



Driving Business to Sustainability



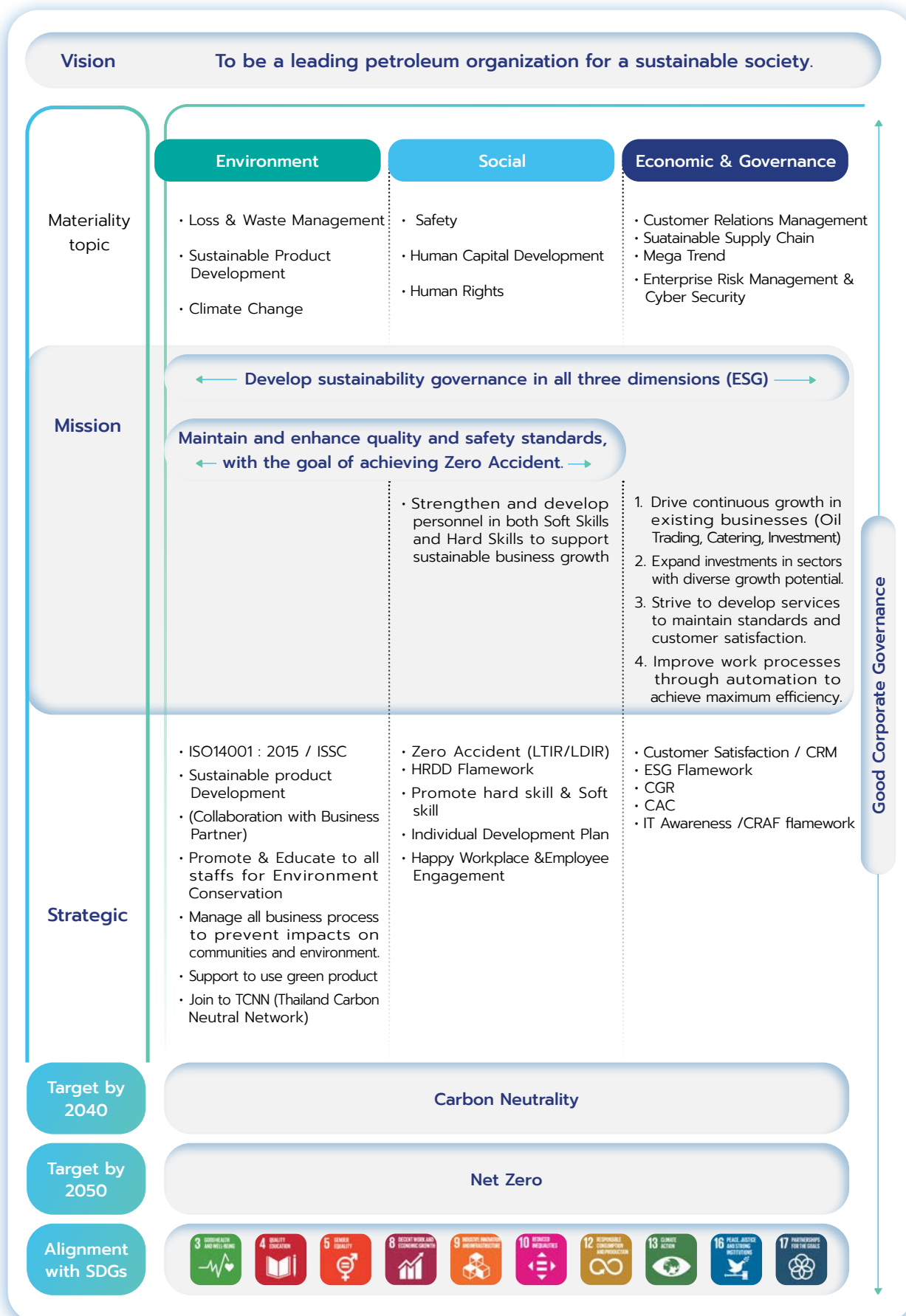
3.1 Policies and Sustainability Management Goals

Sea Oil Public Company Limited and its subsidiaries (“the Group”) are committed to conducting business in accordance with sustainable development principles under good governance. The company operates responsibly towards society and the environment, considering the impact on all stakeholders. It aims to balance the entire business value chain in economic, social, and environmental dimensions to create long-term value and develop the organization sustainably. This aligns with the company’s vision and mission. Therefore, the Board of Directors has established sustainable development policies as a framework for sustainability management according to international standards. The company analyzes and reviews key issues affecting sustainable development annually or whenever significant changes occur. These issues are prioritized throughout the business value chain, and sustainability strategies and action plans are formulated to align with current conditions. The company also monitors and reports sustainability performance to the Board of Directors or assigned sub-committees regularly.

In 2024, The Nomination Remuneration and Corporate Governance and Sustainable Development Committee and management team analyzed significant issues affecting the Company’s sustainability and reviewed sustainable development policy and guideline covering economic, governance, society, and the environment dimensions. It is determined to be compliance with the United Nation’s Sustainability Development Goals (SDGs) as well as the strategies, indicators, and practices have been established to ensure it is in accordance with the sustainability goals as summarized below:



Sustainability Framework



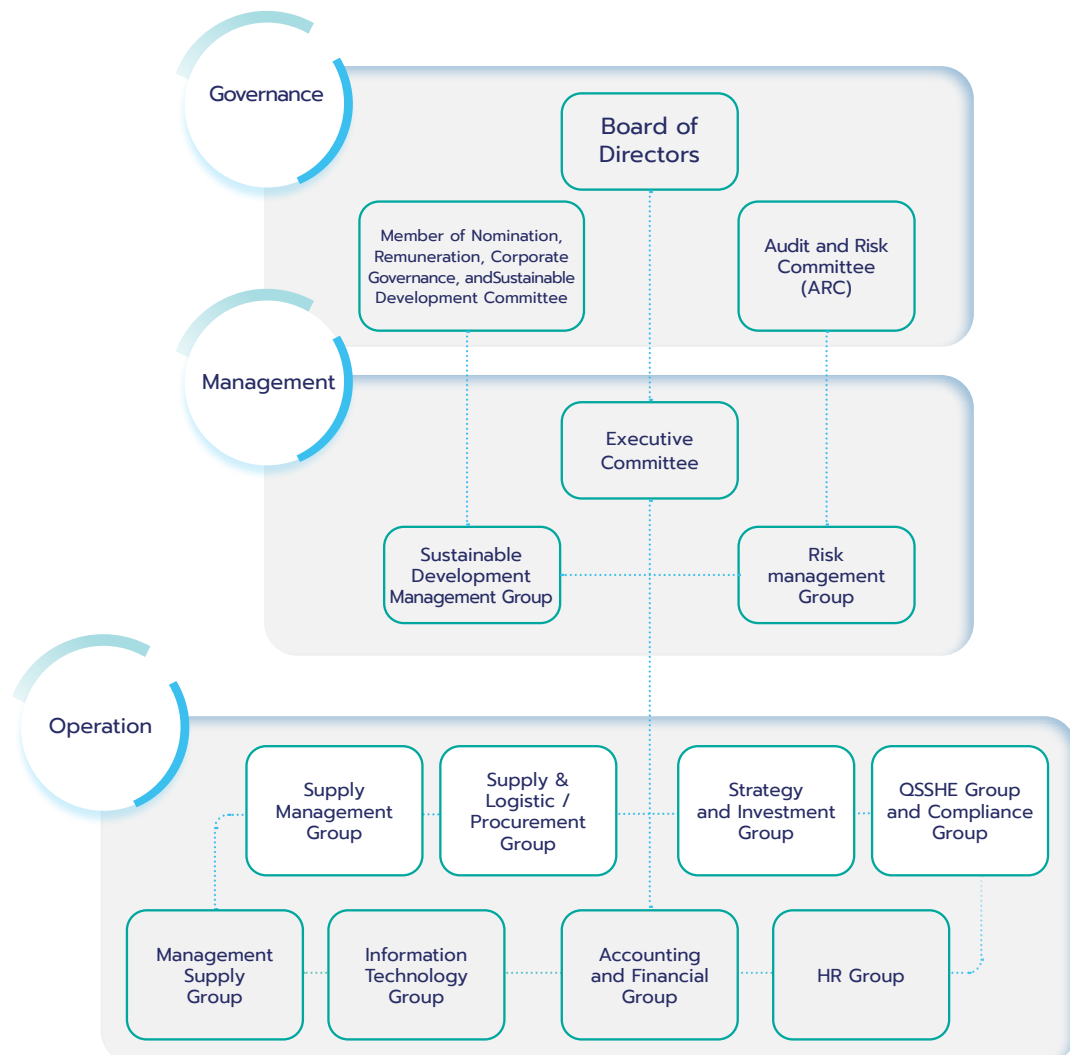


Corporate Sustainable Development Structure

The Board of Directors recognizes the importance of driving business growth sustainably, focusing on integrated sustainable development. Therefore, the organizational structure includes three sub-committees: the Audit and Risk Management Committee, The Nomination Remuneration and Corporate Governance and Sustainable Development Committee, and the Executive Committee.

The Board of Directors assigned The Nomination Remuneration and Corporate Governance and Sustainable Development Committee to supervise the Company's sustainable development to ensure alignment with the goals and policies of sustainable development, with duties and responsibilities as follows:

1. Considering key sustainability issues to cover all stakeholders and reviewing policies, goals, and strategies for sustainability that encompass environmental, social, and governance (ESG) aspects in a balanced manner.
2. Promoting, supporting, and monitoring sustainable development (SD) activities in all dimensions.
3. Reporting progress and performance on sustainability to the Board of Directors.



Sea Oil Group's Sustainable Development Policy and Guidelines

Economic and governance dimensions

Policy and Management Guidelines

- 1) Conduct business with transparency and ethics, being responsible to all stakeholders.
- 2) Ensure financial stability and continuous good performance.
- 3) Improve the quality and standards of services, promoting the development of new innovations and technologies to meet the expectations and satisfaction of partners, thereby enhancing competitiveness.
- 4) Build good relationships with business partners and support the involvement of all stakeholders for effective value chain management.
- 5) Seek investment opportunities to create value and continuous business growth.

Sustainability Goals 2023 - 2025

- Achieved CG Excellent rating for corporate governance.
- Elevated to SETESG by 2025.
- Achieved an Annual General Meeting assessment score of no less than 90%.
- Certified as a CAC Change Agent by 2025.
- Continuous growth in revenue and profit.
- No complaints from stakeholders.
- Customer satisfaction rating of no less than 90%.
- Achieved international standards for service and security systems.
- Promoted sustainability with partners, with 100% of key suppliers signing an acknowledgment of the business code of conduct.
- 100% of employees trained and passed ethics tests.

Performance in 2024

- Achieved an "Excellent" Corporate Governance Rating by Thai Institute of Directors for 6th Consecutive Years.
- Achieved the Thai Chamber of Commerce Outstanding Ethics Award.
- Group performance growth: Total revenue +26.55%, Net profit +4.22%.
- The average customer satisfaction rating in 2024 was 92.98%.
- Certified with international standards: ISO 9001:2015, ISO 14001:2015, GHP/HACCP.
- 100% of suppliers signed an acknowledgment of the supplier code of conduct.
- No Complaints to Code of Conduct and Corruption
- No Complaints to leak of Personal Data
- 100% of employees trained and passed ethics tests.

SDGs



16.5
16.6
16.7
16.10



8.7



12.4





Sea Oil Group's Sustainable Development Policy and Guidelines

Social Dimension

Policy and Management Guidelines	Sustainability Goals 2023 - 2025	Performance in 2024	SDGs
<p>1) Conducting business based on principles of respect for human rights, equality and parity.</p> <p>2) Conducting business with responsibility and taking into account the impacts on all groups of stakeholders such as partners, shareholders, communities, environment.</p> <p>3) Promoting the development of personnel's skill and potential, providing appropriate and fair welfare and remuneration, and creating a working environment that is safe for life and property for a good quality of life.</p> <p>4) Participation in social responsibility in improving the quality of life both in terms of job creation and community economy, supporting and promoting youth education which is the essential foundation of society</p>	<ul style="list-style-type: none"> • Performance on Human Rights • Equality and diversity • No complaints or sue for labor and human rights violations were found • Personnel care and development Average number of training hours for employees at all levels not less than 30 hours/person /year by 2025 • Building a happy organization: Employee retention rate in the organization is more than 80%. • Maintain Zero Accident operations continuously • Lost time injuries rate equal to 0 incidents. • Creating jobs and the economy for community people not less than 50% of all employees • Education and sports support program: for children and youth at least 2 projects per year • Supporting Safety and Anti narcotic drug in community project less than 2 Projects/Year 	<ul style="list-style-type: none"> • Proportion of female directors is 37.5% of all directors • No complaints or sue for labor and human rights violations were found • Average number of training hours for employees at all levels was 36 hours • Employee retention rate in the organization was 98% of all employees. • Lost time injuries rate of employees equals to 0 incidents per 1 million hours worked • Lost time injuries rate of vendors /suppliers equals to 0 incidents per 1 million hours worked • Community employment ratio is 72% of the total employees. • Totally 4 projects to support scholarships and sports for children and youth. • Supporting Safety and Anti narcotic drug in community project 3 Projects • 14 scholarships, totaling 42,000 THB, have been awarded to youth. 	<p> 3.4, 3.5, 3.8</p> <p> 4.5, 4.b</p> <p> 5.1, 5.5</p> <p> 8.6, 8.7, 8.8</p> <p> 10.2</p> <p> 12.7</p>



Sea Oil Group's Sustainable Development Policy and Guidelines

Environment Dimension

Policy and Management Guidelines

- 1) Promote education and awareness among employees at all levels regarding the conservation of natural resources, environmental protection, and efficient use of resources.
- 2) Manage all business processes to prevent impacts on the community and the environment.
- 3) Support and advocate the use of environmentally friendly products and equipment.

Sustainability Goals 2023 - 2025

- Employees at all levels were trained in environmental management or reduction of greenhouse gas emission.
- At least 3 campaigns per years to reduce global warming / energy efficiency or conservation of marine resources,
- Being certified for Environmental management ISO 14001: 2015
- Procurement of Green Products
- Controlling outsource in oil delivery to prevent environmental impacts, zero environmental impact complaints from operations
- Disclose Carbon Footprint of Organization (CFO) or receive carbon verification certification by 2025.

Performance in 2024

- 100% of all employees have undergone training on environmental management and greenhouse gas reduction
- Care The Bear Project/ Energy and Resource Conservation Project / Waste Separation Project for 3 Projects
- The Oil trading business reduced its total electricity consumption by 11% compared to the previous year.
- The catering business reduced its total electricity consumption by 27% compared to the previous year.
- The company received ISO 14001:2015 certification.
- Purchased environmentally friendly paper and materials worth 528,530 THB.
- No environmental complaints from the community or partners.
- Certified for carbon footprint verification in the fuel distribution business.

SDGs



9.4



12.5



13.3



17.17





Sustainable Development Performance in 2024

Economic and governance dimensions

- Proportion of directors attending AGM and Board of Directors meetings at 100%
- Achieved an "Excellent" Corporate Governance Rating by Thai Institute of Directors for 6th Consecutive Years.



- The Company is certified for international standards: ISO 9001:2015, ISO 14001:2015, GHP/HACCP



- 100% of employees trained and tested for ethics.
- Supplier Development Project
- The average score for customer satisfaction assessment in 2024 was 92.98%.
- 100% of suppliers signed an acknowledgment of the supplier code of conduct.



Social dimension

- Average number of training hours for employees at all levels was 36 hours
- 14 scholarships, totaling 42,000 THB, have been awarded to youth.
- No complaints or sue for labor and human rights violations were found
- Allowances for promoting and supporting society and communities for 38.63 million baht
- Lost time injuries rate of employees equals to 0 incidents per 1 million hours worked
- Lost time injuries rate of vendors/suppliers equals to 0 incidents per 1 million hours worked
- 100% of employees who passed learning and testing on ethics and human rights through Ethics E-Testing.
- Community employment ratio is 72% of the total employees.

Environmental dimension

- 100% of all employees have undergone training on environmental management and greenhouse gas reduction
- The Company is certified for ISO 14001 :2015
- The Oil trading business reduced its total electricity consumption by 11% compared to the previous year.
- The catering business reduced its total electricity consumption by 27% compared to the previous year.
- The amount of waste generated by the catering business decreased by 3,185 kilograms from the previous year, representing an 8.7% reduction.
- 100% on social and environmental risk assessment for Business partners (Business partners) with a procurement value of more than 1 million baht. Care the Bear project 2024 Decreased carbon footprint from activities to 54,549.14 kilograms of carbon dioxide equivalent and is equivalent to the CO2 absorption of 6,061 trees in a year
- Purchased environmentally friendly paper and materials worth 528,530 THB.
- No environmental complaints from the community or partners.
- Certified for carbon footprint verification in the Oil Trading business.



Business Code of Conduct

Business Code of Conduct is a standard determining good practices for directors, executives and employees in conducting business under the framework of ethics, morality and honesty by adhering to the duties and responsibilities to all groups of stakeholders on equal and fair basis, respect of human rights and social responsibility for stable and sustainable growth as details summarized below:

- All directors, executives and employees focus on performing their duties with honesty, transparency, fairness and verifiability, conducting business with morality under corporate governance framework by adhering the corporate governance code, code of conduct, business ethics, responsibility to society, environment and all stakeholders, and protecting the interests of the Company and its shareholders as well as not taking any action that may cause any damage to the Company with a conflict of interest policy that considers connected transactions according to laws, regulations or requirements of the Stock Exchange of Thailand.
- The Company has promoted to educate and raise awareness for employees at all levels in performing their duties with social responsibility, natural resources and environment conservation as well as cost-effective and efficient use of energy and resources, has continuously developed environmental management system to reduce the impacts on climate change, such as re-use materials, applying technology to various operations of the Company, resulting in reduce resources use and unnecessary waste, and use of environmentally friendly product.
- All directors, executives and employees shall not demand, accept or agree to accept and shall not give or shall give any benefit that is dishonest or not in traditional way of trading to business partners and/or creditors, and shall not act any behavior showing their intention of corruption, and shall strictly conduct business in accordance with regulations, rules and laws. In addition, the Company has also established a guideline for giving gifts, reception expenses, charitable donations or sponsorships, all directors, executives and employees are expected to not take any action which promotes or supports any action that avoids or violates the law in accordance with the Anti-Corruption Policy, and also adhere to the policy of non-infringement of intellectual property and copyright. The Company has also launched the channels for receiving complaints, suggestions or whistle blowing on corruption related to illegal acts and business code of conduct.
- The Company has established business code of conduct by adhering to ethical principles, complying with laws, rules and regulations, requirements of regulatory authorities by fairly and equitably treating all stakeholders including shareholders, customers, business partners, creditors, competitors, government sector, employees, society, communities and environment.
- The company has implemented policies and practices to ensure timely and fair payments to partners, thereby maintaining their financial liquidity and enabling continued business operations. The credit terms provided by each partner are based on the nature of the transactions and mutual agreements. In 2024, The Company has an average payment period of 25.46 days, which is within the criteria set by the policy.





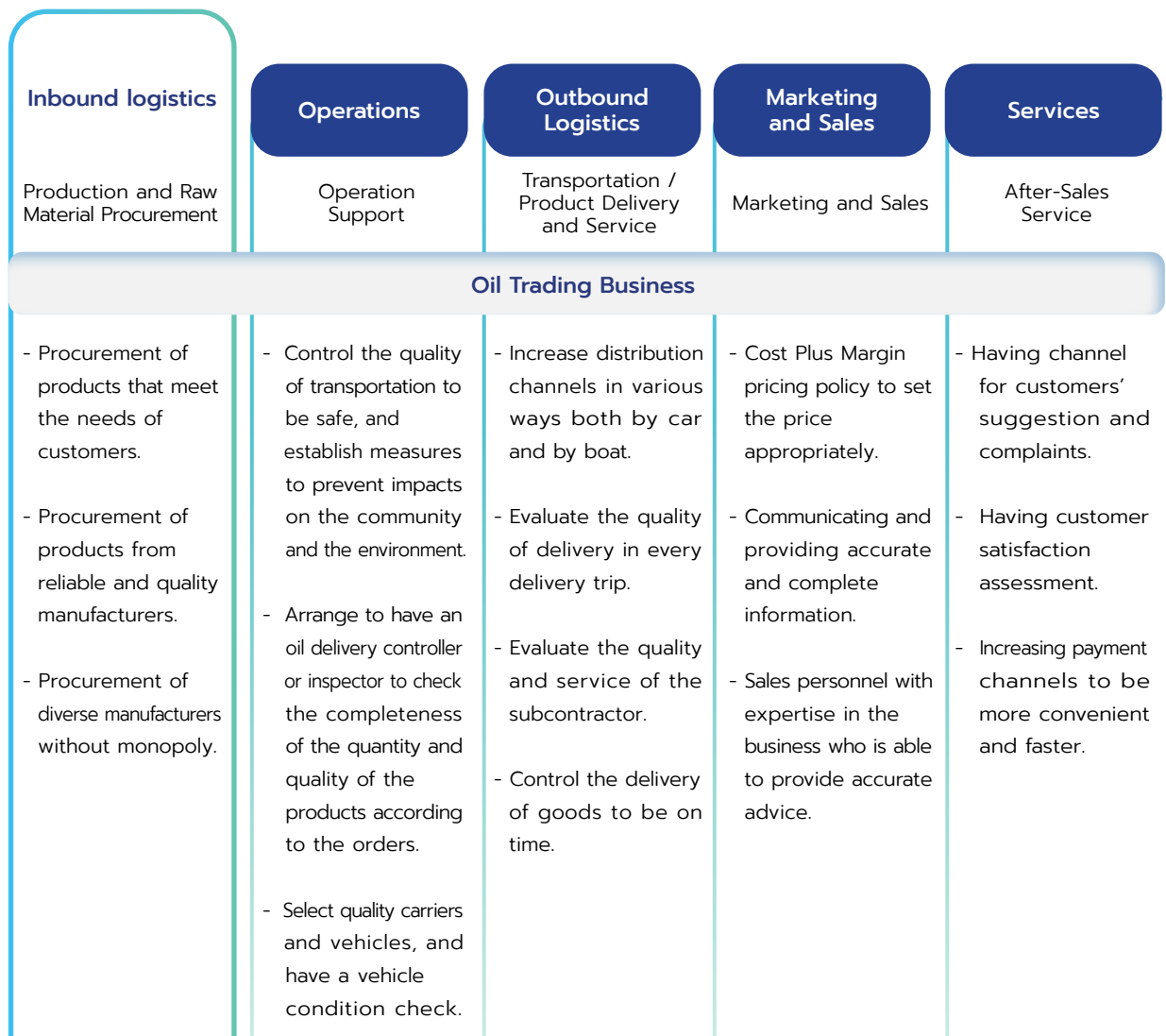
The Board of Directors has supervised and monitored to ensure the compliance with the code of conduct in accordance with laws, predetermined rules, and current business environment, has reviewed and improved at least once a year. In 2024, the corporate governance policy and business code of conduct were reviewed and improved to comply with the sustainable development policy.

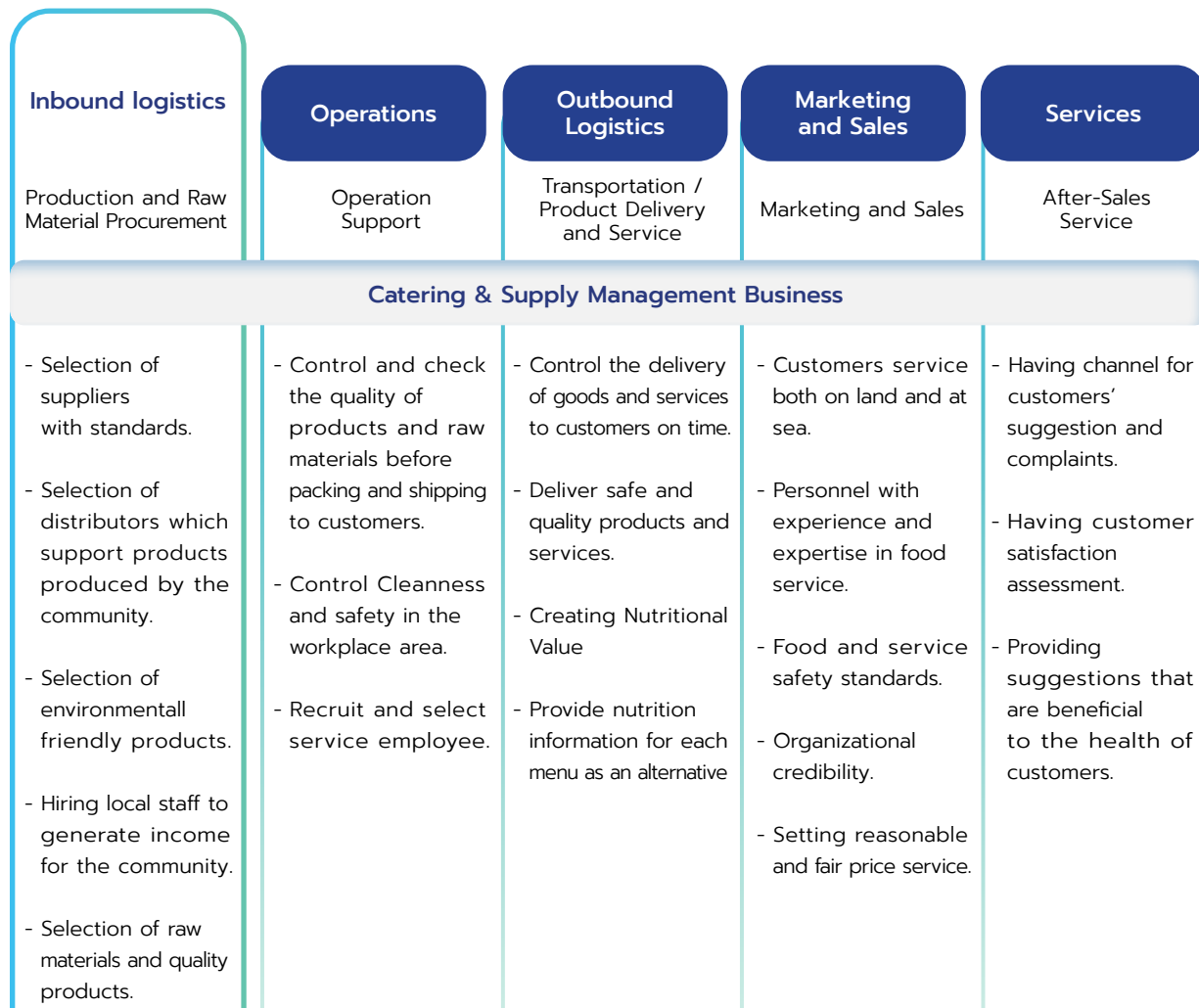
Policies on Tax

The Company is aware of the significance of tax management to be concise and pay taxes legitimately, as well as planning and performing taxation operations in the same direction by adhering to the accuracy, transparency and traceability. With consideration to benefits and fairness to stakeholders in accordance with sustainable business operations. Therefore, tax policy has been established.

3.2 การจัดการผลกระทบต่อผู้มีส่วนได้เสียในห่วงโซ่คุณค่าของธุรกิจ

3.2.1 ห่วงโซ่คุณค่าของธุรกิจ (Value Chain)





3.2.2 Stakeholder analysis in business value chains

The company recognizes the importance of stakeholder participation throughout the business value chain. which is part of social sustainability goals In promoting human rights in providing opportunities for expressing opinions freely. and to analyze important issues affecting the sustainability development of the organization. The process for creating participation is specified as follows.

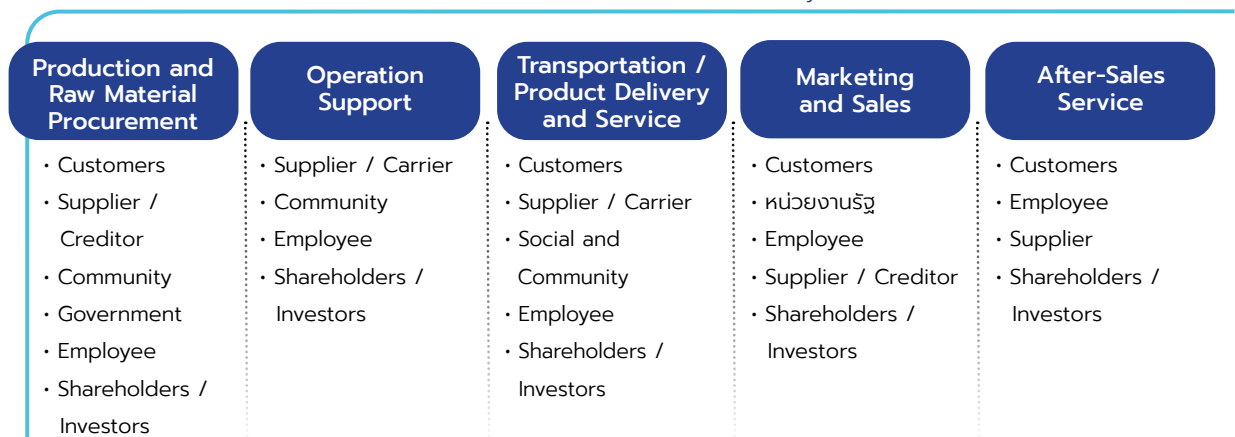
- 1) Analyze groups of stakeholders from business operations, both direct and indirect.
- 2) Analyze the positive and negative impacts and expectations of stakeholder groups.
- 3) Prioritize Stakeholders based on the impacts from risk assessments.





- 4) Provide communication channels to listen to suggestions or complaints. from every stakeholder group Internally and externally, such as arranging for an assessment of satisfaction from services. Receiving complaints via letter, e-mail or website and meeting with customers to listen to suggestions or service problems to develop and improve them to be more efficient.
- 5) Assign a person responsible for dealing with important issues complaints.
- 6) Follow up or resolve issues

Business Value Chain and Stakeholder Analysis



in addition, the company also attaches importance to participation related people within the organization This will create cooperation between various departments at all levels of the organization and the importance of driving the organization sustainably which is an important component of driving the organization sustainably such as Setting up a working group from representatives or administrators from various departments within the organization to create an exchange of opinions and diverse perspectives This will enable the effective implementation of the organizational strategy.

Summary of stakeholder expectations that affect the organization's business operations.



Stakeholder Groups	Engagement Channel	Expectations or Issues of Interest	Guidelines for meeting expectations
2. customer	<ul style="list-style-type: none"> • Attend meeting together • Service satisfaction assessment • Suggestion and complaint channel through the Company's website and email. 	<ul style="list-style-type: none"> • Variety of product, quality, delivery on time, and accurate quantity • Fast service • Safety, occupational health, and environmental impact Customer information Protection 	<ul style="list-style-type: none"> • Diversify the products • Improve the quality and service standards, and promote the development of new innovations and technologies. Privacy Policy • Service standards ISO 9001:2015 and ISO14001:2015 • Handle complaints quickly and efficiently. • Privacy Policy and Information System Security Control Measures ISO 27001 • GMP standard, HACCP and Food Safety hygiene Practice
3. Trading partners and subcontractors	<ul style="list-style-type: none"> • Service assessment form • Suggestion and complaint channel through the Company's website and email • Activities to build trading partners' relationship Supplier Day 	<ul style="list-style-type: none"> • Transparent and fair-trading partners' selection • Develop partners to grow sustainably together. 	<ul style="list-style-type: none"> • Respect for human rights, equality without discriminatory • Contain an efficient, transparent, and verifiable procurement system • Comply with the agreement • Communicate policies on quality, safety, occupational health and environment, and business ethics for business partners to acknowledge and practice together





Stakeholder Groups	Engagement Channel	Expectations or Issues of Interest	Guidelines for meeting expectations
4. employee	<ul style="list-style-type: none"> • Attend meeting together • Suggestion and Complaint channels • Activities to build organizational relationship • Various working groups 	<ul style="list-style-type: none"> • Fair remuneration and benefits • Safe working environment • Potential development • Career growth and development 	<ul style="list-style-type: none"> • Establish human resource development policy, and suitable and fair compensation and benefits • Create a safe working environment for life and property (QSSHE Policy) • Respect for human rights and fair treatment of workers • Happy Workplace Activities • Promoting to development of Hard Skill / Soft Skill
5. Community/ Society Environment and Government Agency	<ul style="list-style-type: none"> • Local community's survey and question • The Company's channel for receiving complaints 	<ul style="list-style-type: none"> • Environmental impact of operations caused by transportation and waste disposal. • Business operation with morality • Complying with relevant laws and requirements • Climate change 	<ul style="list-style-type: none"> • Conduct business with fairness according to business ethics. Responsible and consider the impact on stakeholders CSR policy • QSSHE policy and ISO14001: 2015 • รับฟังความคิดเห็นและข้อเสนอแนะชุมชน • job creation and community economy • support, and promotion of youth education • Create awareness of environmental conservation, environmental protection, and efficient use of natural resources.

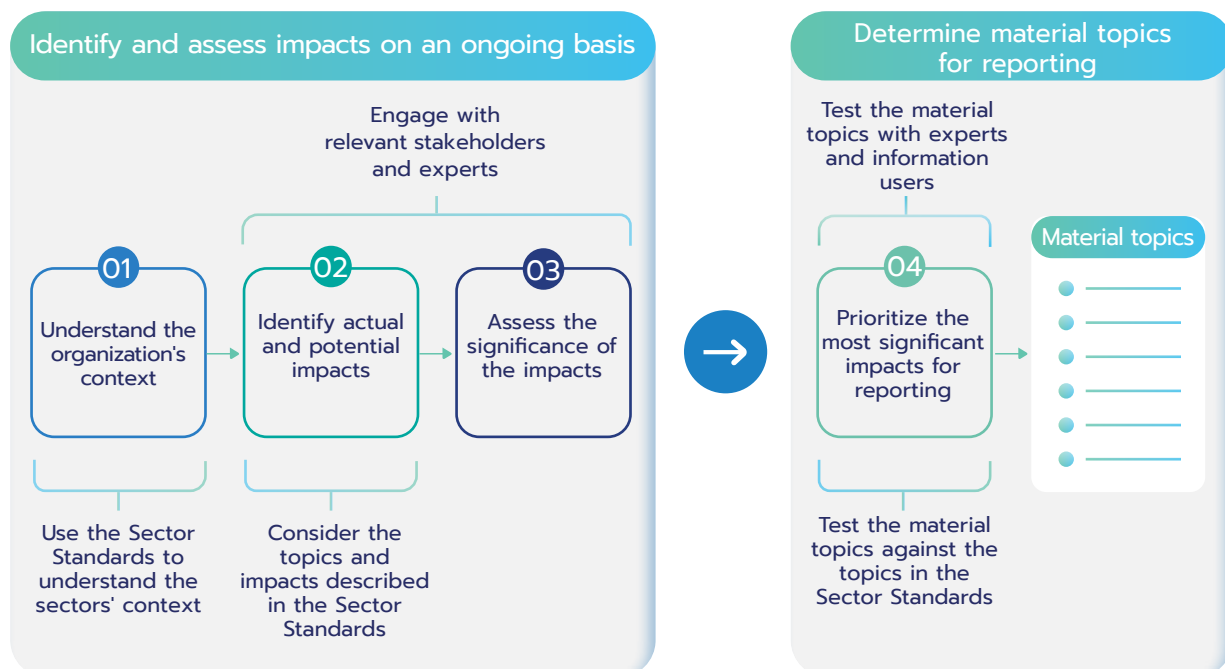


Materiality Assessment

The Company has conducted a sustainability materiality assessment following the Global Reporting Initiative (GRI) guidelines. To identify key issues that impact the company and should be prioritized for effective management with stakeholders, process to determine Material Topics is as follows:

1. Study and understand the sustainability context of the organization, including both internal and external factors. Link sustainability issues across environmental, social, economic, and governance dimensions, considering impacts on stakeholders throughout the business value chain.
2. Analyze issues that may affect each dimension.
3. Assess the significance of impacts on the company's operations and other stakeholder groups.
4. Prioritize key issues, considering short-term and long-term impacts. Establish guidelines and corrective measures before presenting them for approval to the Corporate Governance and Sustainable Development Committee, and subsequently to the Board of Directors.
5. Continuously review key issues through feedback and suggestions from all stakeholder groups via various internal and external channels. The Sustainability Management Committee is tasked with reporting on the implementation of sustainability plans to the Corporate Governance and Sustainable Development Committee and the Board of Directors regularly.

The Materiality Topics for 2024 have been reviewed and approved by the Nomination, Compensation, Corporate Governance, and Sustainable Development Committee, and subsequently by the Board of Directors.





Vision

To be a leading petroleum organization for a sustainable society.

Materiality topics

Environment

- Loss & Waste Management
- Sustainable Product Development
- Climate Change

Social

- Safety
- Human Capital Development
- Human Rights

Economic & Governance

- Customer Relations Management
- Sustainable Supply Chain
- Mega Trend
- Enterprise Risk Management & Cyber Security

Economic & Governance

- G1 Customer Relations Management
- G2 Sustainable Supply Chain
- G3 Market Analysis
- G4 Good Corporate Governance & Risk Management

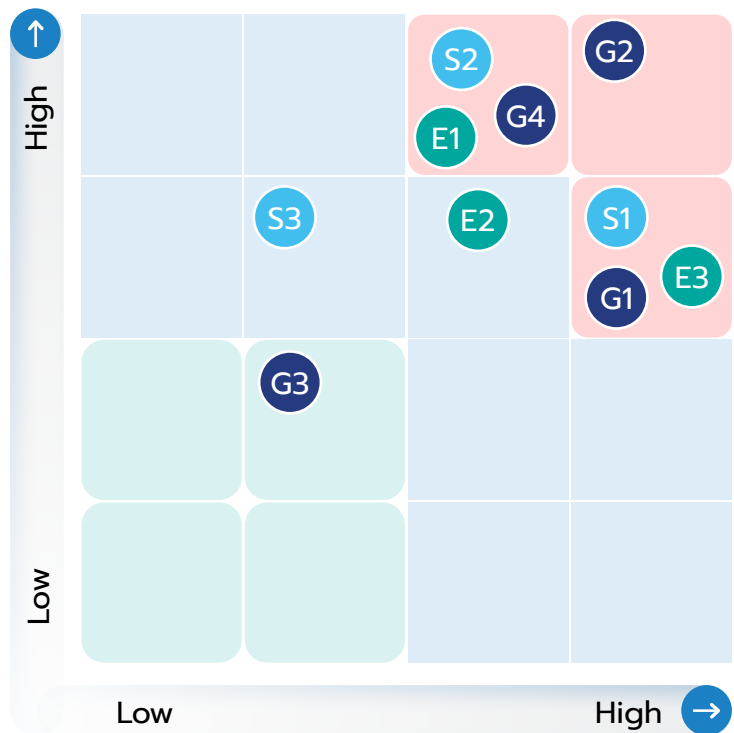
Social

- S1 Safety
- S2 Human Capital Development
- S3 Human rights

Environment

- E1 Loss & Waste Management
- E2 Sustainable Product Development
- E3 Climate Change

Influence Stakeholder Assessment and decision



Significant of the Organization's Economic, Social, Environment impacts



Most Significant Material Topics & Stakeholder Engagement

Dimension	Stakeholder				
	Most Significant Material Topics	Sustainability Strategy	GRI	Internal	External
Economic & Governance	Customer relation management	<ul style="list-style-type: none"> Customer relationship management (CRM) system analyzes marketing data through customer demands and satisfaction in order to develop and improve services. Develop personnel for expertise in petroleum products. Ready to provide advice and solution for customers. Create activities or channels for customer engagement to receive opinions or suggestions. 	<ul style="list-style-type: none"> GRI 416 GRI 418 	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Customers
	Sustainable Supply chain management	<ul style="list-style-type: none"> Conducting business in a transparent and ethic manners Conducting business according to sustainable development guidelines while reducing impacts on the community and environment. Build strategic cooperation with business partners. Turn competitors into business partners. 	<ul style="list-style-type: none"> GRI 102 GRI 414 	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Customers Business partners Sub contractors Communities Governance and other organizations
	Good Corporate Governance & Risk Management	<ul style="list-style-type: none"> Conduct business according to good governance principles Survey and identify existing risks and potential new risks to prepare for effective management 	<ul style="list-style-type: none"> GRI 102 GRI 103 	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Customers Business partners Sub contractors Communities Governance and other organizations
Social	Safety management (Safety)	<ul style="list-style-type: none"> Establish the policy and communicate the policies on quality, security, safety, occupational health and environment to employees at all levels, Partners, and subcontractors Build a culture of safety in every operational area. Develop and apply technology for safety in every business segment. Assign the QSSHE department to manage and control the relevant risks in every dimension regarding the overview of quality, security, safety, occupational health, and the environment. Organizing activities to promote security, safety, occupational health, and a good environment. 	<ul style="list-style-type: none"> GRI 403 GRI 410 GRI 416 	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Customers Business partners Sub contractors Communities and environment





Stakeholder

Dimension	Stakeholder				
	Most Significant Material Topics	Sustainability Strategy	GRI	Internal	External
Social	Human Capital Development	<ul style="list-style-type: none"> Development of employee potential, both Hard Skills and Soft Skills Management of human rights and fair treatment of labor Support projects and activities to enhance the quality of life of personnel 	<ul style="list-style-type: none"> GRI 404 GRI 405 GRI 406 	• Employees	<ul style="list-style-type: none"> Business partners Communities Governance and other organizations
	Human Rights	<ul style="list-style-type: none"> Human Rights Due Diligence Process 	<ul style="list-style-type: none"> GRI 410 GRI 411 		<ul style="list-style-type: none"> Customers Business partners Communities Governance and other organizations
มิติสิ่งแวดล้อม	Loss & Waste Management	<ul style="list-style-type: none"> Promote the Eco - Operation for Waste management Adopt international standards for organizational environmental management. ISO14001 :2015 Waste segregation and waste management Implementing the principles of 3Rs for ever operation area. ISO 14001 :2015 	<ul style="list-style-type: none"> GRI 303 	• Employees	<ul style="list-style-type: none"> Customers Business partners Communities and environment Governance and other organizations
	Sustainable Product Development	<ul style="list-style-type: none"> Support innovation and research for the development of sustainable products. 	<ul style="list-style-type: none"> GRI 301 GRI 302 	• Employees	<ul style="list-style-type: none"> Customers Business partners Communities and environment Governance and other organizations
	การเปลี่ยนแปลงสภาพภูมิอากาศ	<ul style="list-style-type: none"> Establish policies to address climate change Set targets to reduce energy consumption within the organization Raise employee awareness about natural resource conservation Waste management using the 3 R principles (Reduce, Reuse, Recycle) 	<ul style="list-style-type: none"> GRI 305 	• Employees	<ul style="list-style-type: none"> Customers Business partners Communities and environment Governance and other organizations



3.3 Sustainability Management in Environmental Dimension

Environmental policies and practices

The Company has established policies on quality, safety, occupational health, and environment by focusing on risk management to protect the environment and determining transport control measures to have safety standards that can prevent environmental impacts. as well as foster awareness of participation in social responsibility and the utilization of resources with the most value and benefit. From the direction of the organization's safety and environmental operations that have been defined, the management and employees of all functions have realized and cooperated in creating good practice by focusing on compliance with environmental law requirements, customer requirements, and needs of all stakeholders, as well as compliance with international regulations, causing the Company to have a systematic operation and receive certification for the environmental management system (ISO 14001 : 2015) in 2024. The Company has maintained the environmental management system standard and have internal and external audits for continuous improvement and development.

- **Electricity Management:** The company implements energy and resource conservation projects to promote efficient use of electricity. Measures to reduce unnecessary electricity consumption include using LED lights instead of fluorescent lights, setting air conditioner temperatures to appropriate levels, and encouraging employees to participate in energy-saving initiatives. Additionally, environmental management system indicators are established to evaluate performance and improve efficiency.
- **Fuel and Energy Management:** The company prioritizes efficient fuel energy use and reducing environmental impact. Energy conservation projects include planning for efficient fuel use and minimizing leaks. Additionally, the company monitors and analyzes fuel usage data to improve operational efficiency.
- **Renewable/Clean Energy Management:** The company has a policy for using renewable energy by initiating the use of solar energy for outdoor lighting, such as traffic lights.
- **Water Resource Management:** The company prioritizes efficient water use by implementing measures to reduce water consumption in all operational processes to minimize environmental impact and support sustainable water resource use
- **Waste and Waste Management:** The company emphasizes systematic waste and waste management by focusing on waste separation at the source and proper waste disposal according to environmental standards through authorized agencies. The measures implemented by the company include:
 - o **Waste Separation at the Source:** Employees are required to separate waste by type, such as organic waste, recyclable waste, hazardous waste, and general waste, to ensure proper disposal or recycling.





- o **Placement of Separate Waste Bins:** Clearly labeled waste bins are installed in work areas, and employees are educated on proper waste disposal methods.
- o **Controlled Waste Disposal by Authorized Agencies:** The company sends non-recyclable waste to be disposed of by government-certified organizations or agencies to ensure compliance with environmental standards and laws.
- o **Reducing Landfill Waste:** The company supports recycling and reusing waste, such as using reusable packaging materials, reducing the use of materials that generate plastic waste, and promoting the use of environmentally friendly products.
- **Biodiversity Management:** The company has a policy to conserve biodiversity by reducing the impact of business operations on ecosystems. It supports reforestation projects, natural habitat restoration, and collaborates with environmental organizations to protect ecosystems and wildlife in operational areas.
- **Greenhouse Gas and Climate Change Management:** The company monitors and reduces greenhouse gas emissions by improving production processes to reduce energy consumption, switching to clean energy, and participating in carbon footprint reduction projects to support the goal of carbon neutrality.
- **Air Quality Management:** The company prioritizes maintaining air quality both in operational areas and communities. It regularly monitors and measures dust levels (Total Dust) annually to ensure that air dust levels are within safe environmental standards. The company has installed tools and equipment to measure dust levels in high-risk areas and surrounding operational areas to monitor and check dust levels throughout the year. The measurement results are analyzed and reported to relevant agencies annually.
- **Noise Pollution Management:** The company prioritizes controlling and managing noise pollution in operational areas and communities. It focuses on regularly monitoring and measuring noise levels annually to ensure that noise from production processes and activities does not exceed set standards and does not impact the health of employees and surrounding communities. Noise level measurements are conducted in all areas where operations may cause noise pollution, such as heavy machinery areas and areas near communities. The measurement results are recorded and analyzed to assess risks and improvement measures. If noise levels exceed standard limits, the company will install noise reduction equipment or improve production processes to appropriately reduce noise pollution.



Scope of Disclosure

In disclosure, it is divided into 2 business groups, namely Oil Trading and Catering and Supply Management, mainly considering the location of operations. For Oil Trading business, the management of head office is disclosed while for the Catering and Supply Management business, the management of main operations is disclosed.

Environmental performance results

The Company Group has formulated the quality, safety, occupational health and environmental policies, and the environmental operation is in accordance with the international standard, the Company has established objectives and environmental goals, and also controlled and monitored the operations on following issues:

1. Energy Management

The Company has designated an energy and resource conservation project in 2024, which is defined as an indicator to reduce the consumption of energy and resources that may result in wasted energy consumption and causing waste. The project has established control methods in many areas such as control of electricity use, control of the fuel consumption of the Company's cars and vehicles, control of water use, and control of paper use in the office. The overall results of the project implementation have achieved the objectives and reduced the consumption of energy and resources as follows:

Oil Trading Business Electricity usage

Year	Volume (Unit or kWh)
2024	50,091
2023	56,295
2022	28,724
2021	31,714

The company has set a goal to reduce electricity consumption by at least 10% from the previous year. The measures to reduce electricity usage include working from home, turning off lights and air conditioners during lunch breaks or in unused zones, holding outdoor meetings, unplugging electrical appliances when not in use, and maintaining air conditioner temperatures at no lower than 25 degrees Celsius.





In 2024, the company successfully reduced electricity consumption by 6,204 kWh, achieving an 11% reduction compared to the previous year, meeting the set target.

Due to the Covid-19 prevention measures in place during 2021-2022, the company's electricity consumption was lower compared to the period of full operational resumption in 2023.

The office paper used

Year	Paper Usage Volume	
	Ream	kilograms (Kg)
2024	665	1,657
2023	611	1,528
2022	720	1,799
2021	472	1,178

In 2024, the company experienced an increase in paper usage by 54 reams, equivalent to 8%, due to increased operations and staff numbers. However, the company has a policy to reduce paper usage by transitioning to electronic document storage, developing systems to minimize paper use, and efficiently using recycled paper on both sides. This includes ensuring data security before reusing paper and choosing environmentally friendly paper.

Catering & Supply Management Business

Electricity usage

Year	Volume (Unit or kWh)
2024	185,320
2023	254,190
2022	311,690
2021	291,611



The company has set a target for electricity consumption in the catering business group to not exceed 26,500 units per month and 318,000 units per year. The energy management and conservation project includes the following measures:

1. Collect monthly electricity usage data to monitor factory consumption.
2. Implement electricity-saving measures, categorized as follows:
 - Electricity and Lighting: Use energy-saving and environmentally friendly equipment and lights, such as slim fluorescent tubes instead of regular ones, compact fluorescent lamps (CFLs) instead of incandescent bulbs, high-efficiency reflectors, and electronic ballasts.
 - Air Conditioning and Ventilation Fans
 - Office Equipment
 - Refrigerators and Other Electrical Appliances
3. Inspect the condition of electrical equipment in the office to install or replace with energy-saving devices.
4. Develop a maintenance plan for all electrical appliances to ensure efficient operation, including a maintenance schedule and operation manual.
5. Promote energy-saving awareness through various methods, such as stickers, public announcements, exhibitions, training sessions, and placing reminders near electrical equipment.
6. Monitor employees' electricity usage monthly and record it in resource control documents.
7. Collect, analyze, and summarize electricity usage data to compare with the previous year's data.
8. Summarize the project results and prepare recommendations for the following year

In 2024, the company successfully reduced electricity consumption by 68,870 kWh, achieving a 27% reduction compared to the previous year, meeting the set target.





Vehicle fuel usage

Year	vehicle fuel usage volume (liter)
2024	4,103
2023	3,748
2022	6,150
2021	8,000

The company has set a target to control fuel consumption for company vehicles to not exceed 350 liters per month and 4,200 liters per year.

In 2024, the company successfully reduced fuel consumption for company vehicles by 97 liters from the target.

The office paper used.

Year	Paper Usage volume	
	Ream	kilograms (Kg)
2024	109	272
2023	94	235
2022	66	165
2021	52	130

The company has set a target for paper usage at the Songkhla office to not exceed 10 reams per month or 120 reams per year

In 2024, the company successfully reduced paper usage by 15 reams, achieving a 9% reduction from the set target.



Overall, in 2024, the company conducted campaigns to educate employees about energy management. Activities included integrating energy knowledge to enhance understanding and awareness of energy conservation among employees. Additionally, the company continuously promoted energy conservation through various media and activities.

2. Water Management

Oil Trading Business: Since the water management of the headquarters is included in the building service provider’s package, no data is collected. However, the company encourages employees to use water efficiently, such as not leaving water running unnecessarily, not disposing of waste or paper in toilets, turning off water while soaping, and regularly checking the condition of faucets. Any damage should be reported for immediate repair.

Catering & Supply Management Business: The company has key water control processes for activities such as cleaning buildings, washing and preparing raw materials, and cleaning containers. The company emphasizes water management in terms of energy control, water quality, and wastewater monitoring. It plans operations related to water use meticulously to maximize efficiency, such as grouping raw materials that can be cleaned together, planning area cleaning to reduce water usage, using process water for watering plants, and planning container cleaning.

Water Usage:

Year	Water Usage Volume (sq. m3)
2024	101
2023	142
2022	169
2021	152

The company has set a target for water usage to not exceed 10 sq. m3 per month or 120 sq. m3 per year.

In 2024, the company successfully reduced water usage by 41 cubic meters, achieving a 29% reduction compared to the previous year, meeting the set target.





In addition, the Company has also focused on the quality control of tap water used by measuring and monitoring the total dissolved solids in tap water to control wastewater at the source. However, the results of the measurement in 2024 showed that the value did not exceed the standards prescribed by law.

3. Waste and Pollution Management

For the Oil Trading Business:

In conducting its oil trading operations, the company generates hazardous waste, specifically degraded oil. Recognizing the importance of proper waste disposal, the company has contracted N-Technology Consultant Co., Ltd. to handle the disposal and treatment of degraded oil in accordance with legal requirements, scientific principles, and environmental protection standards as authorized by the Department of Industrial Works.

In 2024, the company successfully disposed of 0.527 tons of hazardous waste through proper methods.

For the Catering & Supply Management Business:

In conducting its catering operations, the company generates various types of waste, include general waste, that is paper, cardboard, plastic that is used as a wrapping material for raw materials. Wet/biodegradable waste such as vegetable and fruit scraps, recycled waste such as plastic water bottles, hazardous waste such as paint cans, light bulbs, forklift engine oil. used vegetable oil which is waste from offshore work processes and wastewater from onshore work processes the company has management Controlling waste from the process Has established procedures that are promulgated throughout the organization. account the requirements of the law. Stakeholder needs as well as related standards Consider garbage separation. control at source Control the use of resources that will create waste. Systematic waste management and use of reliable and licensed external agencies. They can be monitored as follows:

- **General Waste:** Collected in blue bins and handed over to the municipality for disposal/landfill, with monthly fee payments tracked.
- **Wet Waste:** Collected in green bins, labeled, and handed over to the municipality for disposal/landfill, with monthly fee payments tracked.
- **Recyclable Waste:** Collected in yellow bins and sold to licensed recycling companies, with continuous monitoring of licenses and site inspections.
Hazardous Waste: Collected in red bins and sold to licensed recycling companies, with continuous monitoring of licenses and site inspections.
- **Used Cooking Oil:** Sold to licensed biodiesel production entities or community groups with clear evidence of proper utilization or processing, ensuring no new environmental issues arise.



Waste Volume from Catering & Supply Management Business Operations:

Year	Waste Volume from Operations (kilograms)
2567	33,415
2566	36,600
2565	33,415
2564	51,707

In 2024, the company set a goal to reduce operational waste to no more than 3,500 kilograms per month or 42,000 kilograms per year. This represents a 44.48% reduction from 2022, where the average was 5,305 kilograms per month or 63,660 kilograms per year.

In 2024, the company successfully reduced operational waste by 3,185 kilograms compared to the previous year.

In the wastewater section The company has a primary wastewater treatment system. Before releasing into public water sources, there is a waste/grease trap. In order to trap sediment, garbage and grease, it does not cause polluted water. Wastewater values are monitored by measuring pH once a month and wastewater values are measured by an external laboratory once a year. According to the standards announced by the Ministry of Natural Resources and Environment regarding standards for controlling wastewater drainage from certain types and sizes of buildings. The results of the measurement in 2024 did not have wastewater values that exceeded the standards.

4. Greenhouse Gas Emission Reduction Management

The Company is aware of the causes for global warming. Therefore, it is essential to prepare for possible impacts, as well as set the goal to participate in reducing greenhouse gas emissions. At present, the Company is a sector that uses natural resources to conducting business. From such activities, the greenhouse gases are released that directly and indirectly effects to the environment. In order to support the reduction of greenhouse gas emissions into the atmosphere towards the industrial sector, the Company has assessed the organization carbon footprint or the volume of greenhouse gases emitted from the organization's activities, divided into scope of greenhouse gas emissions, the volume of accumulated carbon credits, and the organization's carbon footprint as follows:





Scope of Greenhouse Gas Emissions

Scope 1	Scope 2	Scope 3 *มีนัยยะสำคัญ
<ul style="list-style-type: none">- Mobile combustion- Fugitive emission- Methane gas leaks from septic tanks	<ul style="list-style-type: none">- Electricity	<ul style="list-style-type: none">- Category 1: Purchased Goods and Services- Category 15 Investments

The company has verified its Carbon Footprint for Organization (CFO) through VGREEN KU Co., LTD., a registered verification body with the Thailand Greenhouse Gas Management Organization (Public Organization). The verification covered the scope of activities within the Oil Trading Business, with data collected from January 1 to December 31, 2023. The verification was completed on August 28, 2024, with the following details:



The verified greenhouse gas emissions are as follows:

Detail on Greenhouse Gas Emissions (tonCO2eq/year)				
Year	Scope 1	Scope 2	Scope 3	Total
2023*	230	21	36,766	37,017

*เฉพาะธุรกิจการขายน้ำมัน

The unverified greenhouse gas emissions data are as follows:

Detail on Greenhouse Gas Emissions (tonCO2eq/year)				
Year	Scope 1	Scope 2	Scope 3	Total
2024*	234.26	25.04	14,066.42**	14,325.72

* Oil Trading Business and Catering & Supply Management Business
** Scope 3 - Category 15 Investments: Greenhouse gas emissions from investments in POES, with a 49.99% stake. The company is currently collecting additional data for other categories.

In 2024, the company aims to verify the carbon footprint for all business units, implementing environmental management processes under the ISO14001:2015 system. The company is enhancing data collection to ensure accuracy and completeness for verification. This initiative is managed by the Sustainability Management Committee, which reports to the Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee (NRCG&SD). Additionally, the company is developing various projects to reduce greenhouse gas emissions, striving towards the goals of Carbon Neutrality and Net Zero. More details can be found on the company’s website. <https://www.seaoilthailand.com/th/updates/csr-activities>





5. Preparedness and Response to Emergencies

For fuel distribution business group and catering business group, the Company has assessed safety and environmental risks and highly emphasized emergencies that may occur and will affect both safety and environment. A working group has been appointed to prepare and respond to emergencies. The roles and duties of executives and employees in each area are defined to perform surveillance, respond, suppress, and solve problems in case of emergencies in a timely manner. In addition, the Company has established an emergency plan, with regular drills for understanding the suppression process. For the emergencies that the Company sees as events that have already resulted in both safety and environmental impacts, the Company has set up an emergency plan to prepare for and monitor them as follows:

- **Fire Prevention and Suppression Plan:** Although the Company is a type of business that has the minimum risk of fire, the Company has already considered the possibilities and the severity. If the incident occurs, it will affect the welfare and safety of employees, damage the property, building structures, goods, and raw materials, and cause pollution, which directly affects the environment. Therefore, the Company has provided a plan for the prevention and suppression of fire with annual rehearsals.
- **Transportation Contingency Plan:** Since the Company has a process of transporting goods by truck, including raw materials, dry food, chilled food, frozen food, and fuel oil, using public routes, the Company considers the safety and well-being of road users and the impact on the environment if a transportation emergency occurs. Therefore, it has established a journey management plan and a transportation emergency plan in the event of any incident or accident on the road.
- **Chemical Leak Contingency Plan:** The Company transports goods and products containing various types of cleaning chemicals and fuel. The Company believes that if an emergency involving a chemical leak happens, it will pollute the environment and community. Therefore, a chemical leak emergency prevention and suppression plan has been established. SDS has been set up in areas where chemicals are used. Transport vehicles have storage and containers to support in case of a chemical leak. In addition, the Company continually conducts emergency drills.
- **Pandemic Response Plan:** The company has developed a pandemic response plan to address potential future outbreaks. This plan prioritizes the health of employees, controls the spread of disease, and minimizes the impact on the community.



6. Monitoring and Measuring of Working and Environmental Conditions

For the fuel distribution business group and for the catering business group, based on the environmental problems assessment, environmental risk assessment, and hazard identification and risk assessment in safety, occupational health and working environment, although the results of the assessment were not significantly high, the Company pays attention to monitor and measure the working environment and environment in various issues that may cause an impact on workers and environment outside the Company, such as;

- Measuring the intensity of light in the workplace areas once a year, in 2024, the intensity of light in the workplace areas passed standard criteria.
- Measuring the noise level in the workplace areas once a year, last year, no value exceeding the standard was found.
- Measuring the heat value in the workplace areas once a year, last year, no value exceeding the standard was found.
- Measuring the total dust in the workplace areas once a year, last year, no value exceeding the standard was found.
- Measuring the total dust outside the Company area once a year, the dust is monitored from the use of vehicles by the Company which may affect the communities. last year, no value exceeding the standard was found.
- Measuring the noise level outside the Company area once a year, the noise is monitored from the use of forklifts, transport vehicles or containers which may affect the communities. last year, no value exceeding the standard was found.
- Measuring waste water once a year in accordance with the standards announced by the Ministry of Natural Resources and Environment, RE: Setting standards for controlling the discharge of wastewater from buildings of certain categories and sizes, in 2024, the measurement result showed no wastewater value exceeding the standard.





Sustainable Procurement

The company has established a procurement policy and code of conduct and has a process for selecting business partners. Supplier of goods and services as well as subcontractors in a systematic, transparent, fair, and verifiable manner. In 2023, the procurement system has been developed to be efficient and more effective. By bringing the principles of Sustainable procurement (Sustainable Procurement) is applied as follows.

- **Environment Dimension:** The company promotes the procurement of environmentally friendly materials and equipment (Green Procurement), such as office supplies and paper that meet the standards for environmentally friendly products or the Green Label. Additionally, the company emphasizes biodiversity by protecting the quality of water sources through the selection of chemical products used in operations, such as floor cleaners, dishwashing liquids, and bathroom cleaners that are certified for standards and product quality. These products have received the Green Industry label from the Ministry of Industry, indicating they are environmentally friendly and reduce water contamination, such as sediment and disinfectants. This helps improve the quality of water sources, reduces health risks for humans and aquatic animals, and provides safe and high-quality habitats for aquatic animals.

The Number of Procuring
Eco-friendly materials
and equipment

528,530
THB

- **Social Dimension:** The company prioritizes procurement practices that consider human rights, such as opposing illegal labor, forced labor, and child labor. It emphasizes good practices for workers, including working conditions, health, and safety. The company also organizes Supplier Day activities to share knowledge on sustainable procurement and ethical business practices with affiliated companies. This initiative aims to develop and enhance the capabilities of partners, increase competitiveness, and achieve sustainable growth together.

The number of Tier 1
Business Partners trained
and informed on knowledge

100%
out of the total
participants.



Additionally, the company has a policy to promote the employment of local labor to generate income and career development opportunities, improving the quality of life for people in the community. This initiative is part of efforts to reduce social inequality. In 2024, the company employed 162 local workers, generating a social income value of 35.3 million baht.

The number of Income
From employment
to community

35.3
million baht.

- **Governance Dimension:** The company has established a transparent, fair, and accountable procurement policy. This includes organizing bidding processes to select partners for procuring raw materials for food production and other products. All selected vendors or service providers will enter the Supplier Development Program, where the company conducts training to review management practices between the company and the vendors/service providers. This includes understanding the company's business partner code of conduct to ensure efficient operations in alignment with the company's direction. This approach aims to manage the business value chain together for sustainable growth.

The number of suppliers
signed an acknowledgment
of the business code of
conduct.

100%
จากจำนวนคู่ค้าทั้งหมด





3.4 Sustainability Management in the Social Dimension

1.4.1 Human Rights Management along the Value Chain Policy

Sea Oil Public Company Limited recognizes and prioritizes ethical business practices, adhering to social responsibility and the interests of all stakeholders. The company emphasizes respect for human rights as a fundamental aspect of its business operations. Therefore, the company has established a human rights policy as a commitment to uphold, support, and promote the respect and protection of fundamental rights and human dignity for everyone, including employees and stakeholders involved in the company's operations. This policy aligns with laws and international human rights principles, as outlined in the Universal Declaration of Human Rights (UDHR), to contribute to social responsibility under the concept of sustainable organizational development.

For more details on the human rights policy, please visit the company's website: (<https://www.seaoilthailand.com/storage/content/corporate-governance/corporate-policies-documents/20230616-seaoil-human-rights-policy-th.pdf>)

Respect for Human Rights and Fair Treatment of Workers

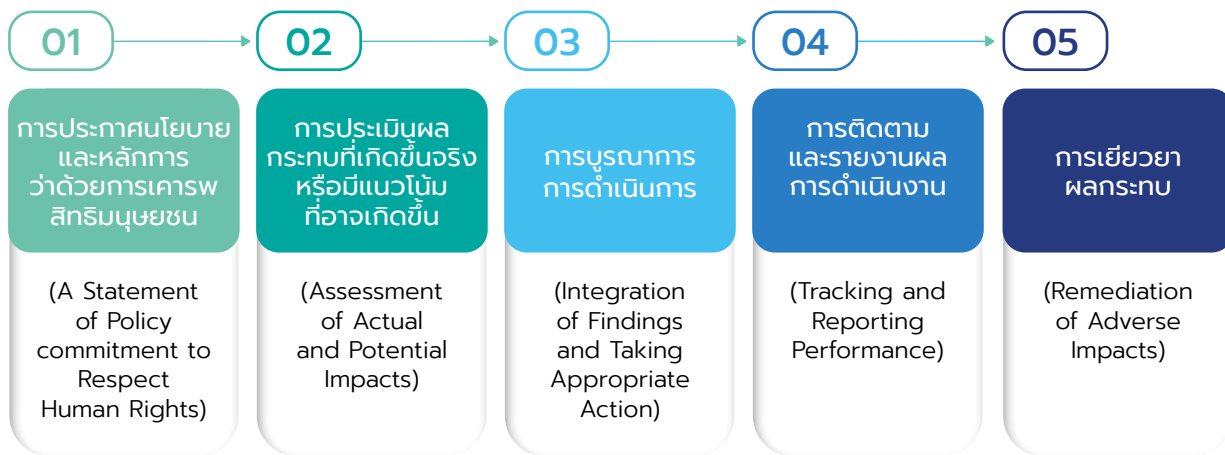
The Company places great emphasis on labor and the promotion of the systematic human resource development in all processes to drive the organization forward with maximum efficiency, focuses and promotes employees' knowledge and skills development with proper welfare and fair compensation, creates a safe working environment for the life and property of employees. The Company has established policies on quality, safety, occupational health and environment to have a proper work system that focuses on safety and hygiene at the workplace and during working, which is basic principle for respecting human rights.

In 2024, the company reviewed its human rights policy and business ethics. Additionally, it organized activities to communicate the policy and promote the acceptance of diversity and equal treatment. The company monitors its subsidiaries, partners, and stakeholders to ensure strict adherence to international human rights principles. Furthermore, it will protect the rights of stakeholders who suffer damages due to violations arising from the company's business operations, as required by law.

Human Rights Due Diligence Process

The company conducts comprehensive Human Rights Due Diligence (HRDD) under the United Nations Guiding Principles on Business and Human Rights (UNGPR). This serves as a guideline for managing human rights issues and consists of 5 main steps:





The company has assessed human rights risks covering labor rights, community rights, safety, environment, and consumer rights throughout the business value chain. It identified risks that require close consideration and measures to control and mitigate impacts, including:

1. Oil spill incidents during transportation.
2. Misuse of customers' personal data.
3. Health and safety concerns for employees working long consecutive hours.

In response to these issues, the company has established measures and guidelines to control and mitigate current or potential impacts, such as the Zero Accident program to reduce accidents throughout operations, policies and measures to control the use of personal data and maintain customer confidentiality, and the Happy Workplace program to promote physical and mental health.

The company accepts complaints or reports of human rights violations related to its activities, operations under its management, and/or supply chain through the complaint channel on its website www.seaoilthailand.com. The company has established measures to protect employees or individuals who report violations of human rights or unequal treatment, ensuring fair and safe protection according to the measures outlined in the business code of conduct.



• Business with fairness

The Group is committed to conducting business fairly and ethically. Proceed to comply with the law and related regulations strictly. Not acting which supports illegal acts or avoids the law. Not supporting intellectual property violations and corruption.

For more details on the business code of conduct, please visit the company's website: (<https://www.seaoilthailand.com/storage/content/corporate-governance/corporate-policies-documents/20230616-seaoil-code-of-conduct-th.pdf>)

3.4.2 Social Performance Result

Human resources Management Policy

Employee Development

The Company has always been aware of the importance and value of personnel. We believe that all personnel are the main factors that will help drive business operations to success according to our vision and The organization's mission is sustainable. It is also a factor indicating business competitiveness. Therefore, the company Therefore, we aim to recruit and select personnel who are good and talented. along with creating everyone to be knowledgeable, capable, moral, loving and connected to the organization

Therefore, the human resource management policy has been established. to show commitment to creating and develop the potential of personnel at all levels Both in recruiting and hiring Compensation and welfare management Career growth as well as providing a safe working environment and have a good quality of life Personnel development in line with the company's business strategies and goals Both in the short term and in the long term along with implementing guidelines according to business ethics Become a part of the personnel management and development process. The company has established policies for personnel development in various areas as follows:

Recruiting and Hiring Personnel

The company will recruit personnel based on the necessity and suitability of the job, planning manpower appropriately according to the business line. The company places importance on selecting personnel based on their knowledge, skills, abilities, experience, and appropriate qualifications for the job position, including having a good attitude. This is achieved through a fair and transparent selection process. Recruitment channels for all positions will be publicly announced through the website, social media, and all available channels to provide opportunities for individuals from all sources to enter the company's recruitment process. The company has the number of employees classified as follows:



Number of Employees table

Item	2021	2022	2024
Classified by employees			
Employees *	54	60	62
Classified by Gender			
Male	19	21	24
Female	35	39	38
Total	54	60	62
Number of Turn Over			
Turnover Rate**	1.24	1.95	0.82

* Only data for full-time employees of the company and its subsidiaries (excluding contract employees)
** Turnover Rate: (Number of employees who resigned during a specific period / Average number of employees during the same period) x 100

The company has zero employment of disabled individuals, as there is no hiring, but funds have been contributed to the Division of Fund and Equality Promotion for Persons with Disabilities

Training and Development of Personnel

The company has developed a plan to enhance essential knowledge and skills at both basic and professional levels through training, seminars, on-the-job learning, and knowledge sharing among colleagues within the organization. This also includes fostering innovation and good ethics. In 2024, the company organized a total of 89 training courses, both internal and external, amounting to a total of 2,145 training hours. On average, this equates to 36 hours per person, meeting the goals of the personnel development plan.

Recruiting and developing successors

The company plans to recruit and develop successors systematically. A working group has been established to oversee the determination of qualifications for office holders. To ensure that recruitment, selection and development are transparent. before presenting to the selection committee to consider and give approval Especially in senior management positions. Including focusing on groups of positions that are important and are the main mechanism for driving the organization. To ensure that the company In addition to reducing risks in terms of the continuity of organizational management, It is also a way to retain high potential personnel. To continue creating sustainable growth of the company.





Employee attraction and retention

The company has updated policies and approaches to modernize and motivate quality employees to stay with the company happily.

- The company conducts employee engagement surveys through anonymous questionnaires, allowing employees to respond truthfully. The survey results are analyzed to enhance employee engagement with the company. Based on the analysis, the company has adjusted benefits to align with the survey results.
- Additional benefits are provided to increase happiness and align with employee quality of life, such as birthday leave and Work From Home options.
- The company continuously organizes the Happy Workplace program, adding or adjusting activities to genuinely enhance employee happiness at all levels. The program includes sports activities, social activities, activities to increase happiness, and educational activities for employees. Satisfaction surveys regarding activities are conducted throughout the year, and employees are encouraged to suggest new activities to better meet their needs.
- Performance evaluation is conducted by measuring both work success and employee capabilities. Supervisors evaluate employees every six months, with employees being informed and agreeing on the evaluation criteria. This two-way communication allows employees to explain and understand their strengths and weaknesses.
- Career advancement is managed by ensuring employees who meet the company's criteria in terms of skills, knowledge, abilities, and good conduct have opportunities for promotion based on appropriate qualifications, with transparent evaluations.



Happy Workplace

Project Objectives

The Happy Workplace project is a core concept aimed at the primary target group, 'employees in the organization,' emphasizing the importance of individuals. Creating happiness in the workplace is a crucial factor in organizational management, focusing on ensuring that all personnel in the organization are happy at work. This fosters engagement and motivation within the organization, which in turn enhances work efficiency, builds employee loyalty, and reduces turnover rates.

Benefits

- Employees are engaged and motivated, leading to improved work efficiency.
- Employees develop better thought processes, resulting in more effective task performance.
- Reduces stress from work and the environment, as well as internal conflicts within the organization.
- Employees change behaviors and improve work processes for greater efficiency.

The Number of participants is
60 people

Satisfaction evaluation result is
93.83%

The activities are divided into eight categories:

- Happy Body
- Happy Soul
- Happy Money
- Happy Brain
- Happy Heart
- Happy Society
- Happy Relax
- Happy Family



Happy Money

Happy Brain



Happy Heart





Happy Relax



Happy Soul



Happy Society



Happy Body



Career Development

The Company places importance on the continuous career development of all employees according to the Company's Training Matrix and the Training Road Map of job positions. used as a guideline for developing all employees Including groups of employees with outstanding performance and employees whose performance is not up to standard. The annual plan is reviewed to ensure that the company's development plans establish and create incentives for employee growth.

Annual performance management and evaluate the achievement of success indicators.

The company sets operational policies for both capability and success indicators. To ensure that the work of every position and every department Consistent with the objectives and goals of the company Make employees see the value of their own work in creating the success of the company. It provides an opportunity for communication about work performance between supervisors and subordinates. Feedback is provided from supervisors. That will lead to the development of work ability. Guiding behavior that is consistent with the company's culture and developing potential for career advancement.

Creating organizational culture and participating in social activities

Promote the creation of a good organizational culture By promoting participation teamwork Building trust between each other Cultivate the value of honesty and integrity Strict compliance with the code of ethics and anti-corruption. Including responsibility to the company's stakeholders and customers. Encourage personnel to be moral. Be generous, forgive, share knowledge. Benefits and happiness to others Therefore, there is an opportunity to create volunteer projects to participate in activities in various forms. that are beneficial both created by the company and/or initiated by employees Ready to give and give good value in return to the community. Society and the environment, which the company has always realized that taking care of society and the community is everyone's duty. When society is happy, the company and its personnel will also be sustainably happy.

Employee Engagement

The company places importance on organizational bonding. A survey of employee opinions was conducted. Consisting of questions in 6 areas: organizational policies and practices, organizational leadership, supervisors' leadership, employee motivation, efficiency, and advancement opportunities, work-life balance and personal life. and an overview of employees' feelings about working with the organization To summarize and analyze annual results. It focuses on continuous development so that employees feel loved and connected to the organization. inspired Sacrifice and be dedicated to creating growth and progress for the organization. Including creating a feeling of shared ownership of the organization.





In 2024, the employee turnover rate was 0.82%, a decrease from the previous year. The average organizational engagement level of employees, based on two surveys, was 98.5%. The company remains committed to continuously implementing projects related to building organizational engagement to achieve sustainable development.

Community Engagement

In 2024, the company has projects and operations related to community, social, and environmental aspects that address key sustainability issues as follows:

Social Dimension

SSHE Day & Zero Accident 2024

The company prioritizes workplace safety and has organized activities to promote employee knowledge, understanding, and the development of a culture focused on quality standards, safety, occupational health, and the environment. These efforts aim to prevent impacts on the community, society, and the environment, as well as to ensure the safety and quality of life for employees, partners, and subcontractors, raising awareness of safety in the workplace.

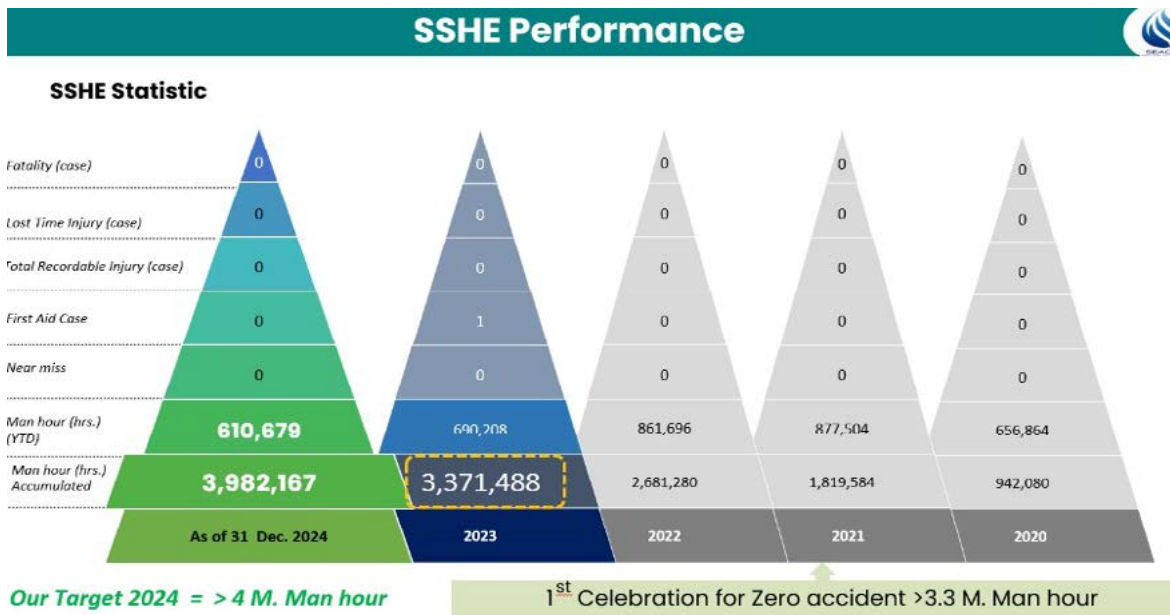


Employees who gained knowledge from participating in safety activities

totaled 162.

In 2024, the accident rate was reduced to 0 from 3.98 million working hours.





ZERO Accident (ESG)2024

Highlight Activities – Customer

1. SSHE Monthly meeting + Hazard hunt activities + Operation review – SI
 
2. SSHE Club and SSHE Talk at SI
 
3. Excellence safety performance award –2024 – Valeura
 
4. Customer audit – TMS
 
5. SSHE Monthly meeting – SPH
 
6. SSHE & Marine Operation Monthly Meeting –PTTEP,PRIMA,TMS,NMC
 



Share for Change 3

To foster a sense of goodwill among employees, encouraging them to share and give back to the community, as well as to promote a better quality of life for the youth.

Event Date: October 11, 2024



Scholarships, medicines, and necessities for Sotpattana School for The Deaf. valued at 30,000 THB.

Safety, Environment and Drugs avoidance for students

Event Date: December 20, 2024

The company organized activities to promote knowledge and understanding of waste separation and environmental conservation, the dangers and harms of drugs, as well as how to avoid and prevent potential hazards in schools. These activities were aimed at students of Wat Sam Bo Community School in Songkhla Province to encourage participation in maintaining and protecting the surrounding community, ensuring a good quality of life.



The number of students who gained knowledge from these activities is 40.



A knowledge-sharing lecture for students by the Procurement Department.

Event Date: October 7, 2024

The company's Procurement Department will promote education on sustainable procurement practices to students at Burapha University.



Children's Day 2024

Celebrate Children's Day with creative activities, enjoying knowledge and games.

Khlongsamrong School



Pongpoyanusorn School



Ban Nong Khaem School





OR Volunteer for Youth 4

The company, in collaboration with its partners, supports creating a positive learning environment for the youth at Baan Santisuk School.



Innovation and Environment Dimension

The Sustainable Management Project by the Nathalin Group

The company, in collaboration with the Nathalin Group, has implemented waste separation activities for recycling under the Sustainable Management Project by the Nathalin Group. This initiative includes campaigns and public relations to educate about different types of waste and proper waste separation methods. Separate waste bins have been set up in the Varich and Varin buildings and parking lots. The collected waste is recorded, and useful waste is separated for donation and recycling at Wat Chak Daeng. This year, the most found waste is plastic waste.



The number of plastic bottles is
1,050
which is equivalent to recycling them
into 70 shirts.



Environmentally Acceptable Lubricants (EALs) Development Project

The company, in collaboration with PTT Oil and Retail Business Public Company Limited (OR), has signed a Memorandum of Understanding (MOU) to develop biodegradable lubricants for transport ships. They will jointly develop naturally biodegradable lubricants for transport ships, a market with growing demand for eco-friendly products. OR will be responsible for sourcing and developing the products, while the company will support real-world testing on two transport ships for one year, with the possibility of extending the usage for another two years if the test results are satisfactory.

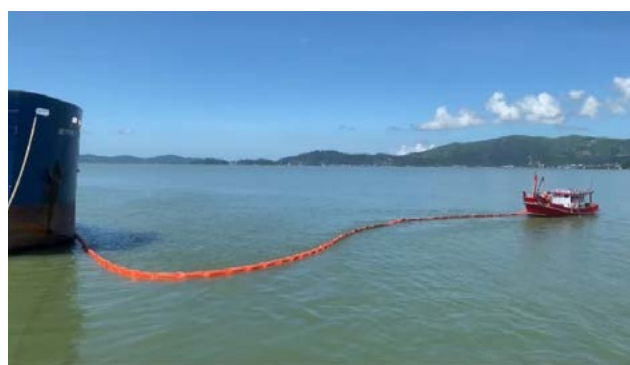


Care The Bear Project

The company organized online activities to raise awareness and change the behavior of its members or the community to continuously reduce greenhouse gas emissions. In 2024, the carbon footprint reduction achieved was 54,549.14 kilograms of CO₂ equivalent, which is comparable to planting 6,061 trees.



Oil Boom service by Sea Oil





The company has enhanced its operations to prevent environmental impacts and water contamination from oil spills by using innovative Oil Boom equipment in its oil delivery process. This equipment helps prevent oil from leaking into water sources or surrounding areas, reducing environmental risks and controlling the spread of oil in case of a spill. This makes management and cleanup easier.

Using the Oil Boom innovation has led to

zero incidents of widespread environmental impact from oil spills.

*there have been no oil spill incidents, the widespread environmental impact from oil spills is also zero.

Governance Dimension

Enterprise Risk Management Training

Event Date: October 30, 2024

Participants: Directors, executives, and employees Purpose: To comprehensively identify risk issues and manage risks systematically.



Strategy Workshop Training

Event Date: November 6, 2024

To understand global and Thai economic trends for strategic planning towards sustainable organizational growth, activities were organized to develop strategies for various departments and to share insights.



Electrical safety Training at KhonKhaen Operation Site.

Event Date: March 26, 2024

To ensure safety and confidence in the proper use of electricity at the Khon Kaen operation site.



GHP HACCP Training at Kamphaengphet Operation Site

วันที่จัดกิจกรรม: May 26-27, 2024

To equip employees with the knowledge and skills to adhere to internationally recognized food safety standards, in line with the company's operational standards.



Site visit activities at Sinphuhom Project, Khon Kaen

to inspect the company's operations and ensure they meet established standards.





Opportunity Day Q1/2024

The company organized meetings with investors and analysts to explain the business overview, quarterly performance, and future prospects. This ensures that shareholders and investors receive complete and sufficient information.



The Annual General Meeting (AGM) of Sea Oil Public Company Limited for the year 2024

to provide shareholders with an overview of the annual performance and to allow them to express their opinions and participate in the consideration of important matters in accordance with good corporate governance principles.

Meeting Date: April 24, 2024

