

Social Sustainability Management (Together)

Social Policy and Practice

HARN, as a company providing engineering services in fire suppression systems, air conditioning, sanitation, refrigeration, digital printing, and 3D bioprinting, is committed to maintaining its role as a socially responsible organization by conducting business responsibly. This is achieved by leveraging the capabilities of its personnel, technology, and partnerships with both public and private sector networks to create positive impacts on society, communities, and the nation. These efforts include human resource development, community and social development, and promoting the conservation and restoration of natural resources and the environment, supports the underprivileged to improve their quality of life, aiming to avoid any negative impacts that business operations might cause.

HARN has taken into account and aligned its efforts with the needs, expectations, and concerns of all stakeholders through participatory processes to build relationships and understanding. This approach creates balancing shared value between the organization and society, and leading to sustainable mutual growth in the future to strives to create a positive image and holistic social outcomes.

There are 5 practical policy and guidelines as follow:

1. Human rights respect
2. Fair treatment of employees
3. Strengthen and develop employees' capability; support culture and values of HARN in line with the goals, strategies and direction of business expansion.
4. All executives are responsible for human resource management in accordance with the policy and management guidelines of HARN.
5. Enable information technology to develop human resources in various fields.

Social Performance

Human rights respect policy

HARN strictly adheres to the principles of international human rights organizations, supporting and respecting the protection of human rights throughout the value chain, has established a Human Rights Policy, which is integrated into the Human Resource Management Policy and is publicly available on its website, www.harn.co.th.

HARN strict compliance with legal requirements in all its operational processes and throughout its business value chain, according to a 100% business activity plan, conducts risk assessments related to human rights impacts and opportunities, covering all HARN's business operations, under the management approach that respects human rights, such as safety and occupational health, migrated labor, security, supplier's workplace conditions, the standard of living of communities, and the rights of natives/employees to ensure to keep risks manageable. Also, the implementation of this plan is to be monitored every quarter,



report to the Board for acknowledgment and comments. This year 2024 no complaints and not any violation of human rights in business process, are practical guidelines as follow:

- promote and motivates has guidelines to the practice based on the principle of basic human rights and equality by disregarding the differences between nationalities, race, skin color, sex, language, religions, political or any other beliefs, ethnicity or social background, wealth, birth or other status this is the foundation of social coexistence.
- Supports and respects the protection of human rights by regularly inspecting its own business so that it does not involve with activities which violates the human rights, for example, not supporting forced labor, or opposing to child labor, or any other issues that demonstrate a lack of respect for human rights principles or are not in line with international standards regarding human rights, freedoms, and equality.
- Respects the opinions of the employees which cover the freedom of opinions that is free from outside influences, obtaining information or ideas from various Medias, including providing the communication to freely listen to the opinions of the stakeholders.
- Monitors compliance with human rights requirements within the organization and promotes compliance to human rights principles in accordance with international standards by subsidiaries, partners, and all stakeholders.
- Protects the rights of stakeholders who have been harmed by human rights violations arising from business operations, by considering compensation for damages not less than the amount prescribed by law.
- Executives and employees have the duty and responsibility to promote the rights of individuals in all locations where HARN or its subsidiaries operate, ensuring that business operations do not participate in or refrain from taking action that may result in human rights violations.

Fair treatment of employee's policy

HARN is committed to driving its business with a focus on ethical treatment of labor in a fair manner, is established as a policy and guideline in the Code of Conduct, which is publicly available on the website www.harn.co.th, which strict implementation and monitoring of these practices according the plan of 100% of business activities, in 2024 there were no disputes, did not violate the laws regarding labor, consumers, employment, trade competition, environment, as well as no protests or strikes, the practice guidelines are as follows:

- Strictly comply with the laws and regulations which relate to the employees.
- Provide a good working atmosphere, safety, and good occupational health to make employees happy at work.
- Treat the employees gently, respect their individuality and human dignity.
- Fair remunerations for employees, taking into account responsibilities, economic conditions, and current wage rates.
- The promotion, relocation, including rewards and disciplinary

actions are conducted fairly by considering the knowledge, capabilities and suitability of the employees as a standard, non-discrimination, and provide equal and equal opportunities for all.

- Adhering to the code of conduct, with importance attention to the development of staff's ability and consistently, and provide comprehensive and fair career development opportunities.
- Avoid any unfair actions which may affect the stability of the employees' jobs or threaten and create stress to the employees.
- Provide opportunities employees for all have the rights to opinions or complaints when they are treated unfairly in an equal and impartial manner.
- According to the established rules and procedures, immediately consider opinions or complaints and take corresponding fact-finding procedures.

Strengthen and Employees Development

HARN there a policy to continuously promote personnel development at all levels, improve their higher performance and prepare them for tough competition, encouraging learning opportunities and develop knowledge, skills and gain experience that contribute to the growth of organization, which annual training in and outside, including overseas training and study, so as to develop their skills. Moreover, HARN following up, assessing, applying gained knowledge to the workplace, create growth of knowledge together within the organization

HARN defined its core values as "POSITIVE", which is significant in molding the management and employees at all levels to team work behavior clearly, as responsible the organization the outside society.



HARN is determined to execute its human resource development plan as soon as its employees start working at HARN by providing training focused on knowledge and basic skills necessary for the work, focused on developing good so as to strengthen the motivating to develop potential and work, with a long-term master plan and regular communication with employees to raise awareness of a learning organization, can access and leverage such. This help promote employee progress and to value increase tangible for the business. In 2024, the internal employees training and development of the company are as follows:

1) Strengthening core organizational capabilities

1.1) Course on HARN NEW GEN

This course fosters the mindset and awareness of the importance of displaying behaviors aligned with HARN's values, with a focus on utilizing one's own potential to contribute to the organization. The success of the organization does not come from the abilities of executives, employees, or any single individual, but from unified collaboration. The focus is on the success of the organization over individual interests, adhering to the principle of teamwork, which stems from positive attitudes and good relationships. This builds mutual trust, which in turn leads to cooperation and a collective drive toward the same goal, there were 26 persons in this training of 3:30 hours per person.



1.2) Risk Management Course within the Organization

Business to achieve long-term stable growth, it is essential to have a solid foundation in risk management to prevent and mitigate the impacts of potential risks arising from various variable factors, including fraud and corruption in different forms. This course helps department executives to actively participate in managing work-related challenges and obstacles, fostering engagement in preventing and reducing the likelihood of incidents and their potential impacts. This, in turn, ensures that operations proceed in line with the organization's objectives and goals, there were 10 persons in this training of 3 hours per person.



1.3) Internal Auditor Course for Quality Management System Standards (ISO 9001:2015 Internal Auditor)

Effective internal quality audits help ensure that an organization's activities are aligned with standard requirements. Internal quality auditors within the organization are crucial to internal processes, and therefore, they must be equipped with the necessary knowledge and skills for conducting internal audits to enhance confidence in planning and executing activities efficiently, in compliance with the standards, there were 7 persons in this training of 6 hours per person.

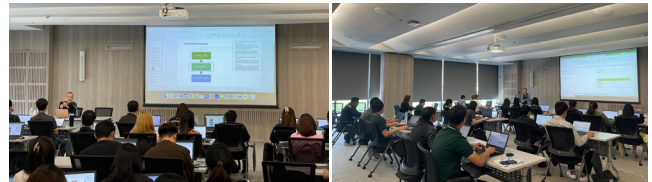


2) Sales and service

Sales and service personnel are crucial to the success of any business. Developing their knowledge, skills, attitudes, and motivation in sales and customer service will enhance their expertise in presenting HARN's products and services in alignment with customer needs. This, in turn, fosters a positive personality, a service-oriented mindset, and professionalism in consulting, recommending, and solving problems, ensuring customer satisfaction. Such efforts contribute to achieving the business goals in line with the vision: "We are committed to being a leading provider of sustainable, comprehensive engineering services." Additionally, promoting opportunities for employees to attend overseas study tours and training in product knowledge, operational systems, and relevant new technologies will encourage them to share new insights and experiences within the organization, continuously improving the products and services.

1.4) Course of Intro Generative AI

Generative AI is revolutionizing the way every organization operates. This course serves as a key to significantly enhancing work efficiency and quality by applying this technology across various areas within the organization. It aims to create greater outcomes, accelerate work processes, and form a vital foundation to elevate the organization's capabilities amidst the competition and challenges of the digital era. The training was conducted in two batches, there were 68 persons in this training of 3 hours per person.



1.5) Growth Mindset Course for Sustainable Self-Development

This course encourages employees to learn, understand, and develop the mindset needed to keep pace with constant changes. It emphasizes the importance of achieving success in the workplace through a professional perspective, focusing on self-development, organizational growth, and fostering a positive attitude towards oneself and others. This ultimately leads to greater collaboration and teamwork, there were 37 persons in this training of 6 hours per person.



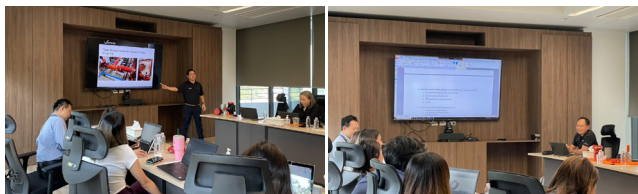
2.1) Course of Sales Professional

This course is designed to provide a systematic understanding of the sales process, from customer segmentation to post-sale follow-up. It covers practical sales techniques at each stage, enabling employees to apply them effectively and having the correct and mindset perspectives of professional salespeople, helping empowering employees to enhance their skills, leading to greater efficiency in their work, there were 22 persons in this training of 6 hours per person.



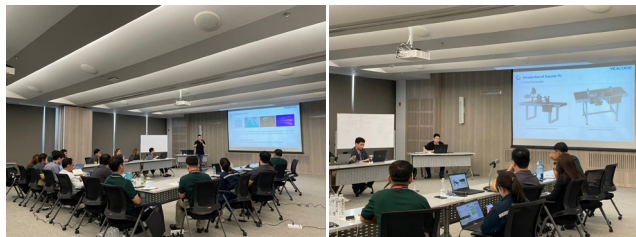
2.2) Victaulic Knowledge of Victaulic Fire Protection and HVAC Systems

This course provides employees with an in-depth understanding of products related to fire protection systems and HVAC systems. It aims to enhance their ability to provide accurate, comprehensive, and efficient consultations and recommendations to customers, there were 13 persons in this training of 6 hours per person.



2.3) Knowledge of Yeacode Products and Usage Techniques

This course helps employees learn and understand Yeacode products, including techniques and methods for using Yeacode printers. It enables them to provide effective guidance and problem-solving support to customers, there were 22 persons in this training of 6 hours per person.



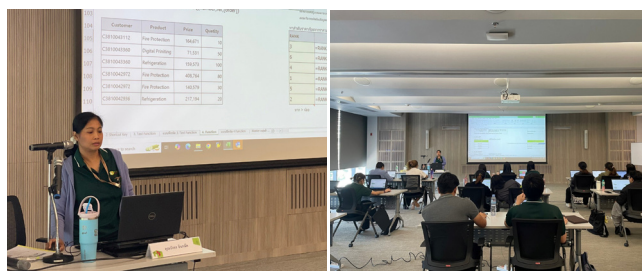
Additionally, sales and service personnel continuously enhance their knowledge and understanding of various products and services to further develop their skills and expertise. This ongoing learning builds customer confidence in HARN's offerings, such as Victaulic grooved end valves, TROX air conditioning products, Giacomini valve products, proper selection of water misting systems, installation and basic troubleshooting of Hisense VRF air conditioning systems, IQ module and extension board devices from Bitzer, IRS reciprocating compressor technology, smart electronic protection devices for screw, knowledge of Domino Vx Series TTO, technical expertise in Domino Mx Series printers, knowledge of Domino Vx350i printers, skills in installing, operating, and maintaining Yeacode printers, and understanding of Air dryer products.



3) Development of Teaching Skills within Organization Project (Train the Trainer)

3.1) Course on Using Microsoft Excel for Data Summarization and Report Generation

In today's work environment, the volume of data continues to increase, making it essential to have accurate and timely data to support decision-making. This course emphasizes the importance of employees understanding how to efficiently and accurately store and manage large amounts of data to utilize it and improve work efficiency, there were 21 persons in this training of 6 hours per person.



3.2) Course on SAP Purchasing Process Knowledge

This course aims to enhance understanding of the purchasing process and procedures, ensuring employees can correctly and thoroughly carry out purchase orders through the SAP system. It also covers how to use the system for recording orders, generating related reports for analysis, and making informed decisions, ultimately improving operational efficiency, there were 14 persons in this training of 6 hours per person.



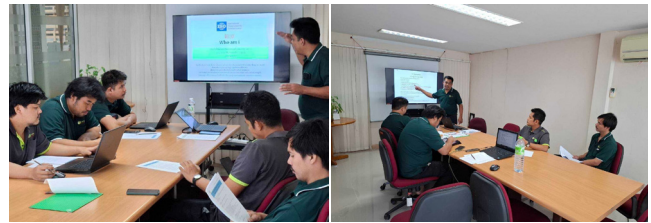
3.3) Course on Weiss Pressure Gauges and Thermometers Products Knowledge

This course aims to provide employees with knowledge and understanding of Weiss pressure gauges and thermometers. This will enhance their ability to provide accurate and appropriate product recommendations and advice to customers, there were 18 persons in this training of 3 hours per person.



3.4) Course on Quality Management System Requirements (ISO 9001:2015)

Help employees learn and understand the fundamentals and processes involved in working under quality management system requirements. It aims to enhance work efficiency and according with the ISO 9001 system, covering planning, implementation, inspection, and product traceability for issue resolution and prevention. Employees will be able to apply these principles in their daily work, ensuring standardized practices that align with quality requirements and contribute to achieving operational objectives, there were 6 persons in this training of 6 hours per person.



3.5) Course on How do you improve your English email writing skills?





Help learners gain knowledge and understanding of how to write accurate English emails. It equips them with the skills to communicate professionally within and outside the organization, effectively reducing and preventing errors in communication and coordination among stakeholders, there were 25 persons in this training of 3 hours per person.



In addition, HARN also promoted employee learning through online self-study on the website of the organization called of “HARN Academy” in which employees are able to learn and develop self-study anytime, anywhere, and supports various devices, which the topics are related to the important policies of HARN, personal finance. Employees can learn and test their

understanding of online courses, such as corporate governance principles, code of conduct, anti-corruption within the organization etc. to ensure employees at all levels have the knowledge and understanding of correct practices, as well as the awareness of importance, roles and duties, which is a process of the effective prevention and anticorruption in the organization.

4) Summary of Employee Training and Development

Course	Description
 Basic work course	Knowledge about organizational goals, policies, values, work culture, and knowledge that all employees need at work.
 Core competencies of the enterprise	Knowledge and skills required by employees at all levels to promote the performance of their duties and influence the company's goals and vision.
 Position capability	Improve the work potential and professional knowledge and skills, so that understand the factors that affect oneself or one's job, so that they can develop or adapt to changing conditions.
 Management ability	Manage work and personnel knowledge and skills management based on roles responsibilities. Establish leadership, learning, and development enhance the competitiveness of the organization.

Employee development	Unit	2024	2023	2022
Total number of employees	person	248	240	246
Employee training target	person/year	≥ 6	≥ 6	≥ 6
Number of training hours	hour	6,379	6,364	3,114
Average number of employee training hours	hour	25.72	26.52	12.66
Expenses on training	baht	665,905	1,031,586	246,959

Human Resource Management

1) Manpower planning and employment

HARN has an employment policy which focuses on equity, no limitation or discrimination on gender, race, religion, and culture, based on qualifications, experience, and capacities as specified in the code of conduct with transparency and fairness to all candidates who are internal employees and candidates who are external employees. In 2024, HARN had a total of 248 employees, with different age, gender, education level, and various operational characteristics, while retaining the employee rate according to the manpower plan of 95.75% and there is also a voluntary turnover rate of 15.55% employees.

HARN maintains its duties in compliance with the law and the importance according to the Promotion and Development of Quality of Life for Persons with Disabilities Act, B.E.2550 (2007) for support to people with disabilities their sufficient income in life. In 2024, HARN has notified its intention to comply with the occupational promotion under Section 35 (allowing concessions) two persons with organizing relaxation massage activities for employees, with a total of Baht 239,440.

unit : person

The number of staff	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total employees	103	145	248	97	143	240	97	149	246
Employees who voluntarily resign	16	22	38	12	16	28	10	18	28
Newly recruited employees	24	27	51	12	13	25	13	23	36
Disabled employees	0	0	0	0	0	0	0	0	0
Non-employees with disabilities	1	1	2	1	1	2	0	0	0

2) Labor Disputes

- None -

3) Remunerations and Benefits for the Employees

HARN has a policy of fair compensation as well as creating career stability and fair career advancement opportunities and provide various welfare benefits for employees as required by law according to the following guidelines;

- Establish a welfare committee to provide employees with opportunities to participate in consultations. And propose relevant welfare suggestions that are beneficial to employees and the organization through designated communication channels.
- Participated in the wage surveys and HR Benchmark 2021/2023 to reconsider compensation and welfare which would help HARN in attracting and retaining skilled workers, as well as keeping the cost of HARN to be reasonable. Besides the salary, employees will fairly and appropriately receive welfare and other benefits in various forms.

4) Occupational Health, Safety and Working Environment

HARN recognizes the importance of safety, health, and well-being in the workplace for employees, contractors, and all related parties. As a result, has established policies and management systems that support safe operations in compliance with international standards and the Occupational Safety, Health, and Environment Act B.E. 2554 (2011) of Thailand. A safety committee has been appointed to oversee, monitor, and report on occupational health, safety, and environmental conditions comprehensively and equitably, in line with safety policies. The committee is also responsible for assessing risks and implementing

action plans and preventive measures to address safety, occupational health, and environmental concerns.

In 2024, HARN reviewed the safety, occupational health, and environmental management manual, operational procedures, and work practices to ensure compliance with legal requirements. This review serves as a guideline for safe operations and is used in employee training on safety, occupational health, and environmental issues. Driven by a commitment to implement safety, health, and environmental management practices for employees and contractors, HARN achieved the following results in 2024:

4.1) Statistics of accidents/absenteeism/illness rates resulting from work

Indicators	Target	Unit	2024		2023		2022	
			Female	Male	Female	Male	Female	Male
<u>Employees</u>								
Being sick at work until stopping work	0	person	0	0	0	0	0	0
Injured at work until work is stopped	0	person	0	0	0	2	0	0
Death due to work	0	person	0	0	0	0	0	0
Downtime Damage Rate (LTFR)	0	person	0	0	0	0	0	0
working hours	-	hours	205,090	205,090	189,098	281,512	190,961	290,932
<u>Contractor</u>								
Being sick at work until stopping work	0	person	0	0	0	0	0	0
Injured at work until work is stopped	0	person	0	0	0	0	0	0
Death due to work	0	person	0	0	0	0	0	0
Downtime Damage Rate (LTFR)	0	person	0	0	0	0	0	0

Note : Downtime Damage Rate (LTFR) refers to the number of individuals who are injured to the extent that they are unable to work, divided by 200,000 working hours. It measures the occurrence of work-related accidents that result in injuries preventing employees from returning to work on the following workday.

4.2) Seminars and basic fire drills are held

Training on Safety Knowledge for Technicians and Construction Contractors

Training sessions were conducted to provide knowledge and clarify safety, occupational health, and environmental policies. The training also emphasized the promotion and support of relevant safety measures for technicians and contractors working on customer construction sites. The goal was to ensure they understood the principles of safety management and could implement them consistently, reducing risks and preventing work-related accidents.



Safety Training for New Employees

Training sessions were conducted to provide new employees with knowledge on safety, occupational health, and work environment. The training aimed to ensure that new hires understood HARN's safety, health, and environmental practices, along with relevant laws, regulations, and standards. It also made employees aware of the risks and hazards associated with their work, the importance of adhering to regulations, and raised safety awareness. In 2024, 49 new employees received the training, with an average of 6 training hours per employee per year. Post-training test results averaged 90%.

Fire Safety and Evacuation Training Course

With a commitment to ensuring that employees have the knowledge and skills to handle initial firefighting and respond to potential fire incidents, HARN conducted an annual fire evacuation drill on August 6, 2024, for 246 employees and tenants at HARN's headquarters. This included 144 male employees and 102 female employees. The drill simulated a fire emergency and involved planning and assigning responsibilities before, during, and after the incident to ensure an effective response and mitigation. The training was led by instructors from the Bangkok Fire and Rescue Training Division and lasted 4 minutes and 15 seconds, meeting the required standards set by the Ministerial Regulation B.E. 2555 (2012) on the management and implementation of safety, occupational health, and environmental management regarding fire prevention and control.



5) Labor Relations Management

HARN has policies and guidelines for treating employees fairly with respect to their rights and freedom to form groups, it emphasizes internal communication within the organization to ensure that employees are informed about policies, work practices, and relevant work-related information, as well as to understanding goals in the same direction. HARN, communication channels are provided for opinions via LINE Official Account, Email and Digital Signage. Additionally, there are channels available for employees to lodge complaints or make suggestions that would benefit the overall organization, with no causes of any troubles to employees or the organization.

Safety Inspections in the Workplace

Regular safety inspections and monitoring of occupational health and environmental practices were conducted at the headquarters and warehouses according to the established plan to ensure that employees were working in compliance with safety regulations. Additionally, safety-related information was disseminated through various channels, including email, LINE Official, Intranet, and Digital Signage, to all employees at every level.



4.3) Annual medical check-up

To prevention and treatment physical health of employees to be healthy and strong. HARN provides medical check-up and examination according to risk factors according to job characteristics by selecting hospitals that meet standards for health check-ups for employees on February 7, 2024, in which 234 employees who are eligible for health examinations, 232 were actually examined, representing, 99%.



In addition, HARN sets up the welfare committee as representatives of employees to share their opinions in various welfare arrangements which will be beneficial and suitable for employees and the organization.

In 2024, HARN still a policy to encourage communication and creating happiness its staff through participate in various activities so they can have a bonding experience, and support for the growth of employees is provided throughout all times, covering both their professional and personal lives, which helps to create physically and mentally healthy, and establish good employee morale, leading to a sustainable growth.

5.1) Inheriting Songkran Tradition and annual make merit

In order to carry forward Thailand's fine cultural traditions, expressing respect and deference towards seniors, and fostering relationships, and providing encouragement, motivation, and the good relationship within the company, between management and employees.

5.2) Happy Friday

Promoting positive relationships among colleagues outside of work hours, emphasizing employee satisfaction to enhance quality, balance both work and personal life quality, and fostering confidence in being part of the team.



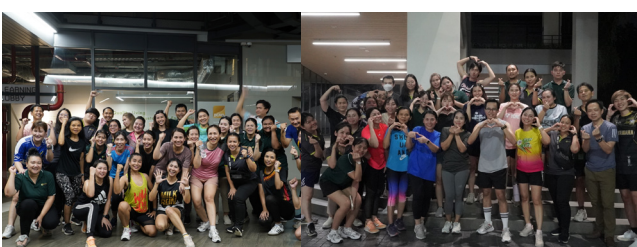
5.3) Annual travel

Activity that helps employee's fun and relaxation from work, strengthen relationships between colleagues, create love and bond of all employees in the organization to achieve new inspirations, be ready to their work.



5.4) HARN NO FAT Year 4

HARN places great emphasis on promoting the health and well-being of its employees by organizing a fitness competition aimed at reducing body fat and increasing muscle mass. The initiative encourages employees to adopt healthier habits, resulting in improved physical fitness and strength, while also fostering stronger relationships through shared activities. This helps create a conducive and happy working environment.



5.5) HARN GAMES

An activity to promote to participate in sport skills in order for employees to have good physical health, establish good internal relationships as well as acceptance and respect to the rules and results of sport competition to achieve good relationships through sports and exercise.



5.6) New Year Party

The year-end celebration activity provides an opportunity for all employees' enjoyment and relaxation. In addition, activities are carried out to promote creativity, express courage, strengthen team relationships and unity, which will lead to love and bonds within the organization.



5.7) The activity expresses congratulations for weddings, welcomes newborns, and celebrates the first homes

HARN is committed to being an integral part in supporting the growth of employees at every stage of life's successes to strengthen the gift of encouragement and creating satisfaction in the quality of life for employees.



5.8) The annual staff meeting

On March 8, 2024 the Chief Executive Officer, opportunity to communicate short-term and long-term goals, directions, and strategies, including emphasize vision, mission for employees at all levels, in order to create an understanding of performance to achieve the same goals, and organizing ceremony rewarding the employees whose years of service meet the criteria for the raising morale for work performance and support to being an important power to organizational success.



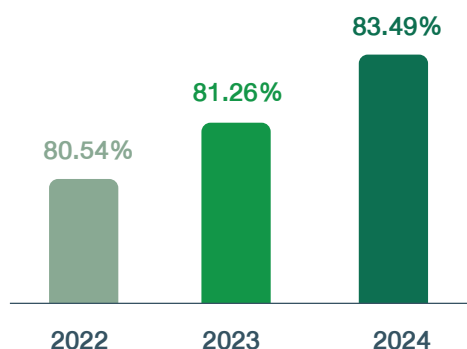
5.9) Survey of employees' engagement and work happiness and satisfaction

HARN believes that fostering job security, ensuring a positive work-life experience, and promoting health and happiness are key factors in enhancing employee productivity. To this end, HARN conducts an annual survey on employee engagement and job satisfaction. In 2024, 181 out of 245 employees participated in the survey, representing 73.88% of the workforce. The average satisfaction score was 83.49%, an increase of 2.23% compared to the 81.26% score in 2023, this result still falls short of the target, which was set at 85%. HARN has analyzed the data from the employee engagement survey to formulate action plans and make appropriate operational improvements. Activities have been organized to enhance employee engagement and encourage participation. Various criteria have been

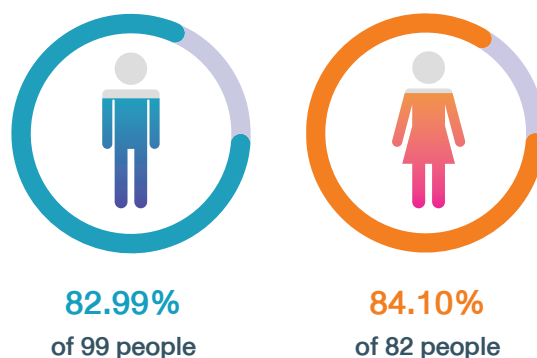
developed to ensure employees work with happiness and safety. Furthermore, communication about organizational news and updates has been consistently provided through various channels such as Digital Signage, email, LINE Official Account, and intranet to foster an understanding of the business direction and inspire employees. Additionally, these platforms serve as avenues for employees to voice their opinions or file complaints on various matters. Regular monthly meetings between the Chief Executive Officer and middle to senior management have also been scheduled to present work-related information, share feedback, and propose improvements to enhance the efficiency of work processes.

Overview of Employee Engagement Survey Result

Employee Engagement Statistics Year 2022-2024



Commitment by gender Year 2024



Information Technology in Human Resource Development

To provide accurate and complete information on Human Resources, as well as to effectively apply information in many aspects and reduce errors from operations. In 2024 HARN continued to utilize the Human Resource Management System or E-Business Plus, for various tasks including salary calculations, requesting leave approvals, overtime requests, medical benefits claim, as well as checking employee compensation information. Employees were able to perform these transactions independently through self-service access anytime, and anywhere. This has facilitated convenience and efficiency, reducing the burden of document verification and storage in human resource management. Additionally, there has been in the online performance evaluation

system, replacing paper-based registration for meeting/training, measuring outcomes, and testing knowledge in training, which can conduct through digital technology.

HARN is in ensure that the Administrative allocates resources efficiently and efficiency while considering effects to the resource management and value chain to achieve main goals and objectives sustainably. Also, to ensure has plans to develop information technology in organizational level that correlate to the needs of business continually, considering covering all dimensions in terms of increase business opportunities and development plans. Administer risks information technology along with cyber security to achieve objectives and main goals of the business.

Community & Social Performance

HARN as a company providing engineering services in fire protection systems, air-conditioning, sanitary, refrigeration, digital printing, and 3D bioprinting. Having a mission to sustainably contribute to society by conducting business responsibly by leveraging the capabilities of its personnel, technology, and collaboration with both public and private sector partner networks. Creating positive impacts on society, communities, and the nation, initiatives include developing human resources, communities, and society, as well as promoting conservation and restoration of natural resources and the environment.

Support in the form of donations

HARN implemented social through various processes, to uplift the level of creating social shared value in the form of Creating Shared Value and operated as a social enterprise with the aim of maximizing the positive impacts to the society. In 2024 support was provided for community and environmental welfare activities, encouraging employees to participate in the following social activities

1) HARN Give and Share EP.2 Project

HARN provides employees with the opportunity to donate unused consumer goods, passing them on to the “Leftover-Request” project. This initiative converts donated items into educational funds for children under the care of the Baan Nokkamin Foundation. It is a part of our effort to contribute to society while fostering a sense of fulfillment through the act of giving to those less fortunate.

2) Jit Arsa Pha Charoen Project

HARN extended assistance to flood victims in Northern Thailand in Mae Sai District, Chiang Rai Province. Representatives from management and staff delivered essential supplies for daily living to alleviate the hardships faced by those affected. Additionally, financial support was provided to various schools to aid in the restoration of their buildings, enabling them to resume normal operations. The total contribution to the project amounted to Baht 87,811.



Baan San Sai School



Baan San Mana School



Baan Muang Daeng School



Mai Long Korn Community School, Friendship No. 169

Additionally, promoting opportunities for disadvantaged individuals to improve their quality of life aims to mitigate potential negative impacts of business operations. HARN has considered covering and aligning with the needs, expectations, and concerns of all stakeholders through participatory processes to foster relationships and understanding. This involves creating shared value between the organization and the community in balanced, leading to sustainable collaboration in the future. This approach aims to generate social holistic images and outcomes, with details as follows:



3) Wildfire Volunteer Insurance Project

HARN contributed funds to purchase life and accident insurance for 20,000 volunteers of the National Parks, Wildlife, and Plant Conservation Department across the country. This initiative, part of the “Wildfire Volunteer Insurance” project organized by the Bangkok Breath Council, aims to provide security and motivation for volunteers who risk their lives to fight wildfires.

These individuals face the potential for injury, disability, or even death, which can significantly impact their families. The average insurance cost is Baht 30 per person, providing coverage of Baht 100,000 in case of death or disability. Recognizing the importance of this issue, HARN, along with its management and employees, collectively donated a total of Baht 42,299, securing insurance for 1,410 volunteers, accounting for approximately 7% of the total number.



5.3.2 GYM Participation in the SET Social Impact GYM Project



HARN participated in the SET Social Impact GYM 2024 program, which is designed to enhance the business capabilities of social entrepreneurs to run their businesses effectively, enabling them to actively contribute to addressing social issues across various dimensions, such as community development, agriculture, health, and the environment, while sustainably expanding both business and social achievements.

In 2024, Mr. Wirat Sukchai, Chairman of the Executive Board of HARN, participated in the SET Social Impact GYM 2024 as a “volunteer coach” for Thanyamai Co., Ltd., a social enterprise working to address community development and agricultural issues. Thanyamai focuses on transforming communities into eco-tourism destinations, creating products that reflect local identity, and generating additional income by adding value to local resources, promotes environmental sustainability to ensure ecological balance in the areas it develops.

Throughout the 9-week duration of the program, from August to October 2024, totaling 34 hours, Mr. Wirat Sukchai provided in-depth business model consulting, focusing primarily on organic rice as the core product. His guidance emphasized strategies for positioning rice as the main revenue-generating product, targeting a niche market with strong purchasing power, logo creation and packaging design that reflects the community’s identity and environment, have cost analysis was conducted to set competitive pricing that differentiates the business from its competitors, also offered insights on managing the organization and community, as well as developing and expanding products that showcase the community’s unique characteristics to generate additional income. This approach not only helps sustain agricultural businesses and community livelihoods but also supports the conservation of the Thai Sarus Crane, which resides in the community’s area in Buriram Province.

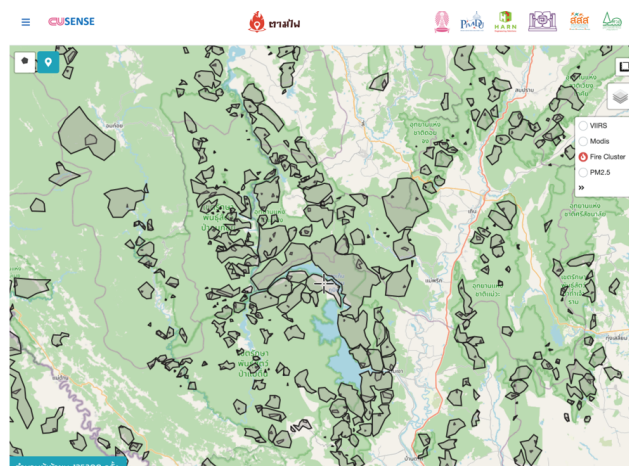
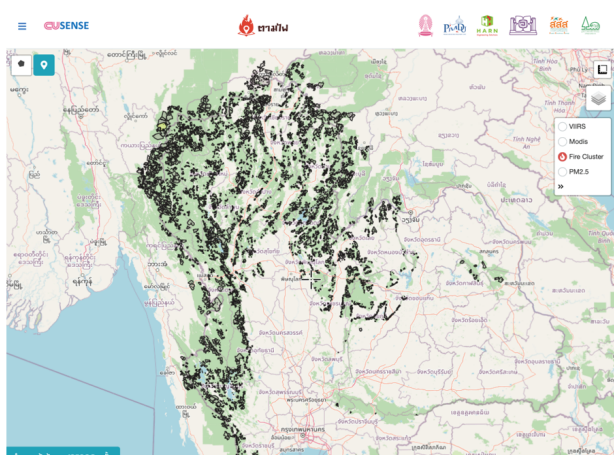
Participation	Action	Output	Support sustainable goals
Thanyamai Co., Ltd.			
offering advice and recommendations for in-depth business operations.	HARN participated as a volunteer coach for a total of 34 hours over 9 weeks, providing continuous business planning consultation throughout the program, both at the Stock Exchange of Thailand office and online.	<ol style="list-style-type: none"> 1) Understanding of business goals through the Business Model Canvas, along with receiving recommendations and shared experiences in both advanced business skills and general foundational business knowledge. 2) Identified business opportunities and target customer groups in the current market, while developing a timeline for business growth according to short-term and long-term plans, with guidance and insights from the volunteer coach throughout the program. 3) Established a clear business model focused on organic rice as the primary product, positioning it as the main revenue generator by targeting a niche market with strong purchasing power. 	<div>01 NO POVERTY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>15 LIFE ON LAND</div>

Participation in forest fire reduction and conservation efforts to restore green areas

Dr. Jain Charnarong, the Director, attention and importance to safety of community, society, environment and quality of life, has realized the environmental problems regarding PM 2.5 and begun to study the solutions to reduce forest fires and villagers' poverty which is called "Ban Kor Sandbox," Ban Kor (Kor village), Kor sub-district, Li district, Lamphun province is one of the villages which has suffered the most from forest fires in Thailand. Over the past 24 years, the area of Mae Ping National Park which surrounds Ban Kor has been exposed to forest fires up to 22 times which amounts to burning area between 110,000 -275,000 rai per year. by for the cooperation from the civic sector to work with villagers and government officials in solving forest fire problems and reducing the villagers' poverty through water and soil resource managing, reforestation, livestock and fishery, travel, and wisdom creation. Even the new plants have been recovered after a few months of forest fires, the microorganisms which cannot be seen with the naked eye were also destroyed, especially fungi. The tree roots of the Dipterocarpus Family in the Deciduous Dipterocarp Forest are colonized by fungi. Such must have fungi provide water and nutrients for plants, and in exchange, the plants will photosynthesize and provide sucrose and glucose to the fungi. The symbiosis relationships bring which will help the abundant trees in the Deciduous Dipterocarp Forest, even in dry areas lacking minerals in the soil. But when the forest fires often occur, microorganisms and fungi are destroyed, the Deciduous Dipterocarp Forest will dwarf lack the abundant. Moreover, the fires prevent the soil from holding water, which is why Ban Kor had such a long dry season such that other plants could not be grown, except field corn. To reduce forest fires in the Mae Ping area by raising the quality of life, in 2022 the club encouraged villagers to have the right to make a living in the park area under Section 64. The villagers had a resolution to help the Mae Ping National Park with forest fire

prevention, conservation, rehabilitation, and learning to achieve sustainability when they receive the right. The Groundwater Department also initiated a large groundwater supply project to solve the problem of drought caused by the royal initiative to help the people to have water sources for building a tap water supply system in the village in order to solve the water shortage problem, along with using the budget from the Groundwater Fund to develop groundwater for large-scale agriculture of 500 rai, as well as digging over 33 artesian wells in the area under Section 64 to have sufficient water for cultivation for another 500 rai. The addition of groundwater will help the villagers change their methods from monoculture in the rainy season to mixed crops throughout the year to gain more income and stability and to reduce forest burning according to the objectives.

In addition, in 2022, the company supported the Young Forest Fire Detective Challenge Project, in cooperation with the Office of Policy Administration of the Prime Minister, the Anandamahidol Foundation Scholarship Awardee Association, and Chulalongkorn University, in creating a "Tam Fire" application to display the heat points in a time series, which shows the size and direction of the fire front of wildfires day by day. We will see the behavior of fire from birth until it goes out. When the heat points in a time series are displayed on a map showing things covering the land, it makes us know the motives for incineration to provide long-term protection. In 2023, develop "Tam Fire" was developed to enhance the capability of pinpointing forest fire origins from ignition to tracking continuous spread, enabling the delineation of fire perimeters in each unit. This is the first Forest Fire Map in Thailand in 2023. This map is highly beneficial for elucidating motivations behind forest burning in various areas. Understanding these contexts can lead to addressing the root causes of forest fires in the future.

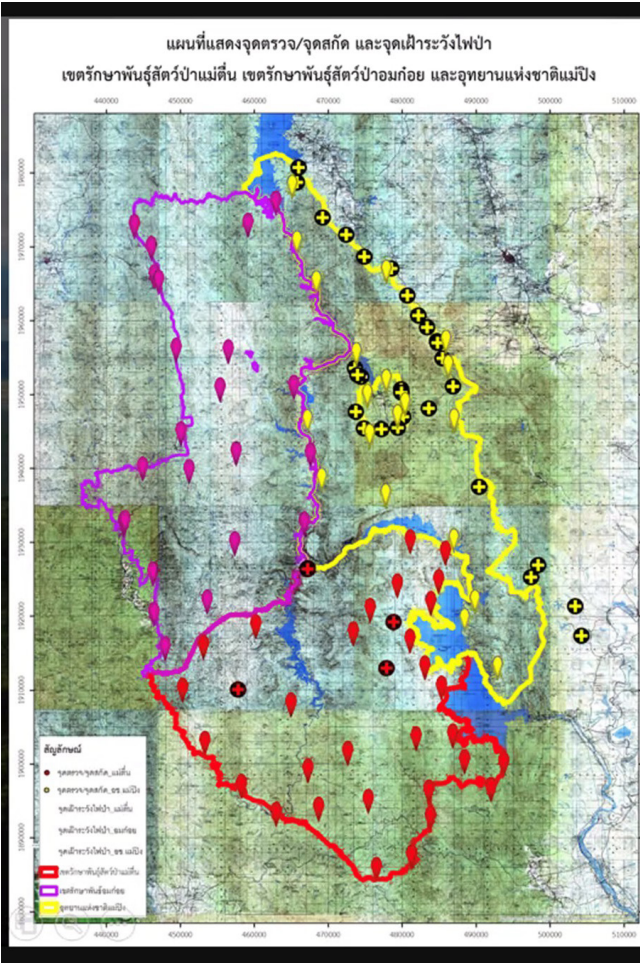


The forest fire map of 2024 and an enlarged image of the forest fire map in the area of Mae Ping, Omkoi, MaeTuen
The polygons contained within each unit represent the positions of forest fire origins within the unit

The "Tam Fire" application has been made accessible to the people sector for analyzing forest fires in the area without any charges. From November 13, 2021, to February 1, 2025, there have been 173,538 visitors to the application, averaging approximately 6,000 visitors per month.

Furthermore, towards the end of 2023, Dr. Jain Charnnarong proposed to the government of Prime Minister Srettha Thavisin to designate the Mae Ping, Omkoi, MaeTun areas as special learning zones for forest fire reduction. The government assigned the Ministry of Natural Resources and Environment, the Ministry of Interior, and the security sector to collaborate in integrated efforts within the area. Additionally, the security

sector, in collaboration with the national parks, began working on-site and changing the attitudes of individual forest burners, establishing camps within villages alongside local residents throughout the wildfire season. This initiative is considered the first concerted effort involving three ministries to earnestly reduce forest fires in the country.



In the social sector, the Northern Thailand Breath Council, along with Chiang Mai Breath Council and Lamphun Breath Council, began engaging with local communities in collaboration with the Internal Security Operations Command (ISOC) and the 3rd Army Area (Region 3), various development projects have been implemented in the area, along with efforts to support local villagers who oppose wildfires. These villagers are encouraged to clearly express their desire for clean air to community leaders and fellow residents, while also exerting pressure on individuals responsible for setting forest fires within their villages.

It has been found that building alliances with those involved in setting fires, with the support of local authorities, security forces, and national park officials, has proven highly effective. When all parties work together diligently, no fires occur.

Since 2024, the government of Ms. Paetongtarn Shinawatra has continued this cooperation between the Department of National Parks, local authorities, and security forces. The results from the experimental efforts in 14 chronic wildfire clusters across Thailand aim to reduce wildfires by an additional 25%, in line with the target.

Participation	Action	Output	Support sustainable goals
“Ban Kor Sandbox” Project, Ban Kor (Kor village), Kor sub-district, Li district, Lamphun			
Addressing forest fire issues in the area while alleviating livelihood challenges through the management of water and soil resources, the cultivation of alternative crops, livestock and fisheries development, tourism promotion, and the enhancement of knowledge and wisdom.	HARN, in collaboration with civil society, the private sector, the public sector, and local communities, provides consulting and operational planning support both on-site at Ko Village and through online platforms.	<ol style="list-style-type: none"> 1) Addressing environmental issues (forest fires and PM2.5) through economic development to ensure social stability by supporting the Junior Forest Fire Detective project since 2022 and developing the “Tam Fire” application (tamfire.net) since 2023. 2) Generating income and livelihoods, implementing sustainable resource management in the area to ensure long-term agricultural water availability and stimulate the local economy for 900 households, approximately 2,400 people engaged in agriculture across 16,000 rai of land. This is achieved through water and soil resource management, alternative crop cultivation, livestock and fisheries development, tourism promotion, and knowledge enhancement. The initiative aims to increase household income by 30%, compared to the 2022 baseline, where the average monthly income was baht 2,083 The implementation of the beef cattle farming development project has resulted in increased household income of Baht 78,000 per year for 20 participating individuals. Additionally, a case study on the groundwater development project is currently underway. 3) Addressing inequality ensuring that local communities attain living standards and opportunities comparable to the national level. 	