

Announcement No. 112 /2024

Subject: Happy Workplace Policy

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Crown Seal Public Company Limited recognizes that human resources are a valuable asset. Creating a positive working environment and promoting employee well-being are essential to the Company's success. The Company is therefore committed to fostering a "Happy Workplace" to enhance employees' work performance and quality of life, leading to sustainable organizational development, improved health, and increased productivity.

The Company adopts the "Happy 8" framework to promote well-being in the organization as follows:

Happy Body: The Company supports and encourages employees to exercise, participate in health-promoting activities, and maintain healthy lifestyles, including reducing smoking and alcohol consumption, to enhance both physical and mental well-being.

Happy Heart: The Company promotes kindness, empathy, and positive relationships among employees at all levels, encouraging mutual support and good interpersonal relationships within the organization.

Happy Relax: The Company supports work-life balance by encouraging employees to relax and relieve stress, contributing to greater happiness and efficiency in the workplace.

Happy Brain: The Company promotes continuous learning and self-development, encouraging employees to enhance their knowledge and skills, fostering a learning organization and improving work performance.

Happy Soul: The Company supports ethical behavior and moral values, encouraging employees to practice good conduct, which contributes to inner peace and a better quality of life.

Happy Money: The Company promotes financial literacy, encouraging employees to manage their finances appropriately and live in accordance with the sufficiency economy philosophy.

Happy Family

The Company encourages strong family relationships and work-life balance, recognizing the importance of family as a foundation for employee well-being and happiness.

Happy Society

The Company promotes social responsibility and encourages employees to contribute to society and communities, in alignment with Corporate Social Responsibility (CSR) principles.

Happy Home

The Company strives to create a safe, pleasant, and supportive working environment, making the workplace feel like a second home.

Happy Work-Life

The Company promotes a safe, stable, and motivating workplace where employees feel engaged, valued, and proud to be part of the organization.

This announcement is hereby issued for acknowledgment.

Announced on 9th September 2024



(Mr. Opart Dhanvarjor)

President