and the representatives of employees and workers so that the company acts in conformity with the principle of occupational safety, health and environment as well as improves, assesses and manages the risks continually. The committee is composed of representatives of the employees from affiliated companies who are selected separately from each line of work so that they can communicate with employees in every division and at all levels. The committee shall convene at least once a month to update news, exchange opinions and suggestions, report performance, monitor the progress of the OSH works, and have safety plan and measures as well as risks reviewed by the high-level executive on a regular basis. The Group also raises awareness and provides knowledge through both online and onsite channels such as banners, public announcement in forms of news, knowledge or warnings, and safety promoting activities like safety videos and weekly quiz game.

## Employee Training in Occupational Safety and Health

The Group provides training in occupational safety and health to employees and contractors before start working according to their positions, working venues, types of work or risky activities, and in conformity with legal requirements such as work safety, fire training, first aid, safe forklift operation, correct and safe chemical usage and storage, electric system and machinery operation and maintenance, confined space safety, fire extinguishing, fire evacuation, response to chemical/oil/gas spills. An emergency response team has also been established. The Group has formulated a training plan and monitored, evaluated and recorded training history to improve and enhance the knowledge and understanding of employees in potential dangers and accidents, prevention and control of dangers during works so that they can performed their assigned duties with safety.

## Health Promotion for Workers

The Group supports employees to access medical services. The company's infirmary can provide free-of-charge preliminary and emergency treatment by registered nurses who are on duty every working day. The Group also provide employees with an ambulance service to nearby hospital, annual physical examination, health/accident insurance, COVID-19 vaccines as prescribed by the Ministry of Public Health, and health promoting activities like the company sports day, walking or running rewarding activity. In 2022, there was no serious accident as specified by law. The Group has monitored and evaluated the implementation of safety measures as follows:





Working Safety Statistics	2022
Total working hours (hours)	7,320
Total recordable injury rate (TRIR) (persons per 1 million man-hours)	0.06
Injury frequency rate (IFR) (persons per 1 million man-hours)	0.01
Injury severity rate (ISR) (days per 1 million man-hours)	0.06
Lost workday case (LWC) (cases)	15
Fatality case (cases)	0

## Customer Relationship Management and Responsibility towards Customers

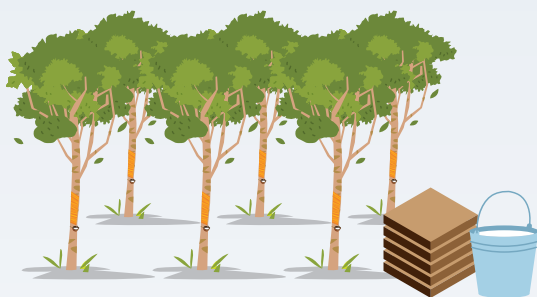
The Group actively and passively manages the relationship and follows the business code of conduct in treating customers and suppliers/creditors. It believes that building customer relationships is a key fundamental in promoting a good image and ultimately leading to the development of trust and satisfaction in its products and services. The Group aims at providing customers or partners with quality and standardized products and services at an appropriate price, and making on time, accurate and complete deliveries. The Group communicates the information about its products and services through various channels so that customers or partners have a channel to make a complaint. The data of customers or partners are managed pursuant to the personal data protection policy. Moreover, the Group focuses on the implementation of the ESG principle and develops more products with sustainable materials, which is in line with customers' policy on using sustainable materials.

## Customer Satisfaction Evaluation

Customer satisfaction survey is one of tools used to improve the products and services to best fulfil the customer satisfaction. It is an important business strategy that can make the Group become prominent in the industry. Consequently, the customer satisfaction survey by questionnaires is conducted annually. In addition, the Group makes a customer visit and participates in the events of the Thai Rubber Association every year to continue its customer relationships. The statistics of customer satisfaction survey in 2022 are as follows:

## Para Rubber and Palm Oil Customers

Natural rubber and palm oil are the main raw materials in the production process of the Group. The procurement of such raw materials is carried out with a responsibility towards the supply chain, transparency and fairness; and the receiving process is traceable and standardized. To obtain quality materials as required by factories and customers, the Group has encouraged farmers to efficiently manage their para rubber and oil palm plantations according to the academic principle under the sustainable standards such as the Forest Stewardship Council (FSC), the Global Organic Latex Standard (GOLS), the United States National Organic Program (USDA-NOP), and the Roundtable on Sustainable Palm Oil (RSPO). This enables the farmers to have more and better production and systematically manage costs, leading to more income and better quality of life for themselves and the community in a sustainable way. The Group is currently under the process of developing a traceability software for para rubber and oil palm and a portable cup lump and latex analysis (PCLLA) which are the promotion of process innovation.



### Natural rubber business



Satisfaction Statistics  
**90.2%**



### Crude palm oil business



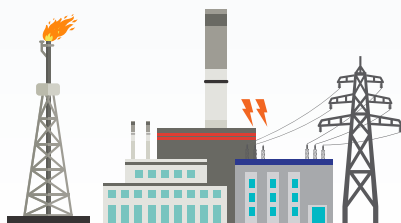
Satisfaction Statistics  
**87.5%**



### Transportation service



Satisfaction Statistics  
**96.0%**



### Renewable energy and organic waste management business



Satisfaction Statistics  
**87.8%**

## Development of Para Rubber and Oil Palm Suppliers

A working team has been assigned to oversee and coordinate with the farmer network and community to encourage para rubber and oil palm farmers to sustainably manage their plantations and make a steady income from selling the materials to the Group. In 2022, the para rubber and oil palm sold by the farmer network to factories in the Group valued at 30,460 million baht in total; the material were from 6,469 households and more than 33,539 rai of agricultural area. This is a distribution of income back to the farmers and community.

## Training Course for Farmers on FCS Sustainable Management of Para Rubber Plantation

The Group organizes training for entrepreneurs, farmers and general public to understand the FSC standard which can be used to prepare for being examined for certification and to understand the origin, principle and criteria of certification of the FSC Forest Management (FSC-FM).



## Training Course for Farmers on Para Rubber Plantation Management under the Global Organic Latex Standard (GOLS)

The Group's working team has visited the area to provide training and knowledge to para rubber farmers and general public about the criteria and approach to manage para rubber plantations according to the Global Organic Latex Standard (GOLS) to make the farmers and the Group be ready for the GOLS certificate. Once being certified, on-site follow up will be carried out on a regular basis.



## Project to Provide Knowledge to Farmers about the Roundtable on Sustainable Palm Oil

Rapid expansion of oil palm plantations has resulted in the massive destruction of tropical rain forest areas in Indonesia and Malaysia which affects wildlife, plants, and soil quality. Therefore, the Roundtable on Sustainable Palm Oil (RSPO) was established to prevent forest encroachment and preserve biodiversity while producing palm oil in a sustainable way.

The Group organized training for farmers to provide knowledge about sustainable palm plantation management so that they acknowledge a correct approach in managing palm plantations, from selecting a variety, cultivation, compliance to laws and regulations concerned to conservation of resources and biodiversity. To follow the RSPO standard, the farmers must select a suitable cultivation area and protect the water, soil and environment; for examples, using chemical only as necessary, reducing chemical contaminations in the water and soil, storing chemical containers properly, and restoring the water and soil. This can lead to higher productivity.



Promoting Sustainability for Farmers	2022
Area for sustainable para rubber plantation (rai)	16,942
Area for sustainable oil palm plantation (rai)	16,597
Total plantation area of the farmer network (rai)	800,643
Number of households in the farmer network (household)	6,469
Income distribution to farmers (million baht)	30,460



## Community and Social Development

Apart from internal management, the Group also realizes its role in assisting society and community which are an important part that supports sustainable business growth. Consequently, the Group has aimed at enhancing the quality of life, strengthening and bringing happiness to society and community for the simultaneous growth of two parties.

The Group has continuously carried out several projects for community and society. The examples of significant activities and donations include:



- **Ban Khaosok School Center of Sufficient Economy Project**

The Group launched Ban Khaosok School Center of Sufficient Economy Project at Khaosok school, Khaosok Sub-district, Nongyai District, Chonburi as a learning center to cultivate moderation and rationality in students according to the philosophy of sufficient economy so that they can apply the knowledge to daily lives and convey the principle and outcome to their families, community or other interested people.



- **Royal Thai Volunteer Activities, Doing Good Deeds from the Heart**

The Group together with volunteer employees have jointly developed community by cleaning public and common areas, supporting consumer goods to agencies, and doing activities to strengthen the good relationship between the Group and the community for a mutual growth.



- **CSR Activity to Improve School Building**

Recognizing that youth is a crucial part of the country development in the future, the Group carried out a corporate social activity to develop and improve Ban Khlong Yang School in Bo Thong District, Chonburi by re-painting the building, giving lunch, and doing learning activities with young students.



- **TEG Market Place Project**

The Group pays attention to the well-being of employees and the good quality of life of the community surrounding its factory. As a result, TEG Market Place project was launched so that both Thai and foreign employees have a shopping center to buy necessary things in the Group's premises. Areas in the shopping center are allocated to community people to sell agricultural products, goods and food at a market price. This project not only increases the income of the community but also fulfills the needs of employees.





- **Tree Planting in Scholl and Volunteer Forest Planting Activities**

The Group together with volunteers organized the activity “Forest Planting in Honor of His Majesty the King” to increase green areas with high carbon stock to the community at the teak plantation at Bo Thong District, Chonburi; the activity “Ban Chakna School Volunteer Tree Planting” at Nongyai District, Chonburi to increase green areas and nurture the value of forest conservation; and the activity “Intercropping Herbs for Extra Income of Farmers” in which herb sprouts were given to farmers for intercropping in rubber plantations to earn extra income.



## Biodiversity Protection

Biodiversity is a vital part of a balanced ecosystem and brings about security in lives of living organisms and human. The Group well recognizes that its business operation throughout its business value chain can cause both positive and negative impact on the environment, including biodiversity and the balance of ecosystem. Therefore, this is a challenge that needs to be handled systematically. The Group has actively taken action by surveying the types and amounts of biological resources in a water source in Huai Son area which is a natural water source near the Group’s location. Random sampling is conducted, and its results are reported annually. According to the survey, it is found that the living organisms in the natural water source have an abundance of food sources, and the biodiversity and ecosystem are also abundant.

### The results of the survey of biological resources in Huai Son water source<sup>(1)</sup> for the year 2022 are as follows:

No.	Sampling	First Spot <sup>(1)</sup>
1	General conditions of surface water	Small brook with running water and some rocks. The bottom is mostly sand.
2	Type and amount of plankton	There are 84 varieties of plankton in total. The total density is 165,525,000 cells/cum. The species diversity of plankton is medium to good.
3	Benthos	1 kind of benthos has been found. Total abundance is 209 benthos/sq.m.
4	Aquatic weeds	6 kinds of aquatic weeds are found i.e. elephant ear, crowfoot grass, horsetails, little ironweed and Polygonum tomentosum Willd
5	Fish	7 kinds of fish are found i.e. three spot gourami, snake-head fish, Nile tilapia, Indian river barb, swamp barb, red cheek barb, and sidestripe rasbora

Notes : <sup>(1)</sup> Random sampling from 2 spots of Huai Son which are Huai Son before the Group’s drainage point and Huai Son at the Group’s drainage point.