



COSMO GROUP PCL

Sustainability Report

2024



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Message from the management

Cosmo Group

has long been recognized as a trusted manufacturer of luxury packaging & display, watch dials, watch buckle and other metal accessories for leading global brands. Beyond delivering products of the highest quality, our organization is guided by a long-term vision to integrate sustainability and responsible business practices into every aspect of our operations.

Our policies and strategic direction are aligned with Environmental, Social, and Governance (ESG) principles, as well as the United Nations Sustainable Development Goals (SDGs). We remain committed to climate action, efficient resource management, biodiversity protection, respect for human rights, and strong corporate governance. These priorities ensure that our growth is achieved responsibly, with both stability and sustainability at the core.

Looking ahead, Cosmo Group will continue to strengthen its ESG performance, ensuring transparency, accountability, and resilience across the value chain. We are dedicated to creating sustainable value for stakeholders while maintaining our role as a responsible corporate citizen, advancing together with society and the environment.

Thamrong Mahadumrongkul
Group CEO



In 2024, Cosmo Group advanced its sustainability journey by launching the Net Zero roadmap and implementing measures to cut greenhouse gas emissions through solar rooftop energy, waste management, and efficiency programs, while maintaining strict environmental controls. At the same time, we reinforced our social and governance commitments.

We remain dedicated to strengthening ESG performance and embedding sustainability across all operations. Our commitment goes beyond business success, focusing on responsible growth that creates long-term value for stakeholders while fostering positive impacts on society and environment.



Kiatchai Tadawachira
CEO



About This Report

SDGs & ESG

The Sustainable Development Goals (SDGs) represent global objectives that were adopted by the United Nations. Comprising 17 targets, these goals aim to eradicate poverty, safeguard the planet, and ensure that all people enjoy peace and prosperity by the year 2030.

Cosmo Group PCL, including Cosmo Industries Co., Ltd., and Prime Box MFG. Ltd. (hereinafter referred to as "Company"), has a commitment to conduct business in accordance with all applicable laws, rules, and regulations, social responsibility, and sustainable business management.

The company has embraced the principles of ESG, conducting business with a comprehensive focus on all three dimensions, including

Environment :

The company demonstrates its performance in climate action and environmental management, covering emission and pollution control, waste management, energy conservation, forestry and biodiversity protection, and sustainable product initiatives.

Social :

The company demonstrates its social performance through upholding human rights and labor standards, ensuring employee health, safety, and well-being, promoting effective employee management, and advancing corporate social responsibility initiatives.

Governance :

The company demonstrates its governance performance by ensuring legal compliance, upholding business ethics, maintaining transparency and accountability, and promoting responsible supply chain stewardship.

The ESG operations of the company also support the alignment with the Sustainable Development Goals (SDGs) to ensure that we emphasize the importance of conducting business sustainably.

Our Business

Cosmo Group Public Company Limited With more than 60 years of experience

Back in 1964, Mr. Chairod Mahadumrongkul initiated his Cosmo business from the ground up. At that time, Cosmo barely possessed high technologies, experts, or access to market opportunities and did not appear capable of attracting the world's most powerful luxury watch brands from Switzerland to become its business partner, unlike what we observe today.

Through our ethical conduct and trusted performance, we focus on three core product areas for the world's leading brands today (boxes & displays, watch dials, and watch cases & accessories). At Cosmo, we blend our extensive experience and comprehensive manufacturing facilities with skilled personnel, as well as with automation and technology, to ensure the best-in-class experience for leading brands globally.



1964

Cosmo Industries Co., Ltd.

A centralized production site in Bangkok for watch dials, cases and metal parts. (Head Office)

Area: 3.25 Acres

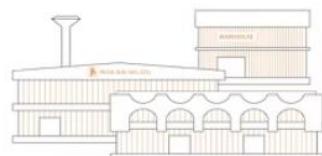


1967

Cosmo Swiss

Sale office for Switzerland and nearby European market

Bienna, Switzerland



1986

Prime Box MFG., Ltd.

A centralized production site in Thailand for Boxes & Displays

Area: 40.28 Acres

Certifications

Management Systems

ISO 9001

A quality management system (QMS) is a collection of business processes focused on consistently meeting customer requirements and enhancing their satisfaction. It is aligned with an organization's purpose and strategic direction (ISO 9001:2015).



TLS 8001

A standard labour management system based on international labour standards, focusing on employees to get acceptance, concerning labour protection, occupational safety, health, and environment, labour welfare and labour relations, other relevant laws and regulations.



Green Industry

This Green Label is granted by Department of Industrial Works, Ministry of Industry focusing on the continuing development and improvement, and on operating businesses with social responsibility both within the organization and outside, throughout the supply chain for a genuine sustainable



ISO 14001

The internationally recognized standard for environmental management systems (EMS). It provides a framework for organizations to design and implement an EMS, and continually improve their environmental performance.



FSC

By buying this (product) you help take care of the World's Forests.

Prime Box MFG, LTD. We are FSC™ Certificated (FSC™ C122297)



SMETA / SEDEX

SMETA (The Sedex Members Ethical Trade Audit) is a comprehensive and widely recognized audit framework developed by the Supplier Ethical Data Exchange (Sedex) to assess and monitor ethical and responsible business practices across global supply chains.



SMETA the Sedex Members Ethical Trade Audit

CFO & LESS

CFO Certification (Y.2023) : Verification of an organization's Total greenhouse gas emission by TGO.

LESS Program : TGO scheme certifying voluntary Greenhouse gas reduction projects.



AEO

Thailand's Authorized Economic Operator (AEO) Programme was stimulate awareness of the international supply chain safety for Thai Customs Department and the private sector. And to strengthens supply chain security and enhances national competitiveness in the international trade.



Compliance & Responsible Materials



Chemical in Products

Forestry & Biodiversity



Awards and Recognitions

Our Pride

We humbly carry all the recognitions to constantly remind us to honor our craft and to be encouraged to look for continuous improvements as well as maintain the social compliances and quality manufacturing that meet trade standards and regulations.

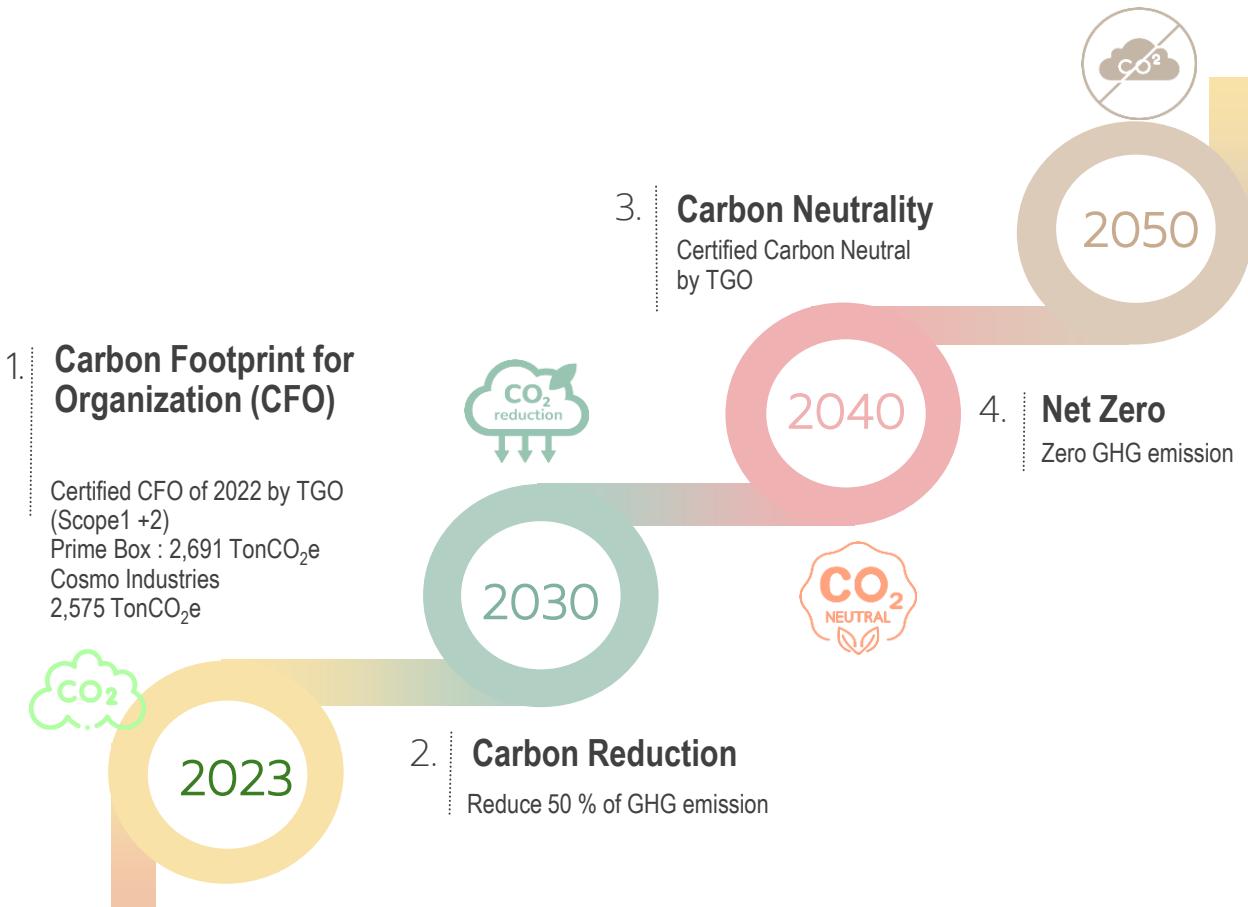
Year	Details
2024	Third-Class Certificate of Honor certifying that this institution has continuously donated blood for more than 7 years, awarded by the Thai Red Cross Society
2023	Certified Carbon Footprint for Organization (CFO) of 2022 by TGO
2022	Samutprakarn Labour Management Excellence Award 2022
2020	Thailand Labour Management Excellence Award 2020
2017	SILVER AWARD Thailand Lean Award 2017 Award for corporate excellence in the application of Lean; its systems can achieve enhancement to focus on reducing waste throughout the organization.
2016	GOLDEN AWARD Thailand Lean Award 2016 Award for corporate excellence in the application of Lean; its systems can achieve enhancement to focus on reducing waste throughout the organization.
2014	SILVER AWARD Thailand Lean Award 2014 Award for corporate excellence in the application of Lean; its systems can achieve enhancement to focus on reducing waste throughout the organization.
2012	"2012 Excellency Taxpayers Award" The reward recognizes quality taxpayers with full responsibility for tax duty for the country with value of good deeds and social responsibility.
2011	<ul style="list-style-type: none">• Award for Outstanding. The Labour and Welfare for the year 2011• Excellence Award for Occupational Safety, Health, and Environmental Management, National Level, 2011

Awards and Recognitions

Year	Details
2010	<ul style="list-style-type: none">• Award for Outstanding The Labour and Welfare for the year 2010• Honorable Mention Award for Occupational Safety, Health, and Environmental Management, Province Level, 2010• Platinum Level Award for Non-Smoking Industrial Establishment 2010
2009	Outstanding place. Skill training for the year 2009
2008	Cosmo Group Ltd. (PCL) is a workplace that is not threatening to strike. 1,256,008 hours worked by the employee. During the period July 4, 2008 – October 26, 2008, according to the campaign to reduce the statistics. Work accidents to zero (Zero – Accident Campaign)
2007	Establishment that is not threatening to strike. 1,512,616 hours worked by the employee. During the period March 2, 2007 – August 23, 2007, according to the campaign to reduce the statistics. Work accidents to zero (Zero - Accident Campaign)
2006	Establishment that is not threatening to strike. During the period May 23, 2006 – May 23, 2007, according to the campaign to reduce the statistics. Work accidents to zero (Zero Accident Campaign)
2001	Outstanding Award for Safety, Health, and the Environment



Cosmo Net Zero Roadmap



Cosmo Group PCL is firmly committed to addressing climate change by aligning our greenhouse gas (GHG) emissions reduction targets with internationally recognized standards, including the Paris Agreement and the Science Based Targets initiative (SBTi) criteria. We recognize the urgent need to limit global warming to 1.5°C above pre-industrial levels and have set a clear pathway towards achieving net zero emissions.

Through the implementation of our Net Zero Roadmap, we are dedicated to systematically reducing our Scope 1, Scope 2, and relevant Scope 3 emissions across our value chain.

Our strategy encompasses decarbonizing operations, increasing the use of renewable energy, improving energy efficiency, and engaging with suppliers and partners to drive collective action.

We believe that achieving net zero is not only our responsibility to the planet and future generations but also fundamental to building a resilient, future-ready organization. We will transparently report our progress and continuously strengthen our actions to ensure alignment with global best practices and evolving stakeholder expectations.

Cosmo Net Zero Roadmap

Short – Term Targets

1. Reducing greenhouse gas emissions by 50% by 2030 compared with the base year of 2022 for Scope 1 and Scope 2.
2. Achieve the goal of Carbon neutrality certified by the Thailand Greenhouse Gas Management Organization (TGO) by 2040.

Long – Term Targets

Achieve the goal of Net Zero greenhouse gas emissions by 2050.

Our Path to Net Zero: Three Strategic Actions

Reduce

- Support and increase the proportion of clean and renewable energy used across all operations.
- Enhance operational energy efficiency through advanced technologies.
- Electrify company fleets and adopt low-carbon equipment and infrastructure.



Offset

- Invest in verified carbon offset and removal projects e.g., reforestation.
- Ensure transparency and credibility in all offsetting initiatives, aligning with international standards.



Engage

- Collaborate with suppliers and partners to lower Scope 3 emissions.
- Promote the use of renewable energy within our supply chain.
- Integrate low-carbon and energy-efficient solutions into products and services.
- Foster a culture of sustainability across employees and stakeholders.



Cosmo Sustainability

Sustainable Development Goals : SDGs

“Cosmo is committed to driving its business with a focus on environment, social, and governance responsibilities in accordance with the Sustainable Development Goals (SDGs).”



Key Focus

13 CLIMATE ACTION



Cosmo is committed to conducting business with awareness of the impact on global climate change by reducing greenhouse gas emissions, increasing use of renewable energy, improving processes to maximize energy efficiency, using value-efficient resources with 3R concepts to reduce waste disposal processes, as well as developing environmentally friendly products, etc.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Cosmo is committed to sustainable production by efficiently utilizing natural resources, using the 3R concepts to reduce waste generation, properly managing chemicals and hazardous waste, reducing pollution emissions to the environment, and reducing negative effects on human health.

3 GOOD HEALTH AND WELL-BEING



Cosmo conducts its business with utmost emphasis on the safety of all employees. Applying strict and legally compliant standards in all processes of its operations. There is training and implementation of projects to ensure that employees understand and adhere to appropriate security measures. To ensure that all employees always work confidently in a safe environment.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Cosmo is committed to improving infrastructure and innovation for sustainability and resilience to change, resource efficiency and technology use, and more environmentally friendly use of renewable energy.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

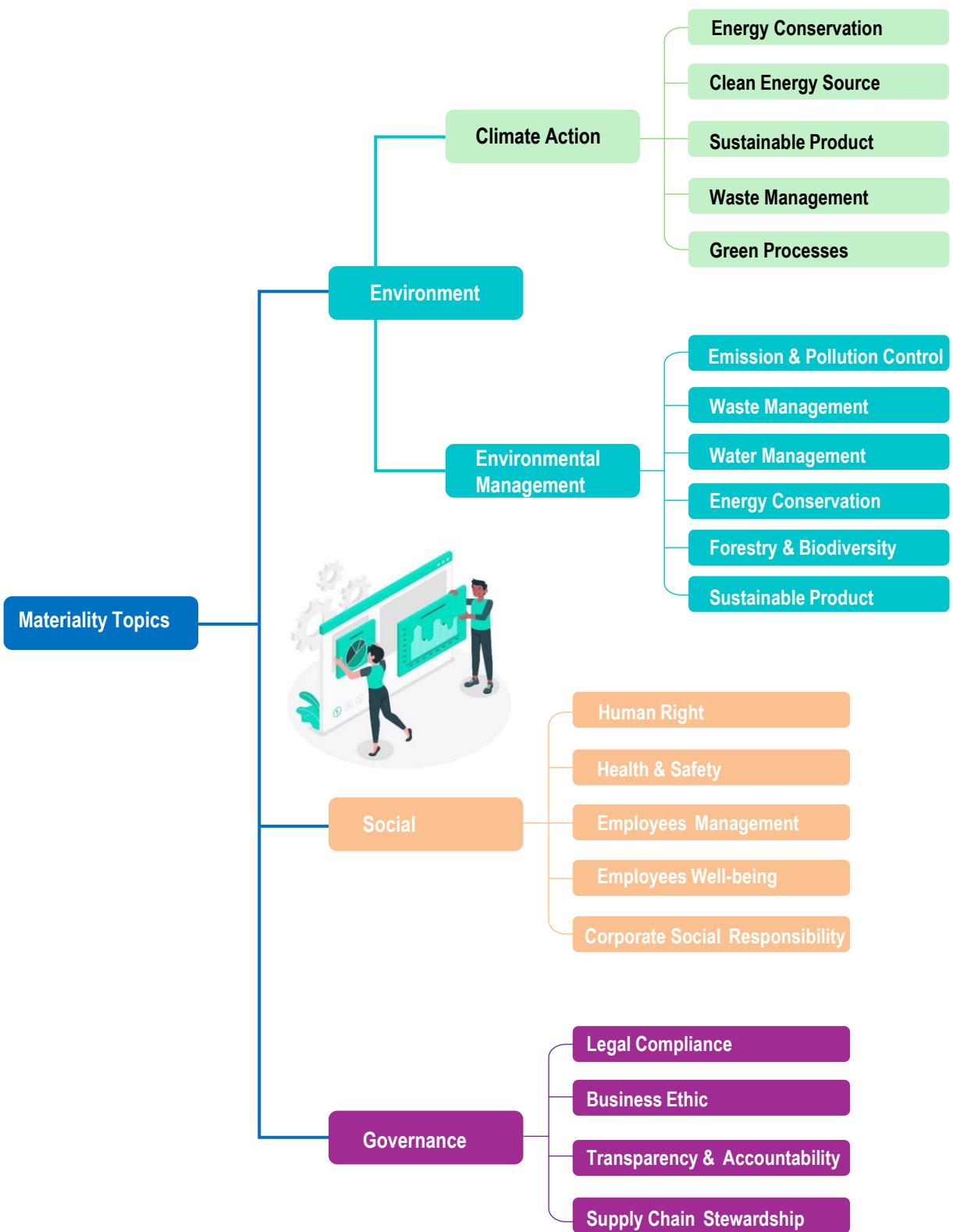


Cosmo promotes both national and international ethics, adheres to laws and policies that promote coexistence, and builds people's peace in society for sustainable development.

Performance Highlights



List of Materiality Topics



• Climate Action

The changing climate, which led to severe weather conditions, including rising sea levels and more extreme weather events. The greenhouse gas (GHG) emissions from human activities are driving climate change and continue to rise. Without action today, these impacts in the future will be more difficult and costly.

The company is aware of the importance of this issue and takes responsibility to reduce the greenhouse gas emission.

Strategy

Energy Conservation

- Saving Energy by conducting projects/ campaigns
- Improving energy efficiency
- Awareness raising to all employees

Clean Energy Source

- Increasing renewable energy such as solar energy

Sustainable product

- Develops products by focusing on environmentally friendly and low-carbon products

Waste management

- Manage waste by focusing on 3R concepts (Reduce, Reuse, Recycle) to avoid the pollution from waste disposals such as landfills and incineration.

Green Processes

- Improves processes base on circular economy principles to reduce waste and energy consumption



COSMO

Environment

Climate Action

Environmental Management

The changing climate and increasingly severe weather conditions are driven by the release of greenhouse gases (GHGs) from human activities and continue to rise. Without action today, these impacts in the future will be more difficult and costly.

The company has appointed a company committee of environment and social responsibility to take responsibility for the company's greenhouse gas emissions. In 2023, the company received its Carbon Footprint for Organization (CFO) certification from the Thailand Greenhouse Gas Management Organization (TGO) to know the amount of the company's emissions and proceed to reduce the emissions in the next order.

Carbon Footprint for Organization (CFO) of 2022	Prime Box (TonCO ₂ e)	Cosmo Industries (TonCO ₂ e)
<u>Scope 1:</u> Direct emissions	113	79
<u>Scope 2:</u> Indirect emissions related to energy purchased by a company	2,578	2,496
Total	2,691	2,575

CFO Certificates – 2022 (Base year)



Prime Box



Cosmo Industries

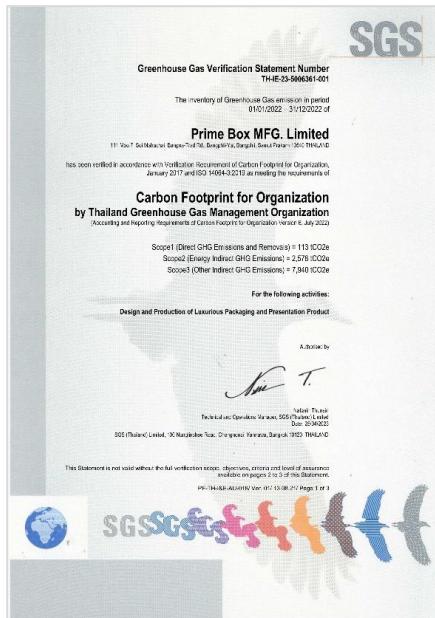


Environment

Climate Action

Environmental Management

Prime Box

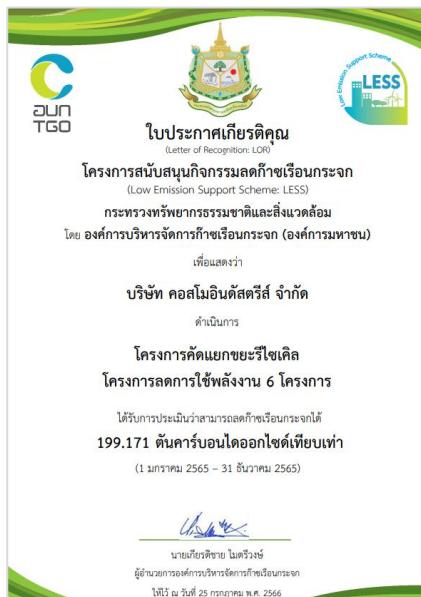


Cosmo Industries



CFO Certificates verified by SGS (Thailand) – 2022 (Base year)

Operations Example



The company has continually operated projects to reduce greenhouse gas emissions, including recycling waste and conserving energy. It has been certified by the Thailand Greenhouse Gas Management Organization (TGO) as a project in the Low Emission Support Scheme (LESS).

Environment

Climate Action

Environmental Management

• Climate Action Performance



Renewable Energy

Installed solar cell panel on factory rooftop

Total area 7,740 m²

PV system power 198.5/800 kWp

Annual production 1,222,620 kWh

GHG reduction 611 TonCO₂e/year



Waste Management

Disposed waste using 3R concept
(Reduce, Reuse, Recycle)

Paper 138 Ton/year

Metal 80 Ton/year

Contaminated waste 111 Ton/year

GHG reduction 778 TonCO₂e/year



Energy Conservation

Energy efficiency, Air condition,
Compress air system

Energy saving 257,226 kWh/year

GHG reduction 129 TonCO₂e/year



Environment

Climate Action

Environmental Management



Other Activities

- Developed eco-friendly products
- Used 3R concept and circular economy principle in production
- Uninstalled Carbon dioxide (CO₂) extinguishers
- Annual training all employees
- Communication to raise awareness of all employees through Cosmo magazine, web-intranet, e-mail, boards, etc.



Mangrove tree planting project



Training all employees

• Environmental Management

The company conducts its operations with emphasis on environmental considerations, including controlling and eliminating water and air pollutants, waste management, energy management, and proactive initiatives that promote environmental conservation to protect our environment, conserve natural resources, and the existing natural environment.

Strategy

Emission & Pollution Control

- Control pollution according to laws and related regulations
- Reduce and eliminate potential pollution factors
- Assess environmental impacts from a life cycle perspective

Waste Management

- Compliance with waste management laws and relevant regulations
- Use the 3Rs concepts to reduce waste
- Raise awareness among employees about waste separation

Water Management

- Control the quality of drinking water and wastewater as standards
- Improve water efficiency system
- Raise awareness of employees about water conservation

Energy Conservation

- Implement energy conservation measure
- Improve energy efficiency
- Increase renewable energy consumption
- Raise employee's awareness of energy conservation

Forestry & Biodiversity

- Certify FSC-COC (Forest Stewardship Council – Chain of Custody)
- Conserve species in accordance with CITES and the IUCN Red List

Sustainable Products

- Produce eco-friendly products by applying circular economy principles
- Produce products that have no adverse effects on human health and the environment



COSMO

Environment

Climate Action

Environmental Management

Environmental Management Performance

Emission & Pollution Control



Target	2024 Performance
<ul style="list-style-type: none">Environmental Compliant	 0 Complaint  0 Complaint
<ul style="list-style-type: none">Environmental results comply with standards	 100 %  100 %
<ul style="list-style-type: none">Legal environmental compliance	 100 %  100 %

Our organization is committed to protecting the environment and promoting sustainable development through comprehensive emission and pollution control measures. By adhering strictly to environmental laws, international standards, and industry best practices, we ensure a safe and healthy workplace, safeguard surrounding ecosystems, and contribute to long-term environmental sustainability.

Our environmental management system covers a wide range of standards and regulations, including:

- Stack air emissions
- Ambient air quality
- Workplace air quality, lighting, noise, and heat conditions
- Wastewater Management

All activities comply with relevant environmental laws and regulations, including:

- Resource use and optimization
- Chemical and hazardous materials control
- Garbage, waste, and sewage management
- Water and air pollution control
- Work environment safety
- Entrepreneurial environmental regulations
- Customer-specific environmental requirements

Through these efforts, we continuously monitor environmental performance, adopt advanced pollution control technologies, and engage employees at all levels in promoting environmental stewardship.

Environment

Climate Action

Environmental Management

Training programs, awareness campaigns, and operational audits ensure that sustainable practices are embedded across all operations.

Our initiatives align with the United Nations Sustainable Development Goals (SDGs): Goal 6 (Clean Water and Sanitation), Goal 11 (Sustainable Cities and Communities), Goal 15 (Life on Land), and Goal 16 (Peace, Justice and Strong Institutions)

Looking forward, we will continue to strengthen our environmental monitoring systems, expand the adoption of innovative pollution control technologies, and further promote a culture of environmental responsibility. These actions contribute not only to operational excellence but also to sustainable value creation for our employees, communities, and stakeholders, supporting a greener and more resilient future.

- **Life cycle perspective**

The company regularly conducts comprehensive assessments of the environmental aspects of its activities, products, and services, considering all stages that it can control or influence. This life cycle perspective ensures that environmental impacts are identified, managed, and minimized from the initial design stage through to end-of-life treatment, supporting sustainable operations and responsible business practices.

Key areas of assessment include:

- **Design and development**, of its facilities, processes, products, and services, incorporating environmental considerations into planning and innovation.
- **Raw materials acquisition**, evaluating sourcing practices to reduce environmental impacts and promote responsible resource use.
- **Operational or manufacturing processes**, including warehousing and logistics, focusing on energy efficiency, emissions reduction, and waste minimization.
- **Facility and Infrastructure Operations and Maintenance**, ensuring sustainable practices in facility management.
- **External Provider Performance**, assessing environmental practices of suppliers and service providers to promote sustainable value chains.
- **Product Transportation and Service Delivery**, optimizing logistics to reduce environmental footprint.
- **Product Storage, Use, and End-of-Life Treatment**, ensuring products are handled, used, and disposed of in an environmentally responsible manner..
- **Waste Management**, applying the 3R principles (Reduce, Reuse, Recycle) to minimize waste and resource consumption.

Through this life cycle approach, the company not only improves environmental performance but also enhances operational efficiency, reduces resource consumption, and fosters a culture of sustainability across the value chain.

Our life cycle perspective aligns with the United Nations Sustainable Development Goals (SDGs): Goal 6 (Clean Water and Sanitation), 11: (Sustainable Cities and Communities), 14 (Life Below Water), 15 (Life on Land).

By systematically managing environmental impacts across the life cycle of its products and services, the company contributes to sustainable resource management, pollution prevention, and ecosystem protection.



□ Waste Management



In 2024, the company managed a total of 329 tons of waste by applying the 3R principle (Reduce, Reuse, Recycle), aiming to minimize waste generation, reduce pollution, and mitigate environmental impacts from disposal activities. These efforts are part of our broader sustainability strategy to optimize resource use and promote responsible consumption and production.

We implemented a range of 3R waste management practices to maximize resource recovery and support sustainable operations, including:

Sorting and Recycling — Separating waste to enable efficient material recovery and minimize landfill disposal.

Fuel Blending — Transforming suitable waste into alternative fuel sources to reduce reliance on fossil fuels.

Solvent Reclamation — Recovering solvents for reuse to reduce hazardous waste generation.

Cleaning and Recycling — Preparing materials for additional recycling opportunities and extending their useful life.

Our waste management initiatives are aligned with the United Nations Sustainable Development Goals (SDGs): Goal 11 (Sustainable cities and communities), 12 (Responsible consumption and production), 13 (Climate action).

Moving forward, we will continue to enhance waste segregation, expand recycling and recovery channels, and adopt innovative waste reduction technologies to further improve our environmental performance and create long-term value for our stakeholders.

3R waste 2024

329 Ton

138 Ton

Paper waste

80 Ton

Metal waste

111 Ton

Contaminated waste



Environment

Climate Action

Environmental Management

Water management



Target	2024 Performance
<ul style="list-style-type: none">Drinking water quality meets standards  100 %	 100 %
<ul style="list-style-type: none">Wastewater treatment quality meets standards  100 %	 100 %

The company is committed to responsible water management by ensuring water quality, minimizing freshwater consumption, and promoting water recycling initiatives throughout operations. These efforts are part of our broader sustainability strategy to conserve natural resources, reduce environmental impacts, and support long-term operational resilience.

Water Recycling Initiatives:

To reduce freshwater usage and promote sustainable water practices, the company implemented the following measures:

On-site Wastewater Treatment Systems

Installed systems to treat wastewater, enabling safe reuse within operations.

Closed-Loop Water Systems

Adopted closed-loop systems where water is continuously circulated and reused within the production process, minimizing the intake of new freshwater resources.

Wastewater Recycling

Treated and recycled wastewater from production processes for non-critical applications such as equipment cleaning and facility maintenance.

Employee Training and Awareness

Conducted training programs to educate employees on the importance of water conservation and to encourage active participation in water-saving initiatives.

Through these initiatives, the company contributes to water conservation efforts, reduces environmental risks, and supports sustainable resource management. These actions also enhance operational efficiency, promote responsible consumption, and strengthen resilience against water-related environmental challenges.

Our water management initiatives are aligned with the United Nations Sustainable Development Goals (SDGs): Goal 6 (Clean water and sanitation), Goal 11 (Sustainable cities and communities), Goal 12 (Responsible consumption and production).

Moving forward, the company will continue to expand water recycling and reuse programs, adopt innovative water-saving technologies, and foster a culture of water stewardship among employees and stakeholders to ensure long-term environmental and operational sustainability.



Environment

Climate Action

Environmental Management

□ Energy Conservation



Target



164 MWh/Y

2024 Performance



257 MWh/Y

Energy Conservation Measures

Improve Energy Efficiency



192,187
kWh/Y

Compressed Air System



28,500
kWh/Y

Air Condition Control



36,542
kWh/Y

The company is committed to improving energy efficiency and reducing environmental impacts through enhanced energy management systems, focusing on sustainable practices across operations. These efforts are part of our broader sustainability strategy to reduce carbon emissions, lower energy costs, and support a low-carbon economy.

Key Initiatives:

• **Improving Energy Efficiency**

Implemented strategies to optimize production processes and reduce overall energy consumption across all facilities.

• **Compressed Air System Optimization**

Upgraded and maintained compressed air systems to reduce energy wastage and improve operational efficiency.

• **Air Conditioning Control**

Installed smart air conditioning controls and optimized temperature settings to reduce energy use while maintaining workplace comfort.

Through these measures, the company has achieved measurable energy savings, enhanced operational resilience, and significantly reduced its greenhouse gas (GHG) emissions. These actions demonstrate our commitment to responsible resource management and support the transition toward sustainable, low-carbon operations.

Our energy conservation initiatives are aligned with the United Nations Sustainable Development Goals (SDGs): Goal 7 (Affordable and clean energy), Goal 9 (Industry, innovation, and infrastructure), Goal 12 (Responsible consumption and production), and Goal 13 (Climate action).

Looking forward, the company will continue to explore innovative technologies, promote energy-saving awareness among employees, and implement continuous operational improvements to further enhance energy efficiency, reduce environmental impacts, and contribute to a more sustainable future.

☐ Forestry & Biodiversity



The company is strongly committed to promoting responsible forestry practices and conserving global biodiversity through sustainable sourcing and supply chain management. These efforts ensure that environmental limits are respected throughout the product life cycle, contributing to climate action and long-term ecological sustainability.

- **FSC Chain of Custody (COC)**

The Forest Stewardship Council (FSC) is an international non-profit organization that promotes responsible forestry practices worldwide. FSC certification demonstrates adherence to stringent standards, including biodiversity conservation, respect for indigenous rights, and responsible forest management through the supply chain.



Prime Box MFG. is certified FSC COC, covering processing, manufacturing, and trading forest-based products, confirming that we uphold FSC standards for environmental, social, and economic sustainability.

- **Sustainable Timber Sourcing**

The company uses timber from reliable, legally compliant sources, avoiding forest invasions or degraded forests. Traceable information is maintained for all timber, including origin and species, to ensure compliance with regulatory frameworks such as the Lacey Act and the EU Deforestation Regulation (EUDR). This transparency allows customers and stakeholders to verify sustainable sourcing practices.



- **Biodiversity Conservation**

To protect biological diversity, the company carefully assesses the species used in raw materials. We operate in full compliance with the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and strictly avoid the use of species listed on the IUCN Red List of Threatened Species. These practices prevent the loss of endangered flora and fauna and support broader biodiversity conservation efforts.

Through these initiatives, the company reinforces its commitment to sustainability, ensuring that every stage of the product life cycle—from sourcing to production—supports global climate goals, promotes responsible consumption, and safeguards biodiversity for future generations.

Our forestry and biodiversity efforts align with the United Nations Sustainable Development Goals (SDGs): Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), and Goal 15 (Life on Land).



☐ Sustainable Products



The company is committed to developing products that are environmentally responsible and socially conscious throughout their entire lifecycle—from design and sourcing to production and end-use. This approach ensures minimal environmental impact, enhanced health and safety for consumers, and a contribution to the circular economy.

- **Eco-Friendly Products**

Our product development process follows circular economy principles to minimize environmental footprints and promote resource efficiency. Key initiatives include:



Environment

Climate Action

Environmental Management

- Prioritization of Recycled/Upcycled Materials, integrating recycled inputs into product manufacturing to extend material lifespans.
- Avoidance of Hazardous or Non-Recyclable Materials, carefully selecting materials that are safe for the environment and suitable for post-use recovery.
- Energy-Efficient Manufacturing, adopting processes that lower energy consumption during production.
- Use of Renewable Energy, incorporating clean energy sources, such as solar or wind power, into manufacturing operations.

• Non-Toxic Products

We ensure our products are free from substances that may harm human health or the environment. The company strictly adheres to international regulations and customer-specific requirements, including:

- REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)
- RoHS (Restriction of Hazardous Substances)
- POPs (Persistent Organic Pollutants)
- California Proposition 65
- TSCA Title VI (Toxic Substances Control Act – Formaldehyde standards for composite wood products)
- Others: PVC, Mineral oil, PFAS Free

Our sustainable product initiatives are aligned with the United Nations Sustainable Development Goals (SDGs): Goal 3 (Good Health and Well-being), 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption and Production) 13 (Climate Action).

Through proactive compliance, rigorous quality assurance, and continuous product innovation, we deliver products that are safe, sustainable, and aligned with global environmental and social standards. These efforts also promote consumer trust, reduce environmental risks, and support the global transition toward sustainable production and consumption.



The company emphasizes social management, including the occupational health and safety of employees and workers throughout the supply chain according to labor laws and relevant regulations, provides welfare, protects the labor rights of employees, supports the quality of life of employees, and contributes to the well-being of communities and society.

Strategy

Human Rights

- Policy commitment
- Operate grievance mechanism, monitoring & reporting
- Raise awareness of all employees

Health & Safety

- Commit to occupational health and safety management
- Encourage employees and contractors' awareness

Employees Management

- Develop employee capability and capacity
- Improve organizational culture

Employees Well-being

- Improve employee's quality of life
- Provide pride and enthusiasm for employees

Corporate Social Responsibility

- Conduct projects to contribute to the well-being to communities and society

□ Human Rights



Target	2024 Performance
<ul style="list-style-type: none"> ○ Human right violation  0 Case	 0 Case
<ul style="list-style-type: none"> ○ Personal data protection compliant  0 Compliant	 0 Compliant
<ul style="list-style-type: none"> ○ Legal compliance  100 %	 100 %

The company is dedicated to respecting and protecting the human rights of all employees, suppliers, customers, and stakeholders. We ensure that our operations are aligned with ethical practices, fostering a fair, inclusive, and safe work environment. Our commitment extends beyond compliance with laws to embedding human rights principles into every aspect of our business.

Policy Commitment

The company upholds human rights through clear policies communicated to all employees, ensuring fairness, transparency, and respect for all individuals:

- **Human Rights Policy** — Respecting the basic human rights of all individuals involved in company operations.
- **Quality, Environmental, and Labour Standards Policy** — Ensuring high standards of quality, environmental protection, and labor rights.

- **Employment and Labour Administration Policy** — Guaranteeing fair treatment and equal opportunities in all employment practices.
- **Employee Relations Policy** — Fostering positive relationships and mutual respect between the company and its employees.
- **Personal Data Protection Policy** — Protecting personal data of employees, applicants, suppliers, customers, and visitors in compliance with global standards.
- **Personal Data Security Policy** — Ensuring secure handling of personal information.

Human Rights Operations and Practices

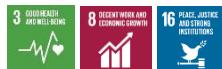
To ensure effective implementation of our policies, the company conducts ongoing initiatives, including:

- **Employee Training and Awareness** — Providing mandatory training programs to educate employees on human rights principles, anti-discrimination, diversity, and inclusion.
- **Stakeholder Engagement** — Collaborating with suppliers, contractors, and business partners to promote respect for human rights throughout the value chain.
- **Grievance Mechanisms** — Maintaining confidential and accessible channels for employees, suppliers, and stakeholders to report human rights concerns without fear of retaliation.
- **Audits and Performance Reviews** — Periodically auditing operations and supply chains to ensure compliance with human rights standards and to drive continuous improvement.

Our human rights initiatives are aligned with the United Nations Sustainable Development Goals (SDGs): Goal 3 (Good Health and Well-being), Goal 5 (Gender Equality), Goal 8 (Decent Work and Economic Growth), Goal 10 (Reduced Inequalities), Goal 16 (Peace, Justice and Strong Institutions).

By implementing these practices, the company fosters a culture of respect, fairness, and accountability. These actions enhance employee well-being, support diversity and inclusion, and ensure ethical business conduct throughout the organization. They also contribute to sustainable development and long-term value creation for all stakeholders.

□ Health and Safety



2024 Performance

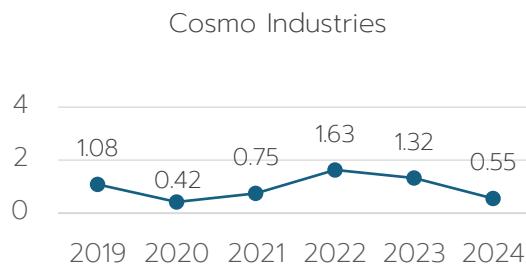
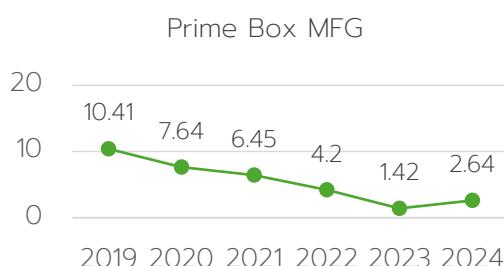
○ Accident



Cosmo Industries : **0.55**
cases/200,000 work hours

Prime Box : **2.64**
cases/1,000,000 work hours

• Injury frequency rate (I.F.R) trend



The company is committed to ensuring the health, safety, and well-being of all employees through robust health and safety programs. These initiatives aim to foster a safe working environment, promote employee well-being, and reduce the risks of workplace accidents, injuries, and occupational health risks. By embedding health and safety principles into all operations, the company strengthens resilience, productivity, and long-term sustainability.

Personal Safety Management

- **Training and Awareness** - Continuous safety training ensures that all personnel are familiar with safety procedures, emergency responses, and the correct use of Personal Protective Equipment (PPE).
- **Hazard Identification** - Employees are encouraged to actively assess their work environment, identify potential risks, and take preventive actions to mitigate hazards before they result in incidents.
- **Health and Wellness** - Comprehensive health programs, including regular health check-ups, wellness activities, and mental health support, are provided to enhance overall employee well-being.
- **Incident Reporting and Investigation** - Clear protocols for reporting incidents are in place. Every incident is thoroughly investigated to identify root causes, and preventive measures are implemented to avoid recurrence.

Process Safety Management

- **Process Safety Analysis** - Regular assessments identify, analyze, and mitigate potential hazards in operational processes to ensure overall safety.
- **Mechanical Integrity** - All machinery and equipment are regularly maintained and inspected to prevent mechanical failures that could lead to accidents.
- **Emergency Response Planning** - Emergency response plans are developed, tested, and updated to ensure employees can respond effectively to any safety concerns or incidents.
- **Training and Competence** - Specialized training equips personnel with the necessary skills and knowledge to handle specific safety requirements and emergency situations.

Our health and safety initiatives are aligned with the United Nations Sustainable Development Goals (SDGs) : Goal 3 (Good Health and Well-being), Goal 8 (Decent Work and Economic Growth), Goal 16 (Peace, Justice and Strong Institutions).

Through these focused health and safety programs, the company fosters a safe, supportive, and inclusive work environment. These initiatives not only protect employees but also enhance operational efficiency, reinforce ethical workplace practices, and contribute to the company's overall sustainability objectives.



- **Health & Safety Projects**

Personal Safety Management

- Zero accident project, to stimulate employees about safety at the workplace
- Safety Mind Project, participatory health & safety identification and monitoring
- to raise awareness about safety at the workplace
- Safe @ Work Project, to identify potential risks about safety, energy, and environment
- Physical examination for occupational health risk factors
- Cosmo Focus magazine
- Safety committees meeting and patrols
- Reviewed JSA (Job Safety Analysis)
- Reviewed PPE matrix
- Appoint a replacement committee
- Safety and accident campaign before long holidays
- Training CPR and AED using
- Annual training all employees
- Safety week 2024

Process Safety Management

- Conducted safety manual for all employees
- Safety equipment monitoring, such as fire alarm, fire extinguishers and water pumps, etc.
- Lift, electricity, and building monitoring
- Safety and environmental monitoring, including light, heat, noise, and chemical, in workplace
- Pressure vessel monitoring
- Improved fire escape flag
- Reviewed emergency and response plan
- Training and registering safety officers at the management and supervisory level
- Training emergency response team
- Training basic first aid
- Training chemical and gas safety
- Fire evacuation practice



□ Employees Management



The company places great importance on the development, engagement, and well-being of its employees, recognizing them as a key driver of sustainable growth. By continuously enhancing employee skills, fostering a strong organizational culture, and encouraging active participation, the company ensures its workforce is well-equipped to meet the challenges of a constantly evolving business environment.

Employee Capability and Capacity Development

The company focuses on strengthening the knowledge, skills, and competencies of employees to align with business goals and adapt to changing global trends. Key initiatives include:

- **Increasing Knowledge and Skills for Operations** - providing opportunities for employees to enhance technical and operational knowledge, ensuring they have the necessary skills to perform their daily tasks efficiently.
- **Developing Employee Capabilities in Line with Business Needs** - promoting continuous development to prepare employees for future challenges and ensure readiness for changes in the business environment.

Key Programs for Employee Development

The company offers a variety of programs aimed at developing employees' knowledge, skills, and leadership abilities at all levels:

- **Leadership Development Program**
- **Micro MBA Program**: Promoting business administration knowledge among employees to prepare them for leadership roles.
- **DMAIC Training Program**: A systematic approach to problem-solving and process improvement, enhancing employees' ability to contribute to operational excellence.



Micro MBA course learning program

• Training at All Levels

- **Internal Training**: Training programs such as orientation for new employees, occupational health & safety training, and awareness-raising sessions.
- **External Training**: Specialized external courses like English skills development, safety officer training, and energy management and electricity courses.
- **Field Study and Knowledge Exchange**: Organizing field trips and study programs to encourage knowledge exchange and collaboration. Visits to leading companies and suppliers promote learning, innovation, and adoption of best practices within the organization.

Our employee development initiatives are aligned with the United Nations Sustainable Development Goals (SDGs): Goal 4 (Quality Education) and Goal 8 (Decent Work and Economic Growth).

Through these programs, the company equips its employees with the tools needed to succeed, fosters a culture of continuous learning, and supports sustainable growth. These initiatives also enhance employee engagement, retention, and performance, while building a resilient and skilled workforce capable of driving long-term organizational success.



DMAIC course learning program

□ Employees Well-being



The company is deeply committed to the well-being of our employees, recognizing that their health, happiness, and overall welfare are essential to the success of the organization. We continuously strive to create a supportive and healthy work environment by providing comprehensive welfare benefits, promoting health and safety, and fostering work-life balance.

Health and Wellness Programs

- **Annual Health Check-ups** — Ensuring early detection and prevention of potential health issues.
- **Dental Care Support** — Providing access to dental health services to enhance employee well-being.
- **Ergonomics and Healthy Workplace Training** — Reducing the risk of work-related injuries and promoting long-term health.
- **Breastfeeding Corner** — Supporting working mothers by providing a safe and hygienic space for childcare needs.
- **Fitness Facilities** — A dedicated fitness room and wellness programs to encourage regular exercise and healthy lifestyles.

Welfare and Employee Support

- **Organic Farming Project** — Promoting sufficiency economy principles while supporting food security for employees.
- **Scholarship Program** — Providing educational support for employees' children, helping to reduce financial burdens.
- **Free Uniforms and Affordable Goods** — Offering essential support to employees to help reduce daily expenses.
- **Quality Canteen and Food Services** — Ensuring access to hygienic, nutritious, and affordable meals.
- **Shuttle Services** — Safe and convenient transportation options for employees.
- **Employee Incentives and Food Boxes** — Enhancing motivation and recognition for contributions.

Engagement and Work-Life Balance

- **Events and Recognition** — Awarding employees through creative contests such as photo and shirt design competitions, and "Super Fan Cosmo" programs.
- **Recreational Activities** — Organizing food truck festivals, mini concerts, company outings, and New Year celebrations to foster camaraderie and strengthen organizational culture.
- **Continuous Improvement of Facilities** — Establishing new canteens, improved workspaces, and comfortable common areas to enhance the workplace experience.

Through these initiatives, the company ensures that employees are well-supported, healthy, and able to thrive both professionally and personally. By addressing physical health, financial well-being, and social engagement, we contribute not only to the success of the organization but also to broader sustainability goals: SDG 1 (No Poverty), SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-being).

Employees Well-being Projects

- Provide quality service to employees



Food vendors meet standard

Employees shuttle bus service

- Employees incentive & food box



- Food truck festivals



- Company outing



- New Year party



□ Corporate Social Responsibility



The company is deeply committed to Corporate Social Responsibility (CSR), recognizing the importance of balancing business success with a positive impact on society and the environment. We strive to contribute to the well-being of our communities, promote sustainability development, and foster long-term social value. We believe that responsible business practices not only enhance our reputation but also create a better world for future generations.

Our CSR initiatives focus on supporting vulnerable groups, promoting education, and providing relief in times of crisis. Key CSR activities include:

□ Blood Donation Drives

Regular blood donation campaigns are organized in collaboration with local hospitals and blood banks, ensuring that lifesaving resources are available for those in urgent need.

□ Children's Day Activities & Scholarships

Every year, we celebrate Children's Day with engaging and educational activities for children in the community. Scholarships are provided to underprivileged students, helping them continue their education and build brighter futures.

□ Support to Needy Students & Schools

The company donates scholarships, school supplies, and teaching equipment to disadvantaged schools, ensuring equal learning opportunities and reducing educational inequality.



□ "Pun Ruk Pun Suk" Campaign

Focused on children with intellectual disabilities, this campaign supports foster homes through donations of essential items, healthcare support, and engagement activities that promote dignity, care, and inclusion.

□ Flood Relief Donations

In response to natural disasters, such as flooding, the company organizes emergency relief programs, providing essential supplies, financial aid, and support to help affected communities recover and rebuild their lives.

Beyond these specific projects, we continue to expand our CSR engagement by encouraging employee volunteerism, forming partnerships with local organizations, and integrating social responsibility into our business strategy. This holistic approach ensures that our CSR programs generate both short-term benefits and long-term social impact.

Through these initiatives, the company contributes directly to improving the quality of life in local communities, strengthening social resilience, and promoting inclusive and sustainable growth.

Relevant SDGs: Goal 1 (No Poverty), Goal 2 (Zero Hunger), Goal 11 (Sustainable Cities and Communities).



Governance

Our company is committed to the highest standards of governance in ensuring ethical conduct, transparency, and accountability. We prioritize the establishment and maintenance of governance with legal requirements, industry best practices, and the expectations of our stakeholders and strive for continual improvement in our governance processes to sustain the trust of our employees and the community.

Strategy

Legal Compliance

- Monitor and update evolving regulations and industry standards
- Regularly compliance assessment

Business Ethic

- Establish a business ethics policy
- Communicate the business ethic throughout the organization

Transparency & Accountability

- Cooperate with governments or external parties that visit or audit as legal or relevant requirements
- Provide clear and accurate information to stakeholders

Supply Chain Stewardship

- Conduct supplier code of conduct
- Select and assess supplier with supplier code of conduct
- Communicate among the supply chain

Governance

Legal Compliance

Business Ethic

Transparency & Accountability

Supply Chain Stewardship



Target

2024 Performance

- Legal non-compliance



0
Case



0
Case

- Business interruption



0
Case



0
Case

- Organizational corruption



0
Case



0
Case

The company is firmly committed to conducting its business in full compliance with Thai laws and international standards to foster trust among customers, suppliers, and stakeholders. We strive to ensure transparency, accountability, and sustainable growth through strong corporate governance practices. We have established three primary governance goals:

No illegal operations: Continuously review and monitor all activities to ensure full compliance with laws and regulations, preventing any unlawful actions.

No business interruption: Build business stability and resilience through systematic risk management, business continuity planning, and process improvements to maintain uninterrupted operations.

No corruptions in the company: Promote a strong anti-corruption culture, implement preventive measures, provide training to employees, and enforce strict internal controls to ensure zero tolerance toward corruption.

Contribution to Sustainable Development Goals (SDGs): Goal 3 (Good Health and Well-Being), Goal 5 (Gender Equality), Goal 10 (Reduced Inequalities), Goal 16 (Peace, Justice, and Strong Institutions), Goal 17 (Partnerships for the Goals).

❑ Business Ethics



The company is dedicated to upholding high ethical standards and corporate governance principles across all levels of the organization. Our ethical framework is built on the following core principles:

- **Integrity:** Conduct business honestly and transparently in every transaction.
- **Fairness:** Treat all stakeholders equitably and without discrimination.
- **Respect for others:** Ensure dignity and respect in all dealings with employees, customers, suppliers, and competitors.
- **Transparency:** Disclosing clear, accurate, and timely information to stakeholders.
- **Accountability:** Take full responsibility for the outcomes of business decisions and actions.
- **Compliance with laws and regulations:** Strictly adhering to all applicable legal and regulatory requirements.
- **Confidentiality:** Protect sensitive information, including customer data, trade secrets, and proprietary information.
- **Conflict of interest:** Prevent conflicts between personal interests and the company's interests, ensuring decisions are made objectively and ethically.

Implementation and continuous improvement

To embed these principles into daily operations, the company has established a **Code of Conduct** and supporting policies, which are communicated to all employees, suppliers, and business partners. Mandatory training sessions on ethics, anti-bribery, and anti-corruption are regularly conducted to ensure awareness and compliance. We have also developed reporting and whistleblowing mechanisms, allowing employees and stakeholders to raise concerns confidentially without fear of retaliation. All reported cases are investigated thoroughly and addressed through fair and transparent procedures.

Ethics in the Supply Chain

The company actively engages suppliers and business partners to adopt ethical practices in line with our standards. Supplier contracts include clauses on compliance with human rights, labor rights, anti-corruption, and fair competition policies. Regular supplier audits and assessments are conducted to ensure ongoing compliance.

Global Standards and Partnerships

By aligning our practices with international frameworks such as the UN Global Compact and the OECD Guidelines for Multinational Enterprises, the company ensures that its ethical standards are globally recognized. Collaboration with industry peers, regulators, and stakeholders further strengthens our efforts to promote ethical and sustainable business conduct.

Through these measures, the company not only reinforces its commitment to business integrity but also contributes to building trust, reducing risks, and fostering long-term value creation for all stakeholders.

Relevant SDGs: Goal 8 (Decent Work and Economic Growth), Goal 10 (Reduced Inequalities), Goal 16 (Peace, Justice and Strong Institutions), Goal 17 (Partnerships for the Goals).

□ Transparency & accountability



The company is firmly committed to upholding transparency and accountability across all business operations. These principles are essential for strengthening trust among stakeholders, enhancing governance, and supporting sustainable growth.

Our key practices include:

- Cooperation with Government Agencies and External Auditors:**
We fully cooperate with relevant government authorities, regulatory bodies, and independent auditors during inspections and assessments. All operations comply with legal and regulatory requirements, ensuring openness and trustworthiness.
- Clear and Accurate Communication:**
The company consistently provides stakeholders with timely, clear, and accurate information through established communication channels. This transparency ensures that stakeholders are well-informed about significant operational, financial, and sustainability matters.
- Internal Audits and Monitoring:**
Regular internal audits and compliance reviews are conducted to ensure adherence to laws, regulations, and company policies. These processes enable the early identification, prevention, and mitigation of potential risks while reinforcing accountability at all organizational levels.
- Stakeholder Engagement and Dialogue:**
The company actively engages with stakeholders – including employees, customers, suppliers, investors, and communities through various platforms to gather feedback, address concerns, and incorporate their input into decision-making processes.
- Risk Management and Disclosure:**
A comprehensive risk management framework is maintained, covering operational, legal, financial, environmental, and reputational risks. These risks are regularly assessed, monitored, and transparently disclosed to ensure resilience, compliance, and stakeholder confidence.

- Anti-Corruption and Whistleblowing Mechanisms**
To strengthen accountability, the company enforces strict anti-corruption policies and provides secure whistleblowing channels. Employees and stakeholders can report unethical behavior confidentially, with full assurance of protection from retaliation.

SDG Alignment

The company's commitment to transparency and accountability directly supports **SDG 16 (Peace, Justice, and Strong Institutions)** by fostering integrity, good governance, and anti-corruption practices across operations. At the same time, through collaboration with industry peers, NGOs, and international organizations, the company advances **SDG 17 (Partnerships for the Goals)** by strengthening multi-stakeholder engagement and global partnerships to drive sustainable development.

By embedding transparency and accountability into every aspect of its operations, the company not only strengthens trust with stakeholders but also ensures long-term resilience and responsible growth. These practices demonstrate our commitment to integrity, ethical governance, and collaborative partnerships, aligning with global sustainability goals and contributing to a fairer, more sustainable future for all.

Supply chain stewardship



The company is committed to promoting responsible and sustainable practices across our supply chain. We recognize that maintaining high standards throughout our supplier network is essential for ethical, environmental, and social stewardship, ensuring resilience, transparency, and long-term value creation.

- **Supplier Code of Conduct:**

We have established a Supplier Code of Conduct that aligns with Thai laws, international standards, and global best practices. This code addresses areas such as human rights, labor practices, environmental protection, health and safety, business ethics, and regulatory compliance.

- **Supplier Selection and Assessment:**

Suppliers are carefully selected and assessed based on their ability to comply with the Supplier Code of Conduct. Regular assessments and audits are conducted to monitor ongoing compliance, performance, and continuous improvement. This process helps ensure that our supply chain operates with fairness, accountability, and respect for both people and environment.

- **Communication and Engagement:**

We actively communicate the Supplier Code of Conduct and other relevant standards, regulations, and sustainability initiatives to all supply chain partners. To enhance awareness and understanding, we provide training programs and clear communication channels. This ensures suppliers remain aligned with our sustainability expectations and ethical commitments.

- **Traceability and Risk Management:**

The company prioritizes transparency by improving supply chain traceability and implementing risk management systems to identify and mitigate environmental, social, and governance risks. This includes monitoring sourcing practices to prevent deforestation, child labor, or other unethical behaviors within the supply chain.

- **Continuous Improvement and Collaboration:**

We collaborate with suppliers to promote the adoption of sustainable practices, encourage innovation in responsible sourcing, and build long-term partnerships that support ethical, environmental, and social goals. By working together, we contribute to reducing environmental impacts, strengthening supply chain resilience, and creating shared value across industries and communities.

Through its supply chain stewardship initiatives, the company ensures ethical and fair practices, safe working conditions, and responsible sourcing across its operations. By promoting labor rights, resource efficiency, transparency, and collaboration with partners, the company contributes not only to operational excellence but also to broader sustainability goals: SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), SDG 16 (Peace, Justice, and Strong Institutions), and SDG 17 (Partnerships for the Goals).

Future Outlook

Looking ahead, our company is committed to accelerating its sustainability journey and contributing to global goals. Through ambitious initiatives and strategic partnerships, we aim to not only meet but exceed expectations for corporate responsibility. We believe that by integrating sustainability into the core of our business, we can create long-term value for all stakeholders and build a more resilient future.

Our Climate Action Roadmap

50%

GHG Emission Reduction by 2030

An interim target to ensure we are on track for our long-term vision.

Net Zero

Our ultimate goal, aligning with global efforts to combat climate change by 2050.

Carbon Neutrality

Achieving zero net carbon dioxide emission by 2040.



Key Priorities for Our Sustainable Future

Clean Energy Transition



Our goal is to power our operations with clean energy. We will focus on expanding solar power generation and purchasing clean energy from external sources, to replace fossil fuel usage and support SDG 7.

Future Outlook

Circular Economy

We are moving towards a closed-loop model by reducing waste and increasing the use of recycled materials. This diagram illustrates our vision for a circular process.



Sustainable Supply Chain



We are committed to full traceability and responsible sourcing. By aligning with frameworks like the EUDR and collaborating with suppliers, we actively mitigate environmental and social risks throughout our value chain.

Social Responsibility

Our people and communities are paramount. We are strengthening employee well-being, diversity, and inclusion initiatives, while investing in community development to create shared,



Through these comprehensive and integrated actions, we reaffirm our commitment to building a sustainable future and creating long-term value for all stakeholders. Our journey is a continuous one, driven by innovation, collaboration, and a deep sense of responsibility.

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