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I declare, I confirm, I certify and I sign that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper: Managing Diversity and Equity in Thai Industrial Organizations: Strategic Pathways Toward Sustainable Growth with Authors: Pachawalee Nuallaong, Angkul Chantruprakakul. I would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments received from three (3) expert reviewers, specialists in the area of my paper.

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I would like to sincerely thank all the reviewers for their valuable comments and efforts in improving my manuscript. I have revised the paper carefully according to the suggestions, particularly from three (3) expert reviewers who specialize in the area of my study. Their insightful and constructive feedback greatly enhanced the clarity, rigor, and overall contribution of the article.

Signature Pachawalee.

Date: 5-3-2026