

WAC GROUP Thailand Factory Focus

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OUR VALUES



Operate As One to
Deliver Results



Exceed Expectation



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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Shining Stars · Honoring the Strivers Thai ming Lighting Co., Ltd. 2025 Annual Excellence Awards Ceremony

Author: Janis Human Resources Department , Administrative Management Center

In order to recognize outstanding individuals and exemplary teams, inspire motivation, and further strengthen the spirit of determination, Thai Ming Lighting Co., Ltd. grandly held its “Annual Performance Evaluation Event 2025” on January 27, 2026.

The event was conducted in a live-stream format, seamlessly connecting both indoor and outdoor venues. Mr. Tony, Founder and Chairman of the WAC Group, together with Mrs. Wang, the company’s executive team, distinguished guests, and all employees, attended the ceremony to witness this moment of honor dedicated to those who have worked tirelessly.

The event officially commenced under the guidance of the hosts, with live broadcasting linking the indoor and outdoor venues. Through the live cameras, participants were immersed in the vibrant and elegant atmosphere of the event.

As the award ceremony began, the hosts warmly welcomed all distinguished guests. A video presentation titled “Highlights of 2025” was shown, reflecting on key milestones and the company’s development journey over the past year. Amid various challenges, Thai Ming continued to move forward steadily. Through the collective efforts of all employees, the company achieved remarkable accomplishments, each one built upon dedication, hard work, and wisdom.

Tina, Deputy Managing Director, presented a summary of the company’s performance in 2025 and announced the list of employees promoted in 2026.

During the event, Tony Wang, Founder and Chairman of WAC Group, along with Mrs. Wang, honored the ceremony with their presence, together with the management team and employees, making the occasion especially meaningful and memorable.

The highlight of the event was the award presentation ceremony, where the company presented its 2025 annual awards, including: Outstanding New Employee Award, Service Excellence Star Award, China–Thailand–Myanmar Cultural Integration Award, Perfect Attendance Award, Outstanding Management Award, Outstanding Team Award, Excellence in Performance Award.

The award recipients, both individuals and teams, came from various departments. They demonstrated strong responsibility, dedication, and professionalism through their work, reflecting Thai Ming’s development philosophy of valuing cultural diversity, collaboration, and sustainable growth.

In addition, during the award ceremony, there was a live broadcast connecting from external locations, along with interviews with the award recipients and group photographs. This ensures that the honor and pride are shared more widely, while also conveying the power of positive role models and strengthening employees’ sense of pride and connection to the organization.

At the conclusion of the event, Mr. Tony Wang, Founder of WAC Group, delivered a closing speech. He expressed high appreciation for the dedication and hard work of all employees over the past year, and encouraged everyone to maintain their spirit of perseverance in the year ahead—working hand in hand, united in purpose, and striving toward even greater goals.

Starlight never fails those who keep moving forward; honor belongs to those who strive. This annual awards ceremony was not only a recognition of outstanding individuals and teams, but also a meaningful gathering that strengthened unity and inspired morale. Standing at a new starting point, Thai Ming Lighting Co., Ltd. will continue to be guided by exemplary role models, further energize the organization, and compose an even more brilliant chapter in 2026.



Opening the Door to the Future: 2026 KMITL & BUU Job Fair

Author: Mandy Human Resources Department , Administrative Management Center



Thai Ming Lighting Co., Ltd. is committed to supporting and creating opportunities for new graduates by participating in job fair events organized in collaboration with leading educational institutions in the country. These events, hosted by JOBTOPGUN, serve as a platform to connect students with the labor market while promoting readiness for entering the professional world with quality and confidence.

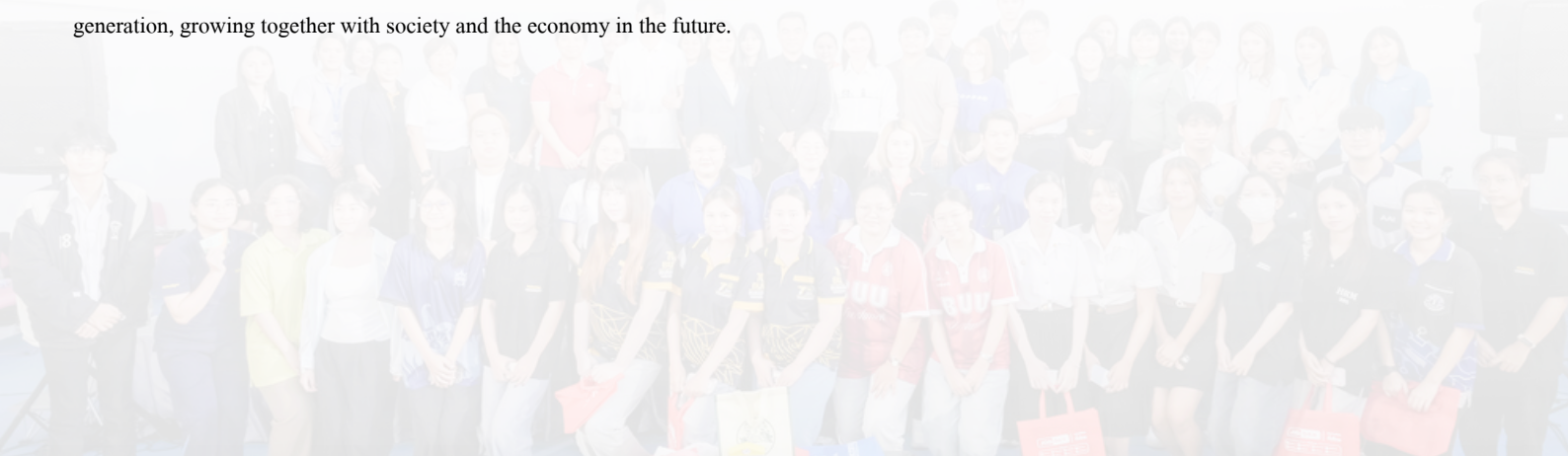
On February 12, 2026, the company participated in a job fair at King Mongkut's Institute of Technology Ladkrabang. The event featured more than 200 leading companies and organizations that presented job opportunities, internships, career planning advice, job application techniques, and essential skill development across various fields. The atmosphere was vibrant, with a continuous flow of student participation. Our company received strong interest, with 49 students registering with us and 2 students submitting their resumes for job applications. This reflects the enthusiasm and potential of the new generation entering the workforce.

In addition, the company joined another job fair at Burapha University on March 6, 2026, to promote organizational information and available job positions. A total of 16 students expressed interest and approached our booth, mostly inquiring about job details, applicant qualifications, and application procedures.



Participating in these two job fair events not only increased brand awareness among students but also provided a valuable opportunity to build networks with soon-to-be graduates, who are an important driving force for the future labor market. Moreover, it enabled the company to effectively access and recruit high-potential candidates.

Thai Ming Lighting Co., Ltd. remains dedicated to supporting human resource development and will continue to create opportunities for the new generation, growing together with society and the economy in the future.



Management Trainee Training Successfully Held: Sharing on Chinese–Thai Cultural Integration and Human Resource Management

Author : Liona EHS and Admin Department , Administrative Management Center



On February 27, 2026, the company organized a training session for employees in the Management Trainee Program under the theme “Chinese–Thai Cultural Integration and Human Resource Management Training.” The training was conducted by Manager Dylan Deng. Through this session, employees gained a lot of new knowledge and perspectives, deepened their understanding of the related topics, and were able to apply these insights more effectively in their daily work and teamwork.

First, the management trainees learned about the characteristics of Chinese and Thai cultures, including aspects such as values, beliefs, communication styles, and lifestyles. The integration of Chinese and Thai cultures refers to the cultural exchange between the two countries, along with gradual adaptation and integration into Thai society.

In addition, the training also introduced how cultural characteristics are reflected in clothing and lifestyle. For example, traditional Chinese clothing, such as the qipao and other traditional Chinese garments, reflects a cultural style that is simple yet elegant. At the same time, food culture is one of the most obvious examples of Chinese–Thai cultural integration. Many Chinese dishes are very popular in Thai society, such as noodles, rice noodle dishes, and various stir-fried foods. These dishes have also been adjusted in flavor to suit Thai tastes, forming a unique culinary culture that combines both Chinese and Thai characteristics.

Overall, the integration of Chinese and Thai cultures is a continuous process of interaction and adaptation through living together. It is reflected in many aspects, including ethnicity, clothing, food, language, and regional accents. This cultural integration demonstrates rich cultural diversity and has become an important part of the cultural characteristics of Thai society today.

Secondly, the management trainees also learned about human resource management, which consists of six key components:

1. Human Resource Planning: Determining the number of employees required for each position within the organization and preparing suitable talent that matches the job requirements.
2. Recruitment and Selection: Selecting individuals who possess the knowledge, abilities, and qualifications appropriate for the position to join the organization.
3. Employee Training and Development: Helping employees continuously improve their capabilities through training and skill development so they can perform their work more effectively.
4. Performance Evaluation: Monitoring and evaluating employees’ work performance, and using the results to improve work processes as well as serve as an important reference for career development and promotion.
5. Motivation and Benefits System: Providing fair compensation and benefits to increase employee satisfaction and motivate them to fully utilize their abilities.
6. Employee Retention and Organizational Relationship Building: Creating a positive working atmosphere and effective communication environment so that employees are willing to stay with the organization long-term and develop a stronger sense of belonging.

Import intelligent digital AOI inspection equipment to leverage technology to enhance quality

Author: Gene Quality Control Department , Production Operation Center



To continuously strengthen the quality control system and promote digital and intelligent upgrades in the production process, the company has recently imported an AOI automatic optical inspection system. It has now fully entered the installation and commissioning stage, which will establish a high-precision and high-efficiency quality safeguard for the SMT production process.

The AOI equipment relies on digital visual inspection technology to perform fully automated and standardized precise inspection of SMT components, fundamentally transforming the traditional manual visual inspection model. At present, the technical team is developing dedicated programs and adjusting parameters for each model of mounted components, converting product inspection standards into digital programs and archiving them. When products of the same model enter mass production in the future, simply calling up the established program will enable rapid first-article verification and full-process online inspection, truly achieving standardized, traceable, and highly efficient digital inspection.

This equipment can accurately detect defects throughout the SMT process, including component misalignment, missing components, incorrect components, reverse orientation, tombstoning, insufficient soldering, false soldering, solder shortage, excessive solder, and short circuits. It uses digital algorithms to automatically determine quality results. Once an abnormality is detected, an immediate alarm is triggered, enabling early detection, early containment, and early corrective action. This prevents defective products from flowing into subsequent processes at the source and significantly improves the first-pass yield and product stability.

The commissioning of the AOI digital inspection equipment represents a significant initiative by the company in advancing the concept of quality-first and digital empowerment. In the future, the company will continue to utilize intelligent equipment and digital management as key drivers to continuously strengthen process quality control, enhance core competitiveness, and deliver more reliable and more stable high-quality products to customers.

Strengthening Safety Awareness: 2026 Safety, Health & Environment Committee and First Aid Training

Author : Lily EHS and Admin Department , Administrative Management Center

Training Program for the Safety, Occupational Health, and Working Environment Committee (SHE Committee)



The development of knowledge and competencies of the Safety, Occupational Health, and Working Environment Committee (SHE Committee) is of paramount importance to ensure the effective performance of duties in compliance with applicable legal requirements. The training program is designed and certified by the Department of Labour Protection and Welfare under the Ministry of Labour. This program was conducted on 14–15 March 2026.

The key components of the SHE Committee training program integrate legal knowledge, risk assessment skills, accident management, and the promotion of a safety culture within the organization. These elements aim to enhance the committee's capability to perform its responsibilities efficiently, minimize losses, and improve workplace safety standards.

The training program emphasizes both theoretical knowledge and practical competencies through the following methodologies:

1. **Lecture Method:** Delivery of fundamental knowledge on relevant laws, occupational safety, health, and the roles and responsibilities of the committee by subject-matter experts.
2. **Group Discussion:** Facilitation of knowledge exchange, experience sharing, and collaborative analysis of workplace-related issues among participants.
3. **Case Study:** Examination of real-life incidents or safety-related problems to develop analytical skills in identifying root causes and preventive measures.
4. **Workshop / Practical Training:** Hands-on activities such as risk assessments, safety inspections, and simulated accident scenarios to reinforce practical application.
5. **Multimedia Learning:** Utilization of video materials, visual aids, and modern technologies to enhance comprehension and engagement.
6. **Assessment and Evaluation:** Implementation of pre- and post-training assessments to evaluate participants' knowledge, understanding, and overall training effectiveness.

The SHE Committee training program requires a minimum duration of 12 hours in accordance with legal requirements and must be conducted by duly authorized and registered training institutions. The committee plays a vital role in establishing policies, planning, monitoring, and promoting occupational safety within the organization. This contributes to the creation of a safe working environment, enhances operational effectiveness, reduces the risk of workplace accidents, and fosters a sustainable safety culture.



First Aid and Cardiopulmonary Resuscitation (CPR) Training Course

Because accidents and emergencies can happen anywhere and anytime today, providing correct and timely first aid is crucial in reducing loss of life and property. In particular, CPR is an essential skill for everyone.

Therefore, the Safety, Occupational Health, and Environment Department organized a First Aid and Cardiopulmonary Resuscitation (CPR) training course on March 7, 2026, led by health experts from BBN Nursing. The aim was to provide trainees with the knowledge, understanding, and ability to apply the skills correctly in real-life situations. Participants were representatives from all departments.

The First Aid and Cardiopulmonary Resuscitation (CPR) training course used a blended learning approach, combining theory and practice, to ensure trainees gained knowledge, understanding, and practical skills. The details are as follows:

1. **Lecture:** The lecturer provided knowledge on the principles of first aid and patient assessment, and guidelines for assistance in emergency situations.
2. **Demonstration:** The instructor demonstrated the correct procedures for cardiopulmonary resuscitation (CPR) and the use of an automated external defibrillator (AED) according to standards.
3. **Hands-on Training:** Trainees practiced hands-on, such as performing CPR on training mannequins, using an AED, and first aid in simulated situations, with close guidance from the instructor.
4. **Learning through Simulation:** Simulated scenarios were arranged to allow trainees to practice decision-making and step-by-step assistance in realistic situations.
5. **Evaluation:** The knowledge and skills of trainees were evaluated both before and after the training, including practical assessments to measure the learning outcomes.

This Basic First Aid and CPR Training Program was successfully implemented according to the set objectives. Trainees' knowledge and understanding of basic first aid and cardiopulmonary resuscitation (CPR) increased significantly.

Participants were able to correctly perform assistance to victims in emergency situations according to the procedures and gained confidence in applying the knowledge in their daily lives. In addition, participants expressed a good to very good level of satisfaction with the activities.

Overall, the project successfully achieved its set goals. This will benefit the training participants in terms of knowledge, skills, and a positive attitude towards helping others in society.

Welcoming Distinguished U.S. Guests with Professional Enthusiasm, Building a Brighter Future Together through Brand Excellence — U.S. Landscape Lighting Clients Visit WAC GROUP Global Manufacturing Center (Thai Ming)

Author: Janis Human Resources Department , Administrative Management Center

On March 24, 2026, WAC GROUP's Global Manufacturing Center (Thai Ming) warmly welcomed an important delegation of clients from U.S. Landscape Lighting. As a core partner of the Group, the client contributed to the outstanding sales performance of the WAC GROUP Landscape Lighting brand in 2025. During this visit (March 23–27), the factory tour was a key highlight and a sincere gesture of appreciation for the client's long-term support. WAC GROUP Chairman Thomas Wang personally accompanied the entire visit, demonstrating the high importance placed on this exchange.

Thai-Style Hospitality, Delivering a Warm “Home Away from Home”

At noon that day, the Thai Ming factory greeted the distinguished guests with a ceremony rich in Thai cultural traditions. Reception staff dressed in traditional Thai attire presented floral garlands as a symbol of welcome, blending culture and emotion to ensure that guests felt warmth and respect from the moment they entered the facility. Chairman Thomas Wang then delivered a welcome speech, expressing heartfelt gratitude for the clients' trust and support. A group photo was taken in the lobby to commemorate this meaningful moment in their partnership.

Immersive Experience, Showcasing Brand Strength

During the tour, the clients first visited the indoor showroom and outdoor display areas, experiencing lighting solutions across diverse application scenarios, including museums, hotels, commercial spaces, retail, entertainment, outdoor environments, and offices. Through immersive lighting demonstrations, the technical advantages of the products were transformed into intuitive sensory experiences, earning unanimous praise from the clients.

At the manufacturing center, the clients gained a close-up understanding of the factory's smart manufacturing upgrades. Advanced equipment such as CNC lathes, automated polishing robots, and injection molding robotic arms have formed an efficient and highly precise automated production system. The modern production environment provided clients with a more direct and in-depth understanding of WAC's comprehensive strengths in production efficiency, process precision, and quality control.

Deepening Cooperation, Shaping a Shared Vision for the Future

Following the tour, both parties proceeded to product presentations and discussions. The WAC U.S. sales team delivered professional insights into the product portfolio, while the clients engaged in in-depth discussions on technological innovation, market expansion, and application solutions, creating a dynamic and interactive atmosphere.

The visit concluded successfully in a friendly and efficient manner, laying a solid foundation for both parties to jointly create greater market value in the future and reaffirming WAC's strong commitment to mutual growth and long-term partnership.

