

WAC GROUP Thailand Factory Focus

October 2025 Issue / Quarterly Edition

TOTAL NO.19



OUR VALUES

- 🔥 Operate as One to Deliver Results
- 🔥 Exceed Expectations
- 🔥 Take Accountability
- 🔥 Lead with Integrity
- 🔥 Embrace Continuous Improvement
- 🔥 Demonstrate A Can-Do Attitude

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WAC GROUP
TECHNOLOGY ILLUMINATED

OUR PURPOSE

We exist to enhance lives through inspiring design, engineering and technology that elevate well-being.

OUR MISSION

As a leader in the lighting industry, we prioritize innovation and advancing technology in automation and controls to deliver smart, sustainable and beautifully designed products.

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WAC ARCHITECTURAL's Global Launch Event Concludes with Great Success

Author: lottie, Marketing Department



On September 21, the WAC ARCHITECTURAL Global Launch Event was grandly held in Thailand under the theme “BEYOND BOUNDARIES – Breaking Dimensions”. Nearly 200 designers from around the world gathered to celebrate this remarkable occasion. The event was attended by Tony Wang, Founder of WAC GROUP, Thomas Wang, Head of Global Development, along with key executives from WAC GROUP USA, WAC GROUP China, and WAC GROUP Thailand.

At this prestigious event, WAC ARCHITECTURAL officially launched its 2025 product lineup for the first time globally. The event also marked the debut of the WAC GROUP Thailand Manufacturing Center and its immersive scenario-based showroom, unveiling a new chapter of innovation and design excellence.

The event commenced with a keynote speech by Thomas Wang, Head of Global Development, who extended a heartfelt welcome to all distinguished guests in attendance. He also unveiled specially curated gift boxes prepared for the designers, and shared insights into WAC GROUP's global strategic initiatives. Furthermore, he emphasized the milestone significance of the WAC ARCHITECTURAL Global Launch Event, marking a pivotal moment in the company's international development.

In addition, Jenifer Walsh, Chief Marketing Officer of WAC GROUP, provided valuable insights into the WAC ARCHITECTURAL brand. She stated that WAC ARCHITECTURAL aims to redefine architectural lighting through forward-thinking product design, advanced optical technologies, and approaches tailored to the needs of designers. She also announced that WAC GROUP will launch a dedicated landing page to support the implementation of lighting design plans, and better serve the design community.

Jenifer specifically mentioned that WAC GROUP will prominently showcase WAC ARCHITECTURAL to inter-



national clients at the 2026 “Light & Building” exhibition in Frankfurt, Germany. Through a dedicated exhibition area and immersive product demonstrations, the event will comprehensively present WAC ARCHITECTURAL’s design philosophy and technological strengths, supporting the brand’s further expansion into the global market.

To accommodate the needs of global clients, the WAC ARCHITECTURAL 2025 new product launch was presented in both Chinese and English sessions. The event focused on introducing a brand-new range of products covering four key areas: museum lighting, hotel and commercial space lighting, outdoor lighting, and office lighting.

Museum Lighting: SMART+ Museum – Protecting Civilization through Technology

WAC GROUP continues to lead new trends in museum lighting with the concept of “SMART+ Museum.” The MERE intelligent remote-controlled track light, equipped with a smart control system, allows users to remotely adjust the horizontal/vertical projection direction, beam angle, brightness, and color temperature via the WAC ARCHITECTURAL APP, precisely meeting the lighting adjustment needs for rotating exhibits.

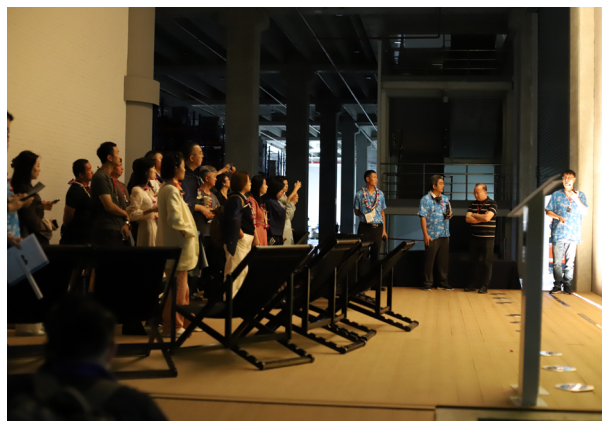
The new generation FALCON II track light, while retaining the core patented SUBROSA® hidden light technology, improves light efficiency by over 30%, ensuring both visual comfort and efficiency.

The LEDme® II showcase light features a modular split design that supports rapid replacement of optical modules, greatly enhancing adjustment and maintenance efficiency.

The newly upgraded LEDme® Air slim-profile floor and display cabinet light has improved slimness by over 50%, with a diameter of only 8mm, setting a new industry benchmark for thinness. It is also equipped with WAC GROUP’s patented splicing technology for seamless extension, flexibly matching various showcase sizes.

Hotel and Commercial Space Lighting: Deepening Vertical Markets with More Efficient and Precise Lighting concepts

The new generation VOLTA II series achieves an upgrade in luminous efficacy, delivering 132 lm/W at a color rendering index (CRI) of 90 and a color temperature of 3000K. It offers multiple beam angle options ranging from a 15° spotlight to a 55° floodlight. For large-scale hotels and commercial complexes, an 80° wide-angle downlight is introduced, boasting a luminous efficacy of up to 160 lm/W, providing broader coverage and achieving a breakthrough



in combining technology with energy savings and emission reductions.

The PLANA III series high-density downlights feature the innovative AngleGO adjustable cut-off angle technology, enabling stepless adjustment of the cut-off angle from 35° to 50°. This provides varying levels of visual comfort, easily meeting diverse anti-glare requirements.

The InvisiLED® NEON neon light strip innovatively introduces a 3D bendable design inspired by the design trends of modern architecture and hotel commercial spaces. It can outline smooth light and shadow effects in curved spaces, creating layered and dynamic lighting effects.

Outdoor Lighting: The Symbiotic Practice of Ecology and Creativity

In the field of outdoor lighting, WAC GROUP focuses on two major scenarios: architectural facades and garden landscapes, launching a series of new products.

The PANTHER GOBO series, a core new product for architectural facade applications, can create variable circular beam angles, display grayscale images, logos, and text. It supports dynamic switching of 16 million colors while ensuring uniform luminous efficacy and consistent light color, enriching the creative expression of building facades.

The GLIX wall-recessed light is equipped with advanced sensing technology that automatically adjusts color temperature and brightness based on ambient temperature, humidity, lighting, time, and human presence, balancing practicality and ecological friendliness, embodying the concept of human-centric lighting.

The SLANA LINEAR outdoor linear light boasts excellent waterproof performance and supports on-site continuous splicing to present a seamless and uniform lighting effect.

Regarding garden landscape lighting, WAC GROUP has introduced the intelligent garden lighting system

COLORSCAPING, equipped with advanced smart control technology. Through the MyWAC APP, it offers full RGB-CW (2700K-6500K) color and temperature adjustment, supporting scene customization, group control, and dynamic modes based on date/time, special events, or sunrise and sunset, expanding the application boundaries of outdoor lighting.

Office Lighting: Collaborative Upgrade of Efficiency and Personality

Under modern office trends, office lighting is evolving towards the WELL Building Standard's requirement for "energy saving and health synergy." WAC GROUP creates office lighting products that adapt to new demands through an in-depth integration of luminous efficacy upgrades, intelligent control, and personalized customization.

The newly upgraded LIGNE III linear light offers four types of downward lighting distributions. With a high luminous efficacy of 125 lm/W, it reduces energy consumption while maintaining the same illumination effect. Coupled with excellent anti-glare performance, it creates a comfortable lighting environment that effectively enhances work efficiency.

In addition, leveraging the group resources of WAC GROUP, decorative lighting products such as crystal chandeliers from brands like SCHONBEK are also available, providing strong support for designers to create comprehensive lighting solutions.

On the event day, guests toured the WAC ARCHITECTURAL showroom, immersing themselves in the lighting effects of core scenarios including museums, hotels, commercial spaces, retail, entertainment, outdoor, and office environments. They experienced up-close the product's luminous efficacy, appearance, and materials, and interacted with the WAC ARCHITECTURAL APP's intelligent dimming and scene-switching functions, turning technical highlights into perceptible real lighting experiences, which received widespread praise.

Subsequently, guests also visited the WAC GROUP Thai Ming production center, one of WAC Group's global core manufacturing bases. Ta Ming boasts advanced automated production capabilities, having introduced cutting-edge equipment such as CNC lathes, automatic polishing robots, and injection molding robotic arms. The automation process impressed guests, who witnessed firsthand WAC's efficiency, precision, and rigorous quality control.

Furthermore, WAC GROUP has established an open and friendly communication platform for designers worldwide. Designers from diverse cultural backgrounds engaged in in-depth discussions on industry trends and technological applications, making cross-cultural exchanges an important link connecting global design forces.

This global launch event not only marks the formal inclusion of WAC ARCHITECTURAL into WAC GROUP's global strategic system but also highlights the group's firm determination to lead industry development. In the future, WAC ARCHITECTURAL will continue to use light as a medium to connect technology and art, integrate ecology and humanities, and bring more possibilities to architectural spaces, leading the architectural lighting industry into a new dimension.



WAC GROUP Thailand Factory Management Trainee Training Series a Success

Author: Janis, Human Resources Department, Administrative Management Center

In September 2025, WAC GROUP Thailand Factory conducted a series of training sessions for its Management Trainees. These sessions were designed to deepen the trainees' understanding of the company's operational systems and enhance the key skills necessary for their career development, thereby fostering steady growth.

During this period, the company organized a total of three training sessions, honored by the presence of senior executives from various departments who served as speakers, sharing their firsthand knowledge and experiences. The sessions also provided trainees with the opportunity to gain in-depth insights into the organization's structure from multiple perspectives.



The first session was held on September 5, 2025, and was delivered by Mr. Yi, Deputy General Manager of the Production Management Center. His training, titled "Functions and Core Business Systems of the Production Management Center," covered the operations of multiple departments, including Manufacturing, Production, Quality Control, and Automation. He systematically walked through the entire production process from raw ma-

terial input to finished product output. To facilitate a more intuitive and in-depth understanding, actual material samples from each department were prepared for trainees to interact with and operate firsthand.



The subsequent session was held on September 12, 2025. Facilitated by Deputy General Manager Sun, it covered the "Roles and Core Operations of the Finance and Risk Management Center." Trainees acquired knowledge of the accounting frameworks across WAC GROUP Thailand Factory and WAC GROUP China Factory alongside key insights into financial duties, cost calculation methods, and international trade procedures involving imports and exports.



The final training session of the month was held on September 25, 2025, delivered by Mr. Cai, Human Resourc-

es Director for WAC Group's Asia Pacific plants. The session focused on the Group's overall profile, covering its founding history, global branch network, and portfolio of brands. It also provided a systematic overview of the corporate structure, mission, vision, and values, aiming to equip the management trainees with a comprehensive and clear understanding of the Company's overall operations and strategic direction.

Beyond the core curriculum, the instructors shared their personal experiences and placed a strong emphasis on self-improvement and a professional work ethic. These insights are particularly valuable for the new generation of future leaders. The entire series of activities underscores WAC GROUP Thailand Factory's firm commitment to talent development, especially its focus on nurturing high-potential new employees. This investment is poised to serve as a key driver for the company's long-term growth.

Shining Stars, Shared Growth

—WAC GROUP Thailand Factory “Star Employee” Policy Steadily Advances

Author: Janis, Human Resources Department, Administrative Management Center

WAC GROUP Thailand factory launched the “Star Employee” policy for the first time in May. This activity covers five main departments: Production, Manufacturing, Warehouse, Quality Control, and EHS & AD. The selected star employees must be at level O in each department.

The star employees must fully meet the following criteria:

1. Strictly comply with company rules and have no history of disciplinary offenses.
2. Show enthusiasm for work during the month, complete all working hours throughout the month, and meet the attendance bonus criteria.
3. Achieve excellent work performance for the month, have personal accomplishments, no complaints, no disciplinary penalties, and no history of safety accidents.
4. Have no negative feedback from peers at the same level.
5. Demonstrate outstanding achievements for that month.

Each month, one star employee will be selected from each department, except for the Production department, which has a larger number of employees and will select three star employees per month. After each department selects its star employees, the list will be sent to HR for thorough qualification verification. If any nominee does not meet any of the criteria, the department must select a new candidate.



Once HR has verified all documents and information, they will create promotional posters featuring the star employees of the month, to be distributed through various channels such as internal email, the company website, Facebook, and TikTok, to encourage and recognize employees' dedication.

For award ceremonies, star employees of May and June received their awards together in a meeting room where all departments were gathered. Starting from July, the company changed the format to present awards within each employee's respective department to motivate and set an example for their coworkers.

The Star Employee activity is another approach to inspire employees, promote a positive work environment, and support employees to grow together with the organization in a stable and sustainable manner.

First Cross-Border Skills Competition Successfully Concluded

Author: Wendy, Automation Department, Production Management Center

On the evening of August 6, 2025, the Production Department Skills Competition of WAC GROUP Thailand factory was held as scheduled. The event was organized by the Automation Department and the Production Department, with support from the Quality Control Department, Safety and Administration Department, and the IT Department. The competition was divided into team and individual categories. A major highlight of this year's event was the participation of employees from China, Thailand, and Myanmar competing on the same stage, allowing them to practice and exchange skills. In the individual category, WAC GROUP China factory also joined the competition, making this cross-border contest even more exciting and engaging.

That evening, the team competition took place with a total of four teams participating: two teams of Thai employees (TMA/B), one team of Chinese employees (WAC GROUP China factory), and one team of Myanmar employees (TM C). Each team consisted of six members. The product used in the competition was model H-8010-CS-WT, one of the company's flagship items. The entire competition lasted for one hour.

After an intense one-hour competition, the final results were announced: Team TM A, with their last-minute surge of speed, managed to turn the situation around and successfully claimed the team championship.

On August 7, 2025, the individual competition of the Production Department was held, featuring three skills: soldering, screw fastening, and box folding with sticker labeling. Each skill challenge lasted 10 minutes, with the order of competition being soldering, screw fastening, and then folding and labeling colored boxes. The contests were held simultaneously at WAC GROUP Thailand factory and WAC GROUP China factory, broadcast live in an interactive format, which added even more excitement to the competition.

The results were as follows

Type of Competition	Soldering		Screw fastening		Box folding with sticker labeling	
Ranking	ID	Score	ID	Score	ID	Score
Champion	00291	34	00352	49	00377	53
First Runner-up	00363	21	00273	40	00235	52
Second Runner-up	00354	20	01386	27	00531	49

After the competition concluded, the organizing committee presented souvenirs and certificates of recognition to the teams and individuals who won awards in each category, followed by group photos to commemorate the event. Finally, Mr. Spark, Deputy Manager of Production Management, summarized the competition and expressed his gratitude to all participating teams, judges, and staff members for their dedication and collaboration in delivering such an outstanding event. The

competition was a complete success, and it is hoped that everyone will take the experience and spirit gained from this event to further improve their daily work. He also stated that similar activities will continue to be organized, providing employees with ongoing opportunities to practice and develop themselves without limits.



WAC GROUP Thailand Factory Implements Full Incentive Improvement System

Author: Freya, Human Resources Department, Administrative Management Center

WAC GROUP's Thailand factory has implemented a comprehensive improvement in its incentive management system. This initiative is designed to actively encourage employees to participate in management activities, stimulate their motivation to summarize daily work experiences and insights, and create conditions for them to fully demonstrate their potential, enthusiasm, and creativity. The program covers all aspects of the company's internal management, including production, technology, and business development, with the goal of enhancing organizational operational efficiency and further boosting employee motivation.

This year, the comprehensive improved incentive management plan at WAC GROUP's Thailand factory has been officially released and implemented since July, with the Manufacturing and Automation departments being the first to participate.



Carl from the Manufacturing department participated in proposing several improvement initiatives. These include process improvements in Y011, Y013, and Y018 to enhance operational efficiency and reduce production costs. Also initiated actions to reduce scrap from the production process, such as utilizing leftover sheet material to create test panels for painting — a solution that maximizes material utilization and contributes to overall cost reduction.

Wendy from the Automation department improved the working method in tasks where no jig was available to support the workpiece, which caused the workpiece to shift during screw fastening. By using clear tape as a substitute for the jig, the workpiece was stabilized, allowing operators to work 3–5 seconds faster per piece. For the LED strip assembly process, where two strips need to be aligned so that the LEDs match, workers previously had to lift the strips to eye level for alignment, which slowed down the process. The improved method places one strip with double-sided tape flat on the table, and the second strip is aligned from the starting point. If the starting point is aligned correctly, the remaining section will follow, reducing working time per strip by up to 18%.

As mentioned above, the various suggestions proposed by the Manufacturing and Automation Departments for work process improvement and optimization have not only effectively enhanced organizational operational efficiency but also further stimulated employees' motivation and initiative. This fully demonstrates the value of the improved incentive management system as a vital tool for driving the company's sustainable development.



Safety Protection Upgraded: Efficiency and Safety Go Hand in Hand

Author: Ethan, Manufacturing Department , Production Management Center

Recently, while steadily improving efficiency, our company's robotic polishing project has fully completed the installation of protective fences, further strengthening safety production management. This initiative not only reflects the company's high regard for efficiency improvement but also highlights the core philosophy of "people-oriented, safety first."

Throughout the advancement of the robotic polishing project, the company has always prioritized employee safety. To ensure the safety of operators, the company conducted a comprehensive assessment of the work area and installed protective fences. These fences not only effectively isolate the human and robot work areas but are also equipped with warning signs and emergency stop devices, providing dual safety guarantees for employees.

Company leadership emphasizes that safety production is the cornerstone of enterprise development, and efficiency improvement must be premised on safety. In the future, the company will continue to uphold the "people-oriented" philosophy, constantly improve safety measures, and create a safer and more efficient working environment for employees.



WAC GROUP Thailand factory comprehensively Upgrades Its Information System

Author: Mason, Information Management Center

WAC GROUP Thailand factory Advances Digital Transformation, Enhancing Corporate Culture Communication and Information Sharing Efficiency.

In order to further promote the company's digitalization process, strengthen corporate culture, and improve internal communication and information-sharing efficiency, WAC GROUP Thailand factory has recently completed a milestone digital upgrade project across the organization. Recently, WAC GROUP Thailand factory successfully deployed 11 Yodeck digital signage displays in multiple areas, launched a brand-new NAS storage server, and carried out a comprehensive upgrade of the intranet. This series of initiatives marks a solid step forward for WAC GROUP Thailand factory in both corporate culture development and digital management.

Yodeck Digital Signage: Efficient Information Delivery, Empowering Multi-Scenario Applications

1

The newly deployed Yodeck digital signage covers key areas including the GF and MF cafeterias, the entrance of the M-floor office, the GF lounge, and the GF showroom, with a total of 11 units installed. With its powerful features and flexible configuration, Yodeck provides an efficient solution for corporate information distribution and cultural display.

The main advantages of Yodeck digital signage include:

- **Centralized Management:** All display content can be controlled via a unified cloud platform, eliminating the need for individual device operations and greatly improving management efficiency.
- **Multi-Scenario Adaptability:** Supports a wide range of content formats such as images, videos, web pages, and Power-Point, with customized playlists tailored to different areas.
- **Real-Time Updates:** Important announcements, company news, and event previews can be instantly published, ensuring employees receive the latest information at the earliest time.
- **High Interactivity:** Supports integration of dynamic data (such as weather forecasts, news updates, etc.), enhancing both the engagement and practicality of displayed content.

The launch of Yodeck signage has not only improved the efficiency of internal information delivery but also provided employees with a more convenient and intuitive way to access information. It further strengthens the penetration and influence of corporate culture. With these advantages, Yodeck signage has become a “new window” for internal cultural promotion and information communication, providing strong support for building an open, transparent, and efficient communication environment.

NAS Storage Server: Preserving Every Milestone, Strengthening the Foundation of Corporate Culture

2

As corporate culture development deepens, the company has accumulated a large volume of materials such as text, images, and videos for communication and documentation purposes. To better preserve these valuable moments of corporate growth, WAC GROUP Thailand factory launched a new NAS storage server at the end of July, dedicated to storing and managing resources related to corporate culture and multimedia development.

The NAS storage server offers the following key features:

- **Security and Reliability:** Provides massive storage capacity with multiple backup options and access control, ensuring the security and integrity of critical company data.
- **Efficient Sharing:** Enables departments to easily upload, download, and share corporate culture assets (such as event photos, videos, and design files), thereby improving collaboration efficiency.
- **Cultural Preservation:** By systematically storing corporate milestones, major events, and employee highlights, the server provides a solid foundation for the long-term development of corporate culture.
- **Centralized Storage:** With NAS, all multimedia resources and cultural archives are managed in a unified way, reducing the risk of data loss caused by decentralized storage.

The NAS is not just a server, but a “digital archive” carrying the culture and history of WAC GROUP Thailand factory. In the future, the NAS will provide abundant content support for corporate communications, employee training, and brand building. It will preserve every milestone of WAC GROUP Thailand factory’s development, serving as an important resource for future corporate promotion and cultural heritage.

Continuous Innovation, Moving Forward Together

3



This comprehensive upgrade in information technology marks an important initiative by WAC GROUP Thailand factory to embrace the trend of digitalization and promote corporate culture development. The Yodeck digital signage enhances communication efficiency and makes information more visual and intuitive, creating new opportunities for timely news delivery and employee engagement. The NAS storage server provides strong digital support for preserving corporate culture resources. Together, the Yodeck signage and NAS storage server will further drive WAC GROUP Thailand factory innovative growth in the digital era, offering solid support for the shared development of both the company and its employees.

Looking ahead, WAC GROUP Thailand factory will continue to explore new paths in digital development, empowering culture through technology and driving growth through innovation. The company will further integrate information technology with cultural development, contin-

uously fostering a more efficient, transparent, and collaborative work environment. In doing so, WAC GROUP Thailand factory aims to strengthen employees' sense of unity and belonging, while joining all staff in witnessing and recording every glorious moment of the company's growth.

WAC GROUP Thailand factory's first dodgeball event brought smiles and fostered unity between Chinese and Thai employees

Author: Alina, Quality Control Department, Production Management Center



On August 14th, the first dodgeball event organized by the Production Management Center was successfully held under clear skies at the basketball court of WAC GROUP Thailand Factory. The activity received an enthusiastic response from colleagues across various departments, with everyone signing up actively and participating wholeheartedly, fully demonstrating the employees' enthusiasm and vitality for embracing new experiences.

This event also served as a cultural exchange and a demonstration of collaboration between Chinese and Thai employees. During the preparation,

Chinese colleagues volunteered to set up the court and explain the rules, while guiding Thai colleagues to learn basic skills through demonstrations and interactive activities. This allowed everyone to understand and learn quickly. Throughout the process, the Thai colleagues also showed great interest and a proactive learning attitude. The competition was organized into mixed-gender teams, with one team consisting of Manufacturing and Automation staff facing off against Production and Quality Control staff, while colleagues from other departments could also join freely. The

diverse team composition made the matches intense and fun. As soon as the referee's whistle blew, the game began immediately. On the court, players quickly immersed themselves in the game, skillfully dodging and throwing with precision, creating matches that were both exciting and impressive. From the sidelines, cheers and laughter alternated, filling the atmosphere with energy and excitement.

Despite being the first dodgeball event organized, everyone quickly adapted to the pace of the game and delivered impressive performances. Particularly noteworthy were the Thai colleagues, who, though encountering dodgeball for the first time, performed remarkably well without any disadvantage. The close collaboration between Chinese and Thai colleagues on the court fully demonstrated the strong potential of cross-cultural teamwork.

This event not only provided a platform for employees to release stress and showcase their potential, but also strengthened the relationships between colleagues from different departments and cultures. It is believed that the spirit of unity and dedication demonstrated on the court will carry over into actual work, helping to drive the WAC GROUP Thailand factory Production Management Center toward even greater success in the future.



WAC GROUP Thailand Factory Deepens University Ties with Standout Results at MFU Job Fair

Author: Mandy , Human Resources Department , Administrative Management Center



Organized by Mae Fah Luang University, the “MFU Internship & Job Fair 2025” aimed to prepare students for their entry into the workforce. In this context, our company was invited by the university to set up a booth and recruit MFU students. As Mae Fah Luang University is recognized as one of Thailand’s leading institutions, our company places great importance on talent acquisition from this university. We have consistently responded positively and participated in this annual event, and this year was no exception—we took part as scheduled.



The Career and Internship Office of Mae Fah Luang University organized this event to help students prepare for entering the job market. At the same time, the event also created opportunities for soon-to-be graduates to meet potential employers and receive guidance from industry experts. The job fair was held on Saturday, September 6, 2025, attracting over 60 leading companies offering hundreds of job vacancies. Activities included corporate presentations, job applications, on-site interviews, and more. Many companies from the same and nearby industrial parks also actively participated in the event.

This marked our third time participating in the “MFU Internship & Job Fair.” Our participation aimed to recruit talents with Chinese or English language skills to join our company team. The position we offered was “Management Trainee,” and we welcomed graduates from Chinese or English-related majors to apply. On the day of the event, a large number of students enthusiastically visited our booth and actively inquired about job openings, internship opportunities, salary packages, and company benefits, among other relevant information. This year, our booth once again attracted significant attention, with a lively atmosphere and positive feedback.

To engage visitors and make our booth more attractive, we organized a lucky draw activity and gave away souvenirs such as tote bags and pens to students. This significantly increased the booth’s popularity. A total of 29 students registered with our company, and those who join us as interns or graduates can directly proceed to interviews and potential employment. Given the rapid growth and emergence of new Chinese companies, the competition for skilled workers has become increasingly intense. Therefore, it is essential for us to continue developing recruitment strategies for the future.

Our participation in this event has yielded several benefits, including the strengthening of relationships with the university, the opportunity to observe recruitment strategies of other companies, and the chance to exchange information on employee benefits with neighboring companies in the same industry. These insights can be adapted and applied to improve the efficiency and professionalism of our own organization.

Product Sharing Session with Harry, US Sales

Author: Lynn, Finance Department, Finance and Risk Management Control Center



We were honored to welcome Mr. Harry, Executive Director of Business Development at WAC Group, for his inspection visit and in-depth exchanges with our team at the Thailand factory. During this occasion, Mr. Harry delivered an insightful thematic presentation. Grounded in his twelve years of valuable experience at WAC Group, he systematically elaborated on the company's development history, core strategies, and global business operations, particularly highlighting successful practices in brand portfolio management and e-commerce. This forward-looking sharing session provided precise direction on WAC Group's global strategic layout and development path to the Thailand factory team, achieving crucial strategic empowerment.

He began by emphasizing WAC Group's long-standing history of over 40 years, highlighting how the company's success is rooted in its commitment to sustainability, zero carbon emissions, and vertically integrated production and distribution networks. Thanks to these core strengths, WAC Group is able to deliver high-quality products to the global market swiftly and reliably. He explained that WAC Group stands for Wangs Alliance Corporation, founded by Tony Wang who started the company from scratch. Throughout its journey, WAC Group has consistently upheld a culture of innovation, maintained customer trust, and demonstrated excellence in execution.

Harry also described WAC Group's U.S. sales channels, which span showrooms, commercial project specifications, electrical distributors, national accounts, and large retailers. The company's e-commerce operations manage leading online platforms such as Amazon, Wayfair, Build.com, and Lumens. WAC Group also serves contract and hospitality markets, including hotels, casinos, assisted living, and restaurants. He noted that his area of responsibility represents about 32% of total U.S. sales.

Harry outlined the structure of his U.S.-based team, which consists of four account managers, a sales operations team, an e-commerce team, and a Marketing & Brand Art Manager. Serving as the central coordinator, he aligns all functional departments to ensure consistent support for WAC Group's customers and partners.

He further emphasized WAC Group's global network footprint, which includes manufacturing headquarters in China and Thailand, the corporate headquarters in New York, and five key U.S. hubs located in New York, California, Georgia, Texas, and Schonbek's distribution center in upstate New York. This global infrastructure enables the company to achieve rapid nationwide distribution, offer customized product capabilities, and strengthen supply chain resilience.

Resonance



Harry demonstrated the wide application of WAC Group products through real-world examples. He cited Sally Beauty, a retail chain with 4,000 stores across the United States, noting that it almost exclusively uses WAC Group lighting products, including track systems, pendants, tape lights, and even WAC Charge track heads. Furthermore, he shared successful installation cases in showrooms and galleries, highlighting the company's relentless investment and firm commitment to product display, installation support, and brand consistency.

An in-depth analysis of WAC Group's e-commerce operations reveals that the Amazon platform alone generates up to 1.2 billion annual visits to WAC Group product pages. Harry further elaborated that his three-member e-commerce team processes approximately 350,000 orders annually, corresponding to 876,000 items, which accounts for 52% of the company's total order volume. Through the integration of ERP/SAP systems, digital marketing campaigns, promotional activities, and pay-per-click advertising, WAC Group continues to expand its brand influence and enhance customer engagement.

He also outlined SKU management, with 25,000 SKUs for WAC Group, 2,500 for Modern Forms, and 7,500 for Schonbek, along with annual new product launches—1,200 for WAC Group, 400 for Modern Forms, and 400 for Schonbek.

These constant product introductions ensure WAC Group's catalog remains competitive and innovative.

Finally, Harry emphasized the importance of operational efficiency and customer service. Every customer call and inquiry is handled promptly and knowledgeably, while digital merchandising highlights product quality through professional photography, detailed descriptions, and customizable options for finish, size, color, and temperature.

In his concluding remarks, Harry reaffirmed WAC Group's commitment to growth through strategic brand development, operational excellence, innovation, and customer trust. He emphasized that WAC Group is not only a leader in lighting solutions for residential, commercial, and luxury markets but also a forward-looking organization destined for continued global success.

We thank Harry for sharing his valuable insights and vision, which have provided inspiration and guidance to our team and will support our ongoing efforts to enhance WAC Group's influence and market presence worldwide.

Successful Completion of 2025 Internal Audit for Dual ISO Standards at Company

Author: Kate, Management Representative Center

Internal auditing is an essential element of the company's management system. It supports continual improvement and enhances the organization's capability in both management and operational performance. Internal audits contribute to improving quality, operational efficiency, and ensuring compliance with internal policies, regulatory requirements, and applicable industry standards. This process helps ensure that the organization can operate effectively and achieve its defined long-term objectives. For this year, the scope of internal auditing has been expanded to include the certification requirements of the ISO 14001. As such, this internal audit will focus on the assessment and improvement of both the Quality Management System (ISO 9001) and the Environmental Management System (ISO 14001). Additionally, the audit aims to ensure readiness for the upcoming external audit scheduled for October 10, 2025, to confirm that the organization is in full conformance with the standards and is well-positioned to achieve successful certification without nonconformities.



From August 4 to 7, 2025, the company's management representatives organized an internal audit in accordance with the ISO 9001 and ISO 14001 standards. A total of 11 departments participated in the audit, which covered 368 audit items. The results showed that 305 items (82.9%) were in compliance, 40 items (10.9%) received recommendations for improvement, and 23 items (6.3%) were found to be non-compliant. All non-compliance issues were addressed and rectified by September 5, 2025.

This internal audit was fully supported by top management and conducted by a team of 21 auditors, comprising experienced engineers and supervisors from various departments. While approximately half of the team were first-time participants in the company's internal audit activities, all auditors underwent intensive training and were fully prepared to perform their duties effectively. Each member played a key role in executing the audit, including assessing process compliance, accurately documenting findings, and evaluating real-world conditions to ensure the audit was conducted smoothly and successfully, in line with the defined objectives. Beyond its immediate purpose, the audit provided valuable hands-on experience and a deeper understanding of management system requirements, particularly those related to ISO 9001 and ISO 14001. It also strengthened awareness of continual improvement principles and internal system management within individual departments, leading to more structured and efficient operations. Participation in the audit enhanced cross-functional process understanding among team members, enabling them to identify opportunities for improvement within their own departments. This, in turn, contributes to improved process performance, higher output quality, and long-term value for the organization.