

To Serve Innovation Solutions
for The World's Sustainable Consumption

Sustainability Report **2022**

A.J. PLAST PUBLIC COMPANY LIMITED





A.J. PLAST

**WORLD CLASS FILM PRODUCTS
FOR ULTIMATE CUSTOMER SATISFACTION**



Table of Contents

About this Report	4	Corporate Environmental Responsibility	53
Message from the President	5	Energy Management and Reduction of Energy Consumption	56
OUR BUSINESS	6	Reduction in Energy Requirements of Products and Service	60
Company Background	6	Environment Management	65
Nature of Business	7	Waste Management	67
Awards and Recognitions	8	Climate Change Management	70
Interview & Experience Sharing	9	Biodiversity	75
Membership	9	Enhance the Potential of Communities and Societies	78
Value Chain	10	Human Rights	78
Vision	11	Human Capital Development	84
Mission	11	Occupational Health and Safety	91
Values	11	Pandemic Management	100
Company Culture	12	Corporate Citizenship and Philanthropy	102
Sustainable Business Framework	12	GRI Content Index	110
Stakeholder Management	13	Sustainability Report Feedback Form	112
Materiality Assessment	19		
Operational Sustainability Strategy	21		
Sustainability Principles	21		
Respondent to Sustainability Development Goals	21		
A.J. PLAST CIRCULAR ECONOMY and BCG MODEL	22		
Create Continuous & Sustainable Growth	24		
Good Corporate Governance	24		
Code of Conduct	28		
Anti-corruption	30		
Risk Management	32		
Customer Relationship Management	40		
Product Stewardship	42		
Innovation Management	45		





Scope of Operation

This report presents the operating results of January 1, 2022 to December 31, 2022 of A.J. Plast Public Company Limited. This report covers the operation of A.J. Plast Public Company Limited and A.J. Plast (Vietnam) Co., Ltd. which can refer to the shareholding form of 56-1 One Report 2022.

For the scope of reporting, economic dimension covers all areas of the business operation includes: Head office and factory area. Social and Environmental dimension mostly cover the operation in Laem Chabang factory area.

About this report

A.J. Plast Public Company Limited has been doing this sustainability report annually with an objective to deliver our mission, strategy management, work process and result of our achievement in terms of economy, society, and environment. Moreover, this will also support nation strategy and sustainable development goals (SDGs). All in all, our company is creating this sustainability report based on the Global Reporting Initiatives (GRI) standard and we do data disclosure according to core options

Key Changes in Business Operation 2022

In October 2021, a joint venture was entered into with SCG Chemicals Public Company Limited, in 2021, the joint venture company was registered as “A.J. Plast (Vietnam) Company Limited”.



April 2022

Start the installation of new machines for BOPP film production line at Pinthong Industrial Estate 5, Chonburi province in collaboration with Brückner Group



November 2022

Operated new BOPP film production line factory at Pinthong Industrial Estate 5, Chonburi Province and readily to start commercialize.

BOPP Film Production Line Building at Becamex Bau Bang Industrial Estate, Vietnam was completed and ready for machine installation.



December 2022

Relocation of machinery to install BOPP film production line at Becamex Bau Bang Industrial Estate, Vietnam and it is expected to be completed in the second quarter of 2023.

Contact

For more information about this report, please contact A.J. Plast Public Company Limited (Head office) 95 Thakarm Rd., Samaedam, Bangkhuntien, Bangkok 10150, TH



0 2415 0035



0 2415 3795, 0 2415 1211



sustain@ajplast.co.th

<https://www.ajplast.co.th/>

I Message from Managing Director



Extreme weather from global warming are more intense and more frequent which affects the world Disasters such as forest fires, floods, earthquakes, storms, smog or dust that exceeds the standard, etc., also affect the global economy, society, communities at the national and global level. The company is aware of the challenges and Risks that may affect business operations. Carefully plan, set goals, and set business strategies to deal with risks effectively. At the same time, looking for opportunities to drive the business to grow sustainably by focusing on creating innovations to develop production processes and products in line with market demands, high quality and safety environmentally friendly and able to raise the quality of life of the community and society.

In 2022, A.J. Plast has developed and improved operation efficiency and adapt to keep up to various challenges timely and continually, promoting the Circular Economy towards a Low Carbon Economy and transitioning to Net Zero Emission by 2065 with clean energy and alternative energy to replace fossil fuels. In addition, the company has also increased its competitiveness by developing innovative products that are environmentally friendly, such as Post-Consumer Recycled Film: PCR Film, Post-industrial Recycled Film: PIR Film, and Bio-Based Film, accounting for 10% of total sales, including the development of the produc-

tion process for the most efficient use of resources, through the installation of solar energy systems in the factory area, project to recycle water in the production process for use in the cooling system, and innovate in the development of machinery and equipment in the production process for higher efficiency which can reduce waste arising from the production process, to meet the environmental friendliness according to the principles of the circular economy and further achieving our commitment to contribute to a sustainable world. As well as giving importance to human rights issues by laying the foundation of respect for human rights as the company's basic practice to comply with human rights principles according to laws and international standards and continues to strive to increase positive impacts in social dimensions according to international operating frameworks such as implementation of human rights policy, promoting diversity and inclusion as well as promoting the quality of life of stakeholders in a concrete way. Taking care of the development of nearby communities, and preparation of personnel to support business growth in which the diversity of employees and the ability to work as a team are an important strength that will strengthen growth and achieve sustainable goals.

In addition, the company truly believes that the most important thing that will make the business run

strong in all situations in the long term is to create cooperation with stakeholders, external organizations or agencies to strengthen be strong and grow together. Therefore, the Company has prepared this Sustainability Report, the objective is to share the direction of operations covering Environment, Social and Corporate Governance: ESG by conducting business with environmental responsibility, aiming to develop the potential of people and society and create continuous and sustainable growth as well as performance in various fields in line with the expectations of the stakeholders including showing the intent, purpose and tarket of the company in operating in line with and supporting the United Nations Sustainable Development Goals to demonstrate the commitment to become an innovative and sustainable organization.

Mr. Kittiphat Suthisamphat
Managing Director

Our Business

History and Development of Business

A.J. Plast Co., Ltd. has been in business for more than 35 years with a vision of being the leader in the production of plastic film to meet the needs of the world market. The company is determined to develop technology and innovation to continuously add value to the products, enhance the quality and safety of products that are equivalent to international standards. We develop products and the production processes to be environmentally friendly, driving corporate culture in terms of sustainable development and increase the competitiveness to become a world-class organization in this industry.



Employee
1,311 people
 Men 906 people
 Women 405 people



Experiences for over
36 years



SOLD ALL OVER
30 Countries

1987

The company was established on March 25, 1987 by Mr. Narong Suthisamphat. with registered capital of one million baht to produce and sell BOPP film. The first factory is located at 19/111 Moo 7 Tha Kham Road, Samae Dam Subdistrict, Bang Khun Thian District, Bangkok (on June 1, 2010, the address was changed to 95 ThaKham Road, SamaeDam Subdistrict, BangKhunThian District Bangkok) Later the factory was moved to a location Laem Chabang Industrial Estate Thung Sukla Subdistrict, Si Racha District, Chonburi Province in order to be able to expand the production base in the future, the new factory is also located near Laem Chabang Port. and is close to the source of plastic raw materials in Rayong thus saving more transportation costs.

1994

Converted to a public company on May 3, 1994

2020

The company expanded its production base to invest in Vietnam. By establishing a subsidiary with SCG Chemicals Company Limited to support future market growth.

2021

The joint venture company was registered under the name “A.J. Plast (Vietnam) Company Limited”.

2001 - 2022

The Company has expanded the production line of BOPP and METALLIZED film as well as the production line of BOPET, BOPA, CPP film. There are 16 production lines as follows:

- 5 BOPP film production lines
- 2 BOPET film production lines
- 3 BOPA film production lines
- 1 CPP film production line
- 5 METALLIZED film production lines

2022

The opening of a new factory and building for the BoPP film production line at Pinthong Industrial Estate 5, Chonburi Province, and moving machinery to install a BopP film production line at Becamex Bau Bang Industrial Estate, Vietnam.

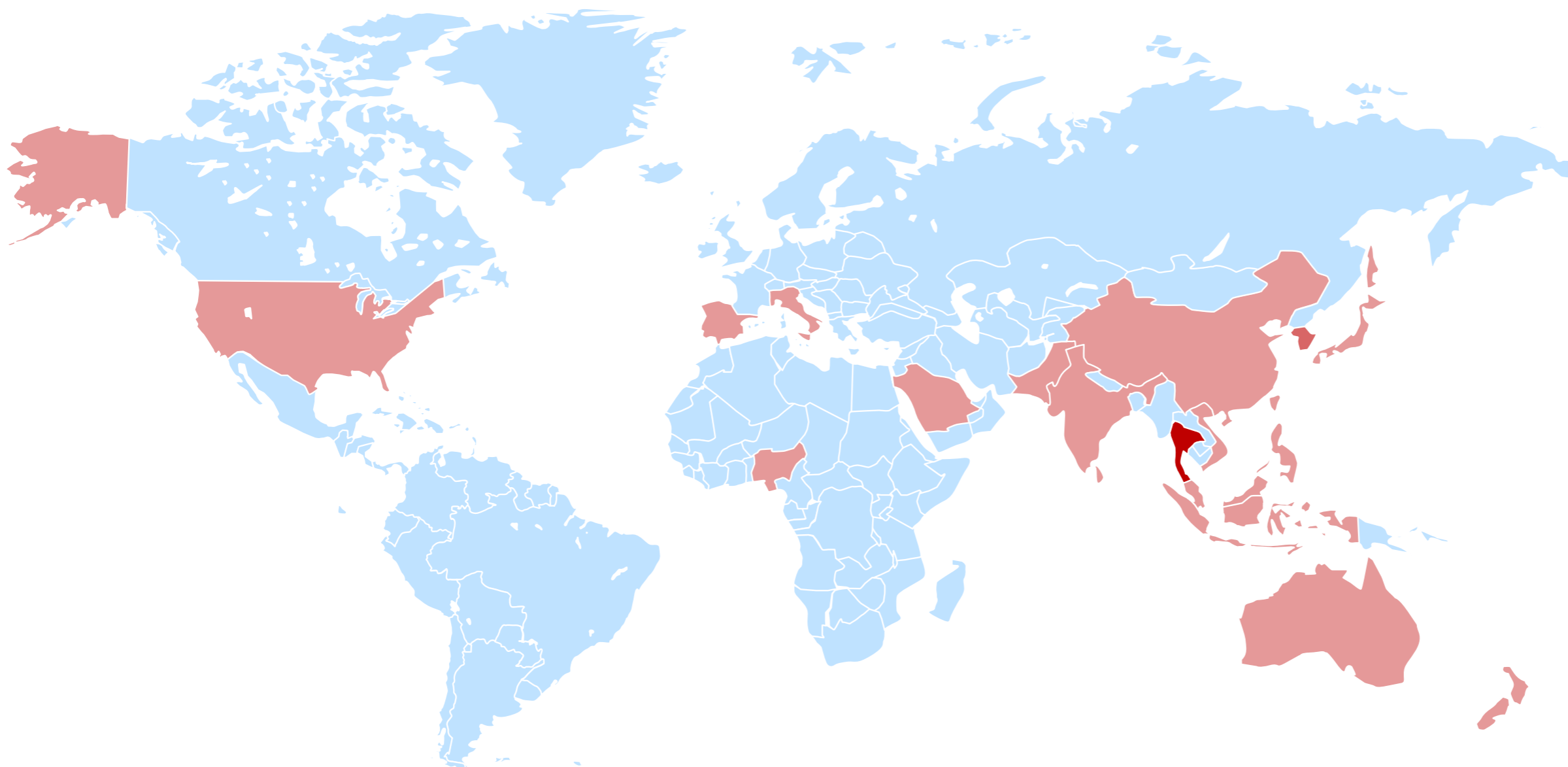
Nature of Business

The company operates as a manufacturer and distributor of plastic film by melting plastic pellets through the process until it becomes a film. And can be cut to the size the customer wants. The company's head office is located in Bang KhunThian District, Bangkok, Thailand, and the company has two factories, such as LaemChabang Industrial Estate and Pinthong Industrial Estate 5 Chonburi. We have a total production capacity of 182,000 TPA per year, which is located near LaemChabang Port and is close to the source of plastic raw material production.

The Company's main products are plastic films that are safe and certified to international standards, such as BOPP, BOPET BOPA (Nylon), CPP, METALLIZED and COATED. The films are used for processing into packaging soft type, such as food and snack package, and other containing packages such as clothes, shampoo, flowers, gift wrapping paper, coated paper, coated furniture, indoor heat insulation, electrical insulation and frozen food, etc. The company's target customers are printing houses, side seal bags and other packaging factories including the electronics industry which the company's products able to respond to the needs of customers both at home and abroad.

Company's Customer Base

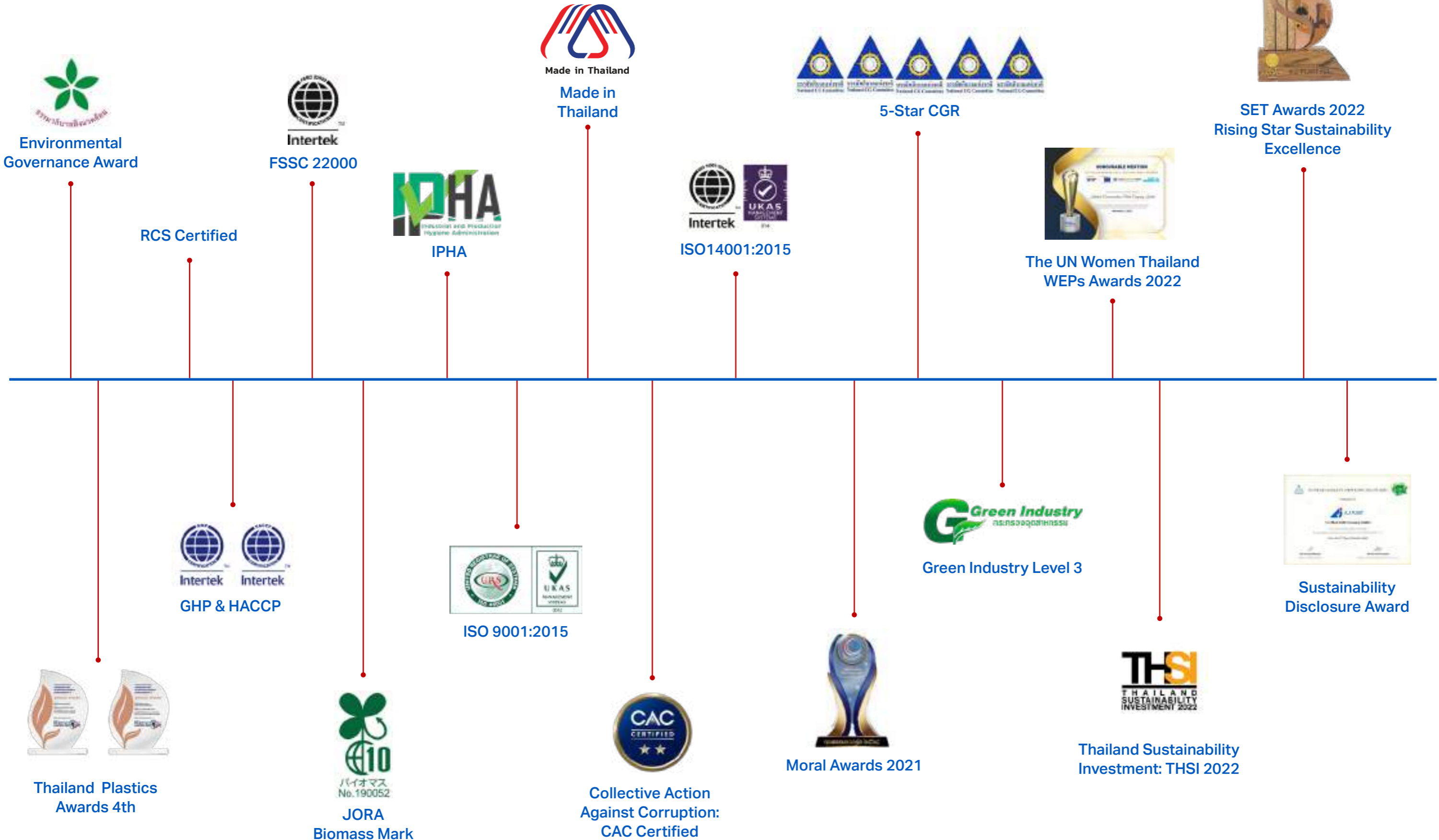
ปริมาณยอดขายปี 2565



The company has an international customer base in 27 countries around the world as follows.

- Thailand
- South Korea
- Italy
- Bangladesh
- Mauritius
- Hong Kong
- Nigeria
- Indonesia
- United States
- Myanmar
- Austria
- China
- Taiwan
- Israel
- Mexico
- U.A.E
- Philippines
- Vietnam
- New Zealand
- India
- Sri Lanka
- Pakistan
- Malaysia
- Saudi Arabia
- Australia
- Japan
- Singapore
- Spain
- Italy
- United Kingdom

Achievement Awards



*See details of each type of award on page 52

Interview & Experience Sharing throughout 2022

In 2022, Mr. Kittipat Sutthisampat, Managing Director, represented the company in the interview and shared experiences in operations, goals, strategies, activities or projects related to sustainability in accordance with environmental, social, as well as economic and corporate governance dimensions (ESG).



Sustainability Sharing Challenges and driving GHG management in the organization

Representatives of executives shared their experiences and the Company’s achievements organized by the Stock Exchange of Thailand.

Nature of Business

The Company operates as a flexible packaging film manufacturer and distributor by melting plastic resin and processing it into film and cutting it to the size that customers want. The Company’s Head Office Located at Bang Khun Thian, Bangkok. There are 2 manufacturing plants located at Laem Chabang Industrial Estate and Pinthong Industrial Estate 5, Chonburi Province with a total production capacity of 182,000 tons per year. The plant is located near Laem Chabang Port and close to the production site of plastic resin raw materials.



Listed Company as THSI Sustainability Model 2022

The company was invited to participate in an interview with the Stock Exchange of Thailand about the Company’s sustainability operations which the interview video will be published on SET’s channels throughout 2023.

Circular Economy Strategy is to bring brings plastic to reuse used plastics. We are always developed products and the process to be environmentally friendly, reducing greenhouse emissions more effectively. Nonetheless, we focus on circular economy by collaborating with customers and partners. such as Bio Based Film from Post Consumer Recycle and Post Industrial Recycle films to have equivalent properties with the film that made from fossil based plastic resins.

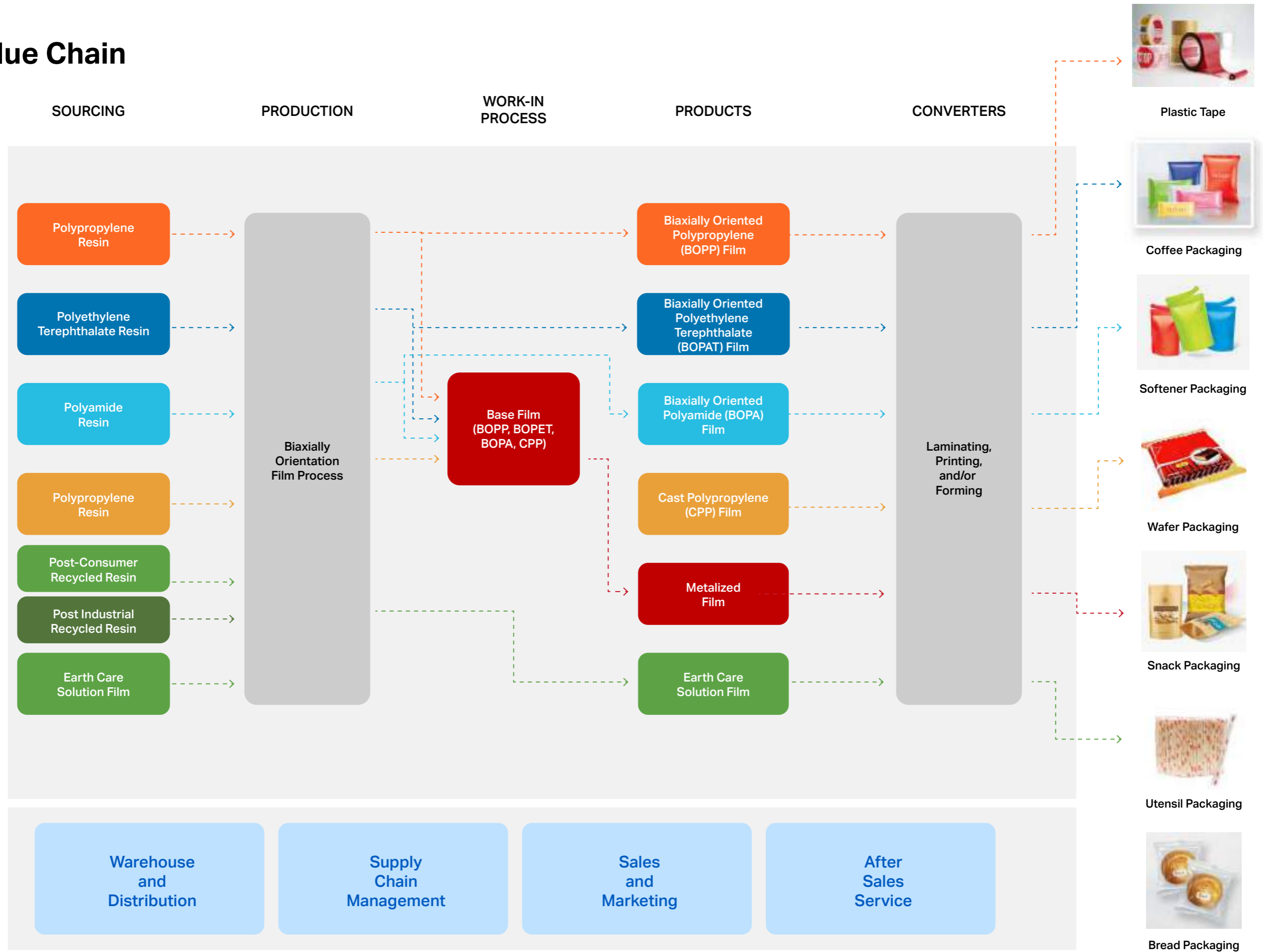
Membership

- Thailand’s Collective Action Against Corruption (CAC)
- Thai Chamber of Commerce
- Federation of Thai Industries
- Thailand Carbon Neutral Network (TCNN)

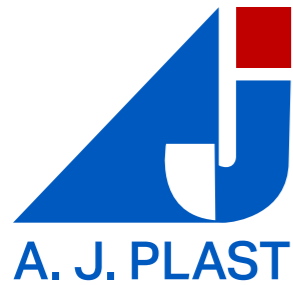
A.J. Value Chain

PRIMARY ACTIVITIES

SECONDARY ACTIVITIES



I Vision



“To be a leader in plastic film production technology that meets international standards, focus on product development and new innovations environmentally friendly for sustainable development.”

I Mission



1. Continuously improve product and service quality



2. Being a fair partner with fair price

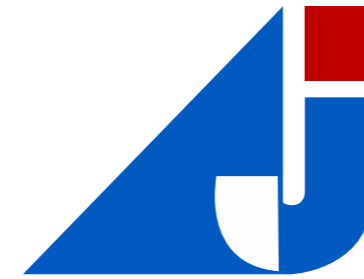


3. Operate the business of environmentally friendly plastic film products to create sustainable development.



4. Stakeholders including those involved with the highest responsibility.

I Core Value



A. J. PLAST

A dvanced innovation	Advanced innovation and technology.
J ustice and transparent	Operate business with justice and transparency.
P rofessional	Work efficiently to manage risk properly and meet international standards.
L oyalty	Have loyalty, trust with honesty.
A gility	Have flexibility and fast working phrase.
S ocial sustainability	Pay high attention to social sustainability.
T eamwork	Work as a team, communicate and exchange ideas when collaboration.

I Organizational Culture

Focus on international quality

The company attaches great importance to the production of high quality and a wide variety of products adhering to the principle of the international standard ISO 9001:2000 by using high-technology machines. Committed to being a leader and leading the way in manufacturing innovation with continuous product development to meet the needs of the global market.

Uphold with Ethic

Ethics is the key to fostering a positive attitude as it can enhance life and contributes to smooth collaboration within the organization because human resources are an important factor in driving the organization. Thus, we support and inculcation ethics as it leads to the company progress with sustainable growth.

Be unite and work as a team

Unity is another factor that supports collaboration within the organization to go in the same direction. Having an effective leader with a solidarity concept helps drive the organizational culture to approach the same goals with a clear determination to drive the organization in the same direction.

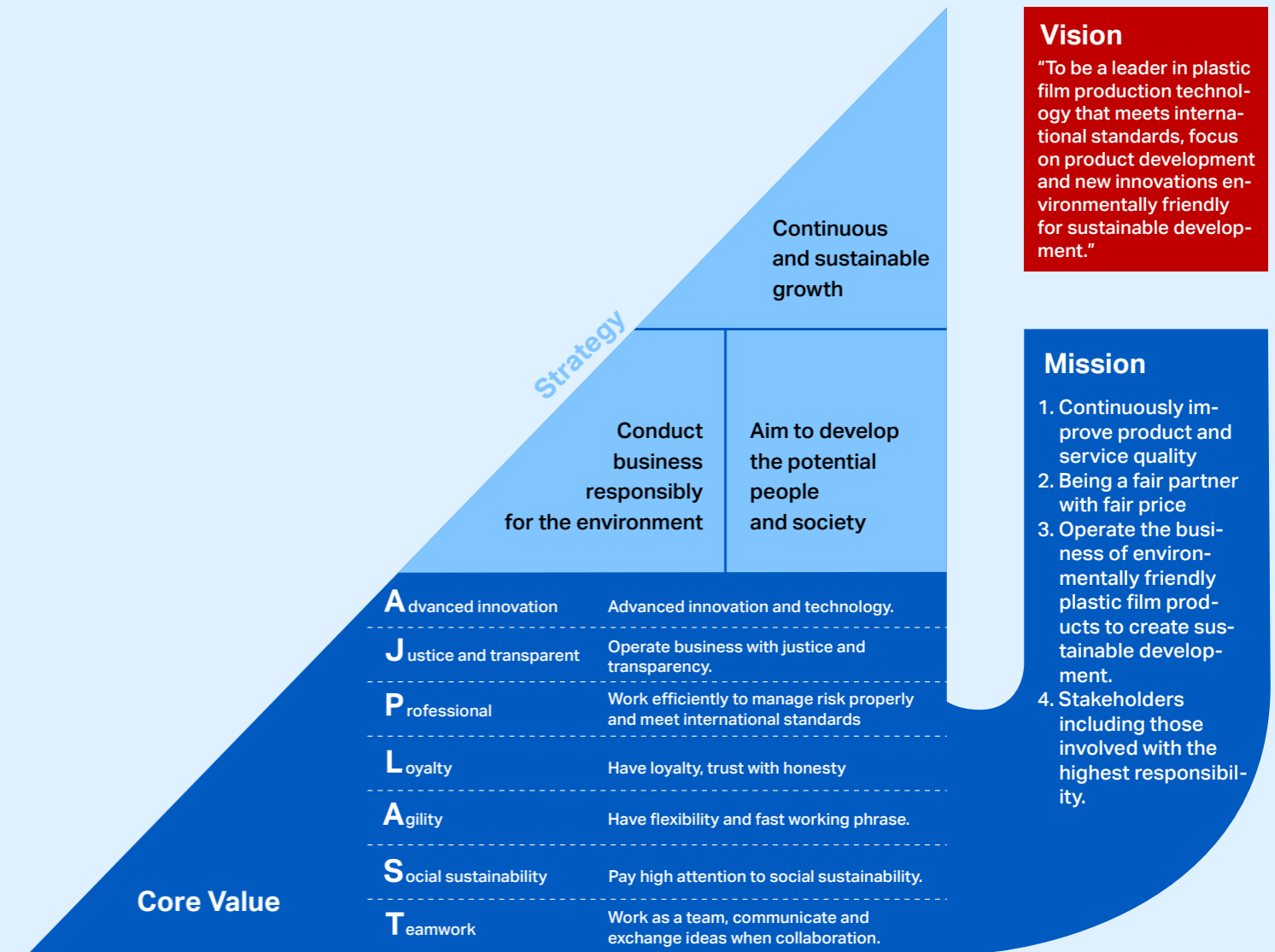
Pay great attention to our customers

The company listens to the needs of customers and attaches great importance to promoting and supporting their needs, current market demand and focuses on product development together with customers to meet the trends of the world market.

Environmental awareness

The company is aware of and considers the environment, thus we are always developed and research environmentally friendly products by pushing forward environmental concepts and objectives to support the future changes of the world.

I Sustainable Business Operation Framework



Focus on international quality

The company attaches great importance to the production of high quality and a wide variety of products adhering to the principle of the international standard ISO 9001:2000 by using high-technology machines. Committed to being a leader and leading the way in manufacturing innovation with continuous product development to meet the needs of the global market.

Uphold with Ethic

The company attaches great importance to the production of high quality and a wide variety of products adhering to the principle of the international standard ISO 9001:2000 by using high-technology machines. Committed to being a leader and leading the way in manufacturing innovation with continuous product development to meet the needs of the global market.

Be unite and work as a team

Unity is another factor that supports collaboration within the organization to go in the same direction. Having an effective leader with a solidarity concept helps drive the organizational culture to approach the same goals with a clear determination to drive the organization in the same direction.

Pay great attention to our customers

The company listens to the needs of customers and attaches great importance to promoting and supporting their needs, current market demand and focuses on product development together with customers to meet the trends of the world market.

Environmental awareness

The company is aware of and considers the environment, thus we are always developed and research environmentally friendly products by pushing forward environmental concepts and objectives to support the future changes of the world.

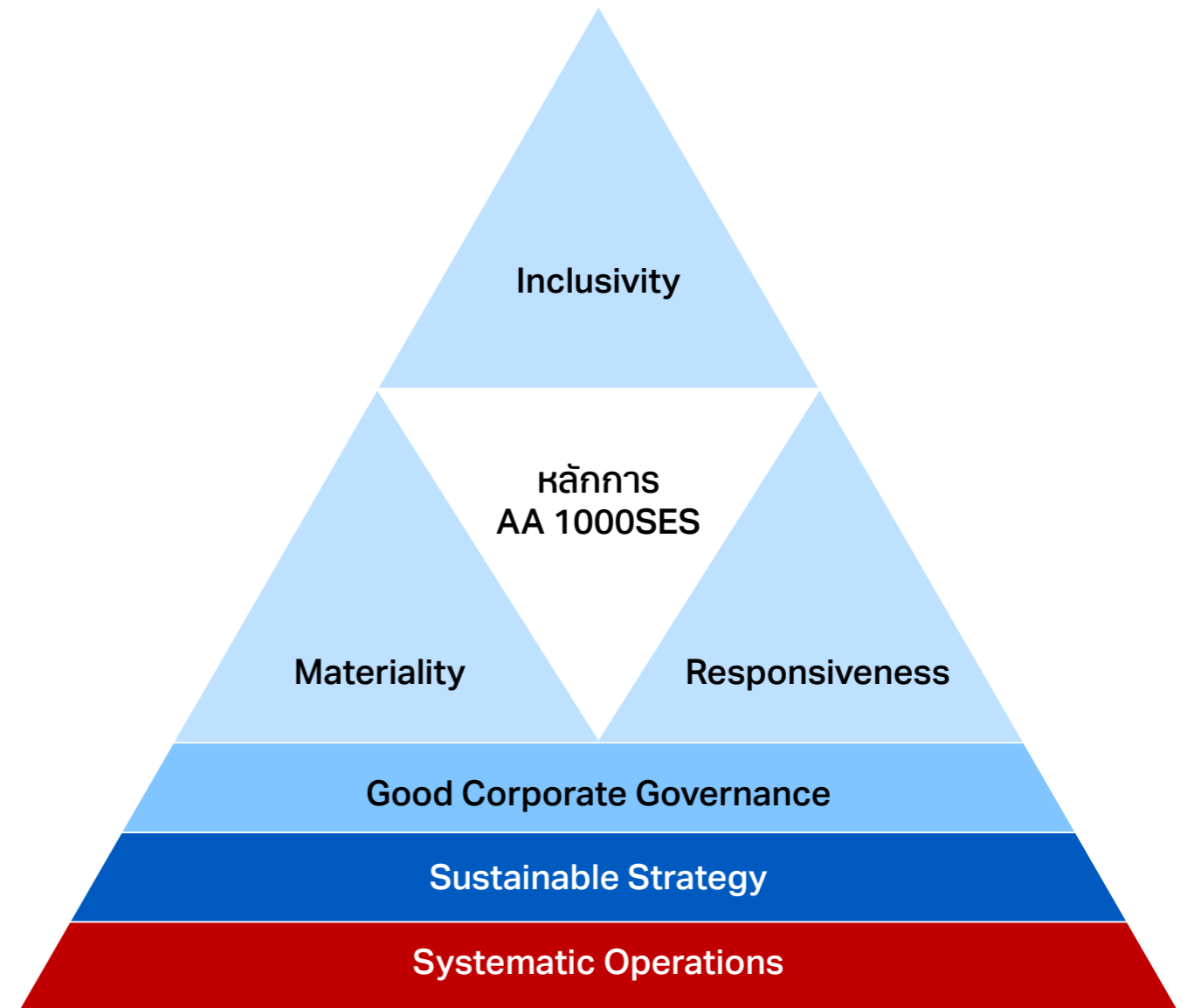


The image shows the integration of the AA1000SES principle with management.

I Stakeholder Management

The Company reviews significant issues related to internal and external business operations covering international risks and take stakeholders' expectations into consideration. Sustainability directions are considered in the industrial product sector by using the guidelines of the International Standard on Sustainability Disclosure (GRI Standards), Principles and Tools for Stakeholder Engagement Standard (AA1000SES). It consists of key principles such as inclusivity, materiality, and responsiveness.

The principles are based on ethical management, business strategies that focus on sustainable growth, and systematic operations.



Stakeholder Engagement Process



1. Identifying Key Stakeholders

The Company understands each group of stakeholders based on their knowledge of important issues, engagement expectations, relationship with the company, level of influence, geography, organizational context. The Company determines the level of participation and communication methods based on the nature and scope of stakeholder participation.



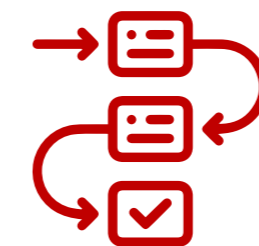
2. Operational Planning

The Company plans its operations based on the resources required and collaborates with stakeholders to appropriately meet the needs of stakeholders and ensure effective participation.



3. Implement the Engagement Plan

The Company has established an action plan for engaging with stakeholders by informing the objectives of participation, clarifying Key objective and policies of the Company Conduct and develop engagement action plans with key stakeholders.



4. Review and Improve

The Company regularly conducts stakeholder engagement wound reviews at least once a year and revises the operation plan in accordance with the Company's situation

The table shows the impact and influence of stakeholders at different levels.

The influence level of stakeholders in the Company	<ul style="list-style-type: none"> Local and government regulatory agencies Creditors and financial institutions Business Partners <p>Meet their needs</p>	<ul style="list-style-type: none"> Clients Shareholders and investors employee <p>Key Players</p>
	<ul style="list-style-type: none"> Media & Independent Organizations <p>Least important</p>	<ul style="list-style-type: none"> Partners Contractors and Contractors Community & Society competitor <p>Show consideration</p>
	The interest level of stakeholders in the Company	

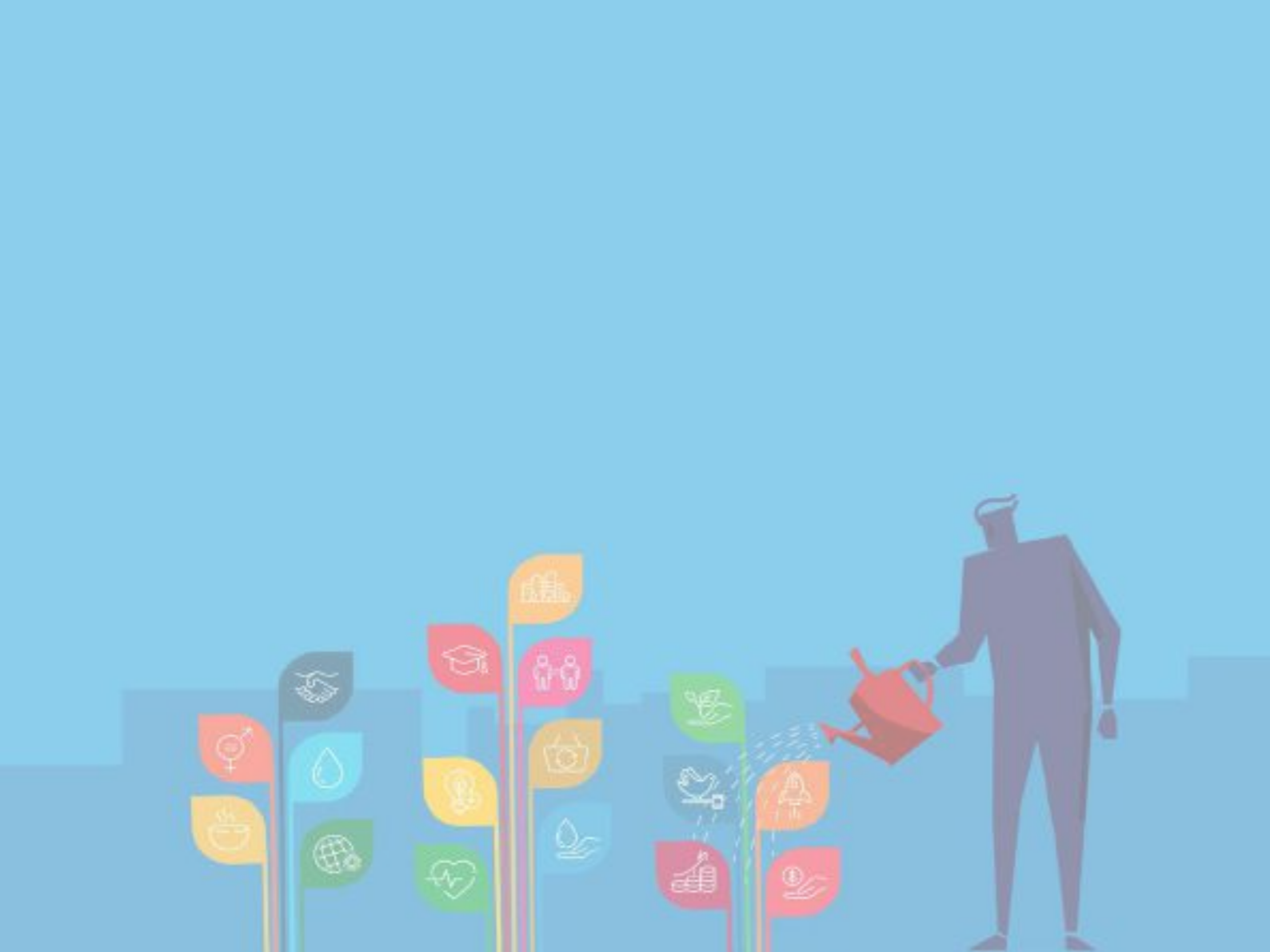
Table of Stakeholder's Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
<p>Customers</p>	<ul style="list-style-type: none"> • Product and service quality that meets customer requirements and international standards • Customer satisfaction with products and services • Product delivery in accordance with the contract and requirements • Product development to meet customer needs as well as societal and environmental responsibility • Enhancing customer confidence • Reasonable prices 	<ul style="list-style-type: none"> • Customer Satisfaction survey • Receiving suggestions, feedback, and complaints to be discussed in the meeting in order to formulate problem solutions and following up on resolutions • Providing advice and recommending on products, appropriate applications, technologies and new market trends, as well as related technical knowledge • Delivering products that meet the needs of customers and are on time • Sharing knowledge and working collaboratively on product development 	<ul style="list-style-type: none"> • Quality and service assessment, including annual delivery of customers' products • Annual customer satisfaction assessment • Contact the Company's sales department through various communication channels. • Sales interact with customers • Customer visit at least once a month • Open for factory inspection at least once a year. • Complaints through whistleblowing channels such as the Company's website, email, telephone
<p>Shareholders and Investors</p>	<ul style="list-style-type: none"> • Corporate governance with honesty, transparency and equitable adhering to business ethics • Short-term and long-term risk management • Continuous growth, increased competitiveness, efficient and effective managerial direction • Good performance, good return and worth the investment 	<ul style="list-style-type: none"> • Transparently and regularly communicate the company's news and information via the website, media, and publications based on the situation • Increasing shareholder and investor confidence by demonstrating performance • Analyzing, evaluating, monitoring and developing strategies for managing short-term and long-term risks including emerging risks and crises • Partners with leading companies to expand business, both domestically and internationally, in order to increase production and customer base 	<ul style="list-style-type: none"> • Annual General Meeting of Shareholders • Shareholders' Activities to visit the Company's business once a year • Contact through the Company secretary • Report performance via One Report, Sustainability Report and the Company's website • Financial statements of the Company through the Company's website and the Stock Exchange of Thailand • Complaints through whistleblowing channels such as the Company's website, email, telephone
<p>Employees</p>	<ul style="list-style-type: none"> • Respecting employees' rights, fair treatment • Fair compensation, employment and performance evaluations • Employee development and career advancement • Occupational Health and Safety • Good working environment 	<ul style="list-style-type: none"> • Communicating policies and organizational directions to employees, such as employment policy, human rights policy, inclusivity and equality policy, whistleblowing policy, occupational health and safety policy and environment, corporate happiness policies, and so on 	<ul style="list-style-type: none"> • Executives visit the factory and hold operational meetings with department heads at least once a week. • Welfare Committee Hold meetings at least twice a year. • Contact through the Welfare Committee • Contact through HR and Administration Department • Complaints through whistleblowing channels such as the company's website, email, telephone, complaint box, etc.

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Local and Government Regulators	<ul style="list-style-type: none"> Cooperating with government agencies and local regulators. Accurate and timely information disclosure Conducting business with transparency and accountability 	<ul style="list-style-type: none"> Complying with relevant laws Supporting and collaborating with government agencies and local regulators to assess the situation and potential consequences in order to find preventive measures and solutions Communicating with government officials and local regulators to build mutual trust 	<ul style="list-style-type: none"> The Company's responsible agencies coordinate directly with local regulators. Public relations channels of the Company Company's Website Complaints through whistleblowing channels such as the company's website, email, telephone, complaint box, etc.
Creditors and Financial Institutions	<ul style="list-style-type: none"> Conducting business with honesty, transparency and fairness in accordance with the Code of Conduct Business growth Disclosing of information with accuracy, clarity, timeliness Repayment in full and on time 	<ul style="list-style-type: none"> Conducting business with honesty, transparency, and fairness in accordance with the principles of good corporate governance and business ethics. Operating the business with efficiency and effectiveness in line with international standards. On a regular basis, information will be disclosed in a transparent, complete and timely manner via the website, media and publications Enhancing the trust of creditors and financial institutions by revealing their operating results Analyzing, assessing, monitoring and developing strategies for managing short-term and long-term risks including emerging risks and crises 	<ul style="list-style-type: none"> Direct contact between the Company's responsible persons and credit or financial institutions Report performance via One Report and Sustainability Report and the company's website.
Business Partners	<ul style="list-style-type: none"> Clear business directions for future collaboration Conducting business with honesty, transparency and fairness in accordance with business ethics 	<ul style="list-style-type: none"> Raising the confidence of business partners Collaboration to expand business, both at local and international, in order to increase production capacity and customer bases 	<ul style="list-style-type: none"> Report performance via One Report and the Company's website Communication through in-person and online channels Complaints through whistleblowing channels such as the Company's website, email, telephone

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Suppliers, Service Providers and Contractors	<ul style="list-style-type: none"> Communicating policies, standards, rules, regulations, work procedures, and also communication channels To conduct business with honesty, transparency, ethics, and fairness in accordance with the Code of Conduct and business ethics Collaboration with Suppliers, Service Providers and Contractors for sustainable development 	<ul style="list-style-type: none"> Communicating policies, standards, rules, regulations, work procedures as well as human rights policies covering safety, equality and anti-corruption to suppliers, service providers and contractors Establishing a Supplier Code of Conduct that applies to suppliers, service providers and contractors Developing suppliers' capacity by conducting Supplier Self-Assessment that covers the economic, social, and environmental dimensions Maintaining integrity, transparency and fairness in the operations Enhancing quality and service to be efficient and sustainable together Developing knowledge for suppliers, service providers, contractors and partners in order to work together to maximize efficiency and effectiveness in operations as well as enhancing competitiveness 	<ul style="list-style-type: none"> Meetings, trainings and seminars for suppliers, service providers and contractors Site Visit Supplier Assessment Contact via website, brochure and email Complaints through whistleblowing channels such as the company's website, email, telephone, complaint box, etc.
Communities and Societies	<ul style="list-style-type: none"> Impacts on communities, society and environment from the Company's operations Community, societal and environmental impact and responsibilities Transparent, accurate and timely disclosure of information, news and operations of the company 	<ul style="list-style-type: none"> Emphasizing on minimizing the environmental impact Communicating and disclosing the company's work in a transparent, complete, accurate, and timely manners Opinions, suggestions, whistleblowing and complaints, from the community and society, are welcome through corporate communication channels and community surveys Carry out social and community activities, such as educating youth and women as well as community health project 	<ul style="list-style-type: none"> Social and environmental activities Contact through HR and administration department Complaints through whistleblowing channels such as the company's website, email, telephone, complaint box, etc.
Competitors	<ul style="list-style-type: none"> Against unfair competition Conducting business with integrity, transparency and fairness in accordance with the company's business ethics 	<ul style="list-style-type: none"> Conducting business with integrity, transparency and fairness in accordance with the company's business ethics Fair competition by not accepting or using competitors' confidential information. Exaggerated or untrue information has never been used to accuse or discredit competitors 	<ul style="list-style-type: none"> Meetings with central organizations such as the Federation of Industries, Plastic Industry Club, etc. Complaints through whistleblowing channels such as the company's website, email, telephone, complaint box, etc.

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Media and Non-Governmental Organization (NGO)	<ul style="list-style-type: none"> • Collaborating with the media and non-profit organizations • Accurate and timely disclosure of information to the general public 	<ul style="list-style-type: none"> • Disclosure of accurate, complete, appropriate, clear and to-the-point updated information • To allow the media to meet and to talk with the company's executives and/or representatives • Collaborating with independent organizations to promote environmental cooperation, such as the circular economy and environmentally friendly products etc • Participating in meetings organized by non-profit organizations such as Women's Empowerment Principles (WEPs) 	<ul style="list-style-type: none"> • Public Relations Channels of the Company • Company's Website • Contact through the company secretary • Whistleblowing Channel



A.J. Plast Process to Determine Material Topics

Process to Determine Material Topics

1. Materiality Identification

The Company has reviewed the context of the organization throughout the value chain. The Company has also studied the trend and direction of business operations of the industries that the Company is involved in in order to determine important issues.

The Company reviews and monitors trends and operations of international industry groups from the World Economic Forum, DJSI, UN Climate Change Conference, as well as important legal and regulatory directions within the country. Actions from relevant key agencies and strategies of the same industry groups in the country.

The Company can determine the key issues related to the Company's operations in 3 dimensions, namely economic, social, and environmental.

2. Materiality Prioritization

The Company prioritizes material issues according to the Materiality Matrix by considering the impact on stakeholders and the impact on the Company's operations into high, medium and low.

2.1 Importance to Stakeholders

Stakeholders give importance to such issues. Use data from meeting-based interviews Various channels for expressing opinions, both from direct and indirect stakeholders.

2.2 Importance to the Company

Significant issues affect the Company's operations, both economic, social and environmental aspect.

3. Validation

Present important sustainability issues to the Sustainability Committee, which is assigned by the Board of Directors to carry out sustainability operations, to check for alignment with the Company's goals and strategies. Once approved, the information is disclosed to the public.

4. Review and Evaluation

Review disclosures in sustainability reports and websites regularly as well as gathering opinions and suggestions from relevant stakeholders, including opinion questionnaires on sustainability reports to further improve the Company's sustainability management process.

Materiality Assessment

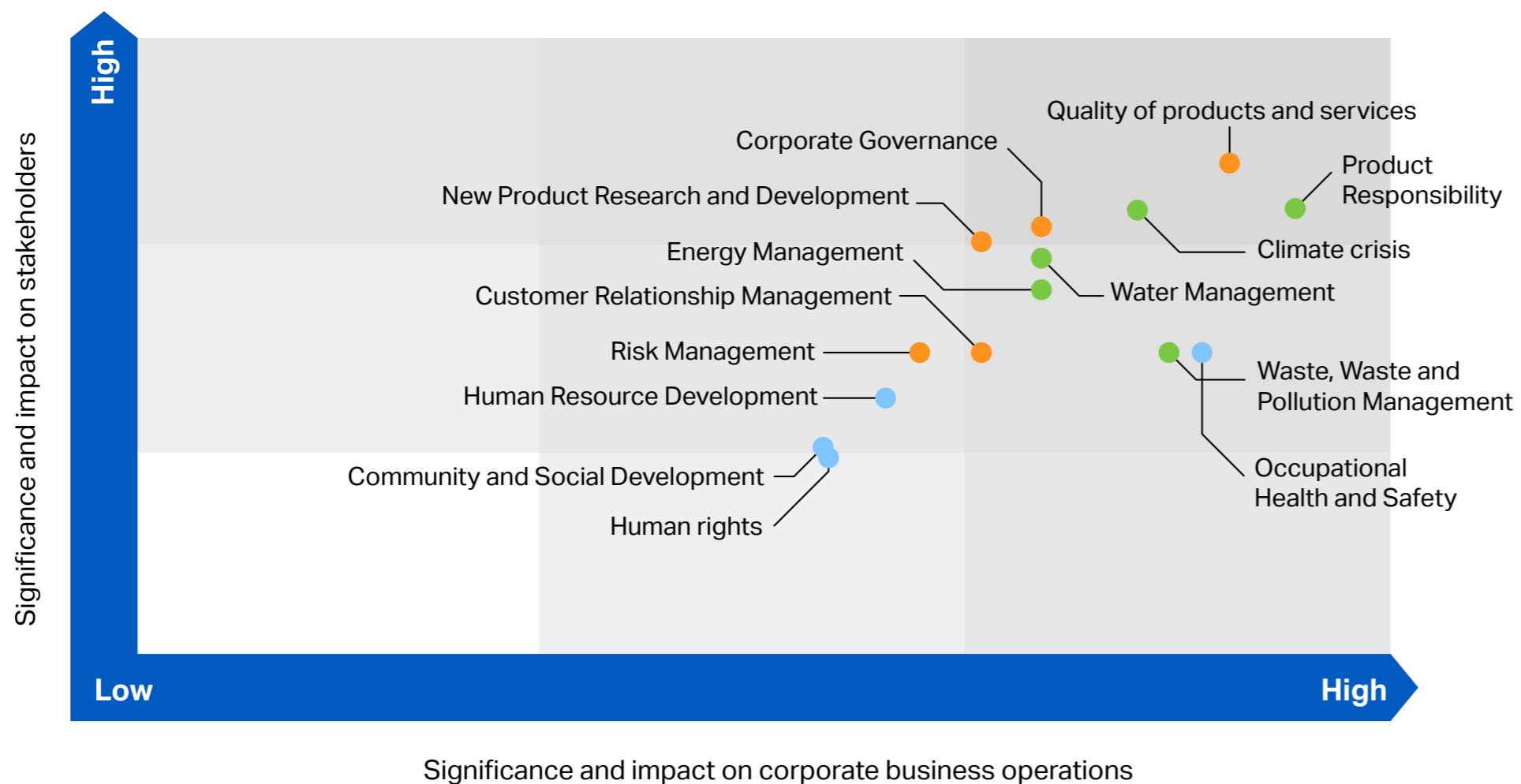
The Company reviews key sustainability issues by assessing them from the organizational context. Listening to stakeholders' expectations, including external factors that may affect the organization's business operations, in order to formulate sustainability policies and strategies and formulate effective action plans.

In addition, the Company has also checked the weight of the Container and Packing Group from the

Dow Jones Sustainability Indices (DJSI) and the United Nations Sustainable Development Goals (SDGs) to review the Company's key issues.

The issue was approved by the Corporate Governance and Sustainability Management Committee. No. 2/ 2022 is completed.

Materiality Topics



Economy

1. Quality of products and services
2. Corporate Governance
3. New Product Research and Development
4. Customer Relationship Management
5. Risk Management

Environment

6. Product Responsibility
7. Climate crisis
8. Water Management
9. Energy Management
10. Waste, Waste and Pollution Management

Society

11. Occupational Health and Safety
12. Human Resource Development
13. Human rights
14. Community and Social Development

Summary of the Company's key issues by priority

High importance	Medium importance	Less importance
<ul style="list-style-type: none"> • Product and Service Quality and Safety • Product Stewardship • Climate Change • Corporate Governance • Innovation Management 	<ul style="list-style-type: none"> • Water Management • Energy Management • Waste and Effluent • Occupational Health & Safety Management • Customer Relationship Management 	<ul style="list-style-type: none"> • Risk and Crisis Management • Human Capital Development • Human Rights • Corporate Citizenship and Philanthropy

- Economy
- Environment
- Society

Operational Sustainability Strategy

Sustainability Principles

Continuous and Sustainable Growth	Business Operation with Environmental Responsibility	Potential People and Society Development
<p>High-quality raw material sourcing To procure raw material, resin and packing material, from high-quality sources with socially and environmentally responsibility</p>	<p>Energy Management To increase energy efficiency and the proportion of renewable energy consumption</p>	<p>Employee Well-Being To create environmental workplace with high safety, good healthy and well-being balancing work life</p>
<p>Responsibly Business Operation To consider ESG in business operation</p>	<p>Water Management To increase water efficiency and water reusing</p>	<p>Human Capital Development To develop employee skills encouraging efficiency and to support employee</p>
<p>Risk Management To assess and manage corporate risks covering current and emerging risks and to ensure continuity and flexibility in business operation.</p>	<p>Waste Management To reduce wastes according to circular economy</p>	<p>Human Rights Respect To value diversity and to encourage equitable coexistence</p>
<p>Innovation Management To promote innovation development created value added products and to strengthen business competition</p>	<p>Greenhouse Gas Management To develop green products and environmental processes and to reduce greenhouse gas emission</p>	<p>Corporate Citizenship and Philanthropy To consider community and society needs and develop citizenship</p>

Sustainable Development Goals (SDGs) Response



A.J. PLAST CIRCULAR ECONOMY and BCG MODEL

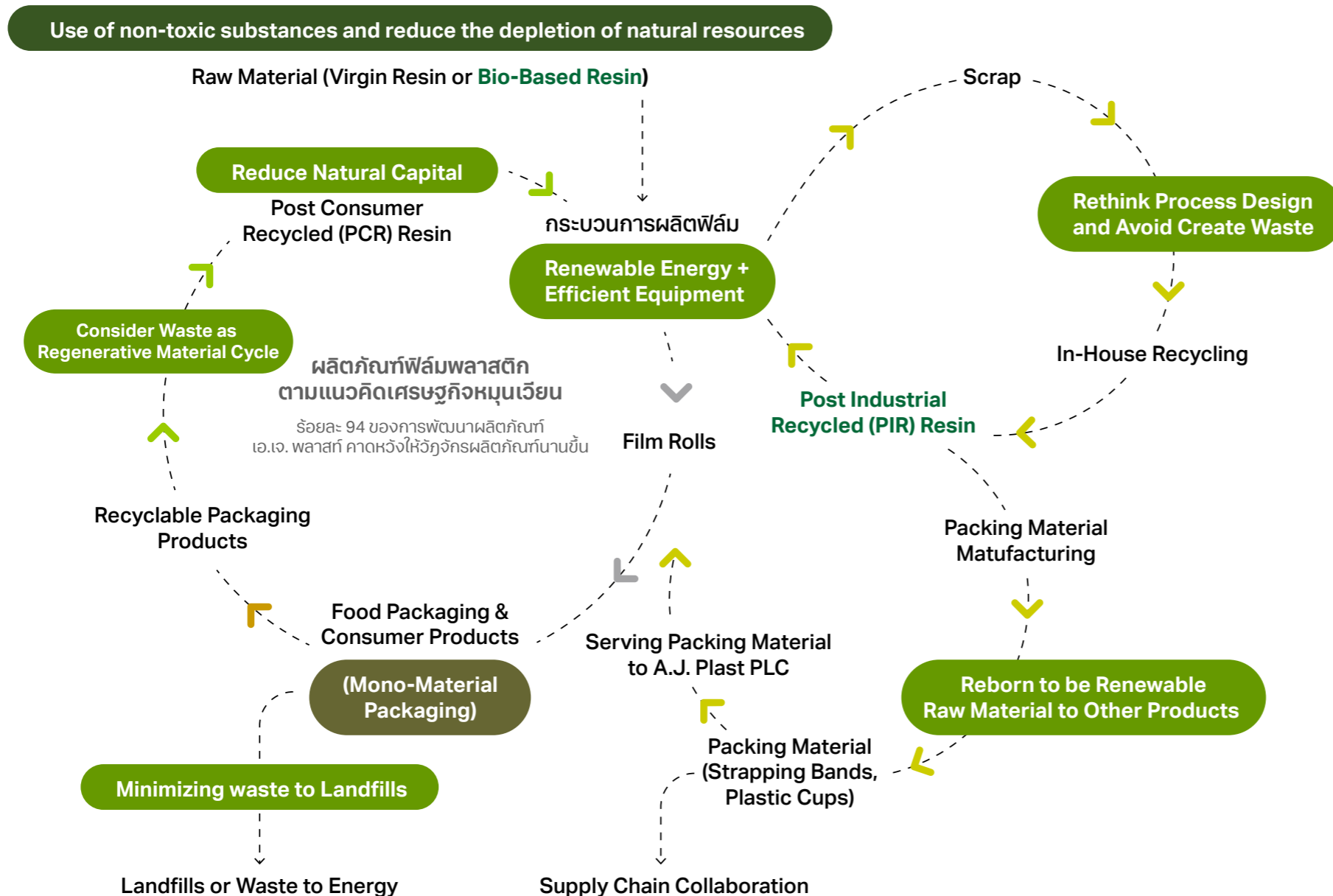
A.J. Plast PLC adheres to the Circular Economy model by defining as a part of the criteria for green packaging film development to reduce dependence on natural resource of main raw material, virgin resin, by shifting from linear to circular production. The company considers the maximum efficiency of resource consumption, waste reduction from every process, maximum benefit of waste management, and increasing waste value added including maximum energy efficiency, to extend the product-life cycle.

From "Take-Make-Consume-Throw Away" to "Take-Make-Enrich-Reborn"

Transforming from Linear Economy to "CIRCULAR VALUE CHAIN"



Encouraging BCG Model by Closing the Loop to Enhance Sustainable Packaging



A.J. PRINCIPLE in CIRCULAR ECONOMY

The Circular Value Chain

Renewable Resources

- To select recycling material or Bio-based material to substitute conventional polymers from fossil fuel and disposable resources extending raw material cycle life.

Waste Reduction in Production Process by Raw Material Reusing

- To recycle scrap¹ which is waste from production process for raw material and production waste reduction.

Efficient Energy Consumption in Production Process

- To select efficient equipment and appropriate installation plan for energy reduction.
- To maximize benefit by energy consumption reduction, using renewable energy and waste consumption reduction including environmentally friendly products development.

Cost Efficiency and Sustainable Consumption

- For maximum benefit of consumption, material is re-used and recycled including service life prolongation, maintenance and sharing platform. Additionally, Mono-material film for packaging is supported to develop for recycling and extending product-life cycle.

Waste Sorting and Recycling

- To support waste sorting and efficient recycling.

CIRCULAR STRATEGY

1

To support and develop efficient production processes by reducing waste from every process and using recycling, Bio-based materials including renewable energy and raw materials from waste.

2

Waste management which is waste reusing, recycling, material resource selected, and product development following stakeholders needs. The overall of Circular Economy related stakeholders, is concerned as well as 3Rs (Reduce, Reuse, Recycle)

3

To promote education, invest, research and develop innovation and technology to increase productivity including waste reduction and renewable material.

4

To engage with stakeholders such as suppliers, business partners, customers, local regulators and government.

5

To communicate and embed A.J. Circular Economy culture by creating awareness and understanding for all-level employees, including management and directors, as well as stakeholders.

6

Sharing Platform for sustainable and maximum benefit of resource consumption.

7

To join as member of national and international network to drive Circular Economy

TARGET FOR CIRCULAR ECONOMY

- 2022** (Base Year: 2021)
 - 10% Reduction in the amount of waste and general waste disposed by landfills
 - 20% Increase in recycled and Bio-based raw materials consumption
 - 5% Reduction in electricity consumption
 - 5% Reduction in Greenhouse gases emission
 - 1 New development of green product
 - 0 Environmental complaint from nearby organization, communities, and society
- 2025** (Base Year: 2021)
 - 80% Reduction in the amount of waste and general waste disposed by landfills
 - 7% Reduction in Greenhouse gases emission
- 2030** (Base Year: 2021)
 - 30% Reduction in Greenhouse gases emission
- 2050** (Base Year: 2023)
 - Carbon Neutrality
- 2065** (Base Year: 2023)
 - Net Zero Emission for scope 1 and 2

RELATED STANDARDS

RCS (Recycled Claim Standard)
CERTIFIED

ISO14001:2015



JORA Biomass Mark



In-Progress Certification:
GRS, ISCC PLUS, CEMs

2022 CIRCULAR PERFORMANCE

(Base Year: 2021)

Reduction in the amount of waste and general waste disposed by landfills	5.3 tū
24% Increase in recycled and Bio-based raw materials consumption	
Reduction in Fossil-base raw material consumption and sale value	14,478 tons
11% Reduction of total quantity	
	888 MB.
10% of total sale volume	
Reduction in Post-Industrial waste	13,733 tons
10% Reduction of total waste	
Reduction in waste	3,208 tons
34% Reduction of total waste	
Reduction in electricity consumption	11,422 kWh
7% Reduction of total electricity consumption	
Reduction in Greenhouse gases emission	28,989 tonCO ₂ eq
5% Reduction of total Greenhouse gases emission	
5% Reduction of total Greenhouse gases emission	1,844 tons
Income generation for 19 MB.	
The amount of recycled packing material from partner circulating back	245 tons
Purchase amount 11 MB.	
New development of green products	3 products
Environmental complaint from nearby	0 complaint
Environmental complaint from nearby	0 complaint

Create Continuous and Sustainable Growth

From the organization's vision and mission which aligned with the United Nations Sustainability Goals and the country's strategy in enhancing business potential and competitiveness in order to expand opportunities to the world stage, the company, as one of the

major plastic film producers of the country and South-west Asia, aims to play an important role in supporting economic development by continuously developing products and services with innovation and technology.

In order to deliver the products with high quality and safety which are equivalent to the international standards, and be able to effectively respond to the needs of customers.

The company is also determined to be a leader in production technology. New machines and innovations that reduce energy consumption have been used which increase the production efficiency and help increase the competitiveness in the world stage. As a result, the company's current customer group covers over 27 countries around the world. Moreover, there are also studies and researches on the product development in which the company collaborates with the educational institutions, government agencies, private sectors, and stakeholders such as suppliers, customers, etc. Fur-

thermore, the company also supports the circular economy concept in global industries. By using the standard recycled plastic pellets to produce plastic film, it is the quality and safety control of the products to meet the standards and the needs of customers.

The company also focuses on supporting the development of innovative products such as Eco-friendly products, in order to be a part of creating the sustainable growth of a climate-friendly society and reduce the greenhouse gas emissions which are moving towards a country that is a Carbon Neutrality and Net Zero.

Good Corporate Governance



The company operates the business by adhering to good corporate governance principles. The organization is managed with fairness, transparency, verifiable, and has the responsibility on social and environment. The company encourages fair and equitable treatment and being trustable by all groups of stakeholders, and also aiming to create value for the business and stakeholders in the long term in order for the company to have a stable and sustainable growth in the future.

The company has set policies and guidelines on good corporate governance that are aligned with the laws, rules, regulations and relevant standards as a guideline for business operations and as a basis for operational adherence which also include policies and guidelines against corruption, and the measures and procedures for dealing with non-compliance with policies and guidelines.

Reporting fraud and corruption incidents or suspected fraud and corruption or any other violation against the law or other abnormal acts which may affect the reputation and the financial position of the company including defensive measures to prevent such incidents from happening again. To promote and instill anti-fraud and corruption among all employees at all levels.

The Board of Directors and executives are independent in which the duties and responsibilities are clearly separated. The Board of Directors has the

authority and responsibility to manage the company in accordance with the law, objectives and regulations, as well as the legitimate resolutions of the shareholders' meeting with honesty and discreteness. Protecting the benefit of the company. Performing the duties by using knowledge, ability and experience in conducting business. Reviewing and considering the policy and the direction of the operations. Reviewing the operation including supervising the Board of Directors, managing director and the executives of the organization to efficiently implement the established policies.

While the organization's executives have the authority and responsibility to set strategies, goals, and plans for sustainable development and set up the structure and person responsible for monitoring and reporting the effectiveness of operations to achieve the targets including a risk assessment process. Determining the control measurement and monitoring the work operations to ensure that the organization has an appropriate management and manages the significant risks efficiently. Therefore, the criteria for evaluating the performance of the Managing Director have been established which correspond to the organization's indicators which include 5 aspects, financial performance, sustainability performance, customer satisfaction, employee engagement and innovation development.

Board Composition

The Board of Directors of the company consists of 9 persons with 1 executive director and 5 independent directors, which is not less than one-third of all directors. All directors are fully qualified and have no prohibited characteristics according to the relevant laws and regulations. There are also a variety of professional skills, the specialization, gender and age diversity in accordance with the corporate governance policy of

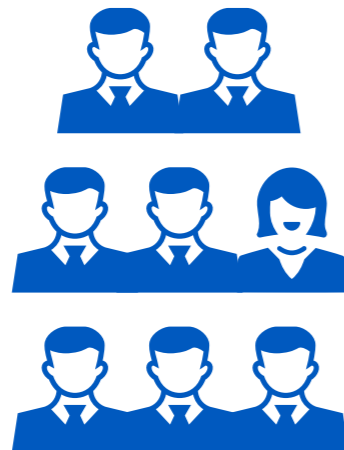
the company. According to the company's regulations and corporate governance policy of the company, the Board of Directors must consist of at least 5 members, with no less than half of the total number of directors having to reside in the Kingdom, and that person who will become a director of the Company must hold the position of director no more than 3 listed companies for efficient performance of duties.

Number of Company Directors



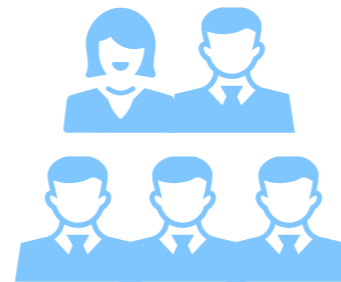
Executive Director
1 person equal to

11%



Other Non-Executive
Directors 8 persons
equal to

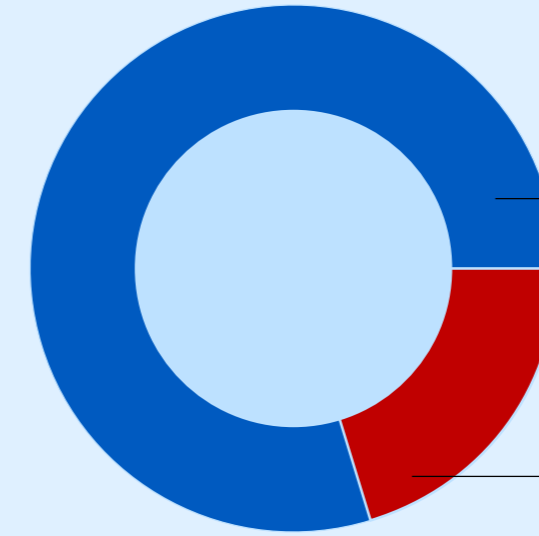
89%



Independent Directors
5 persons equal to

56%

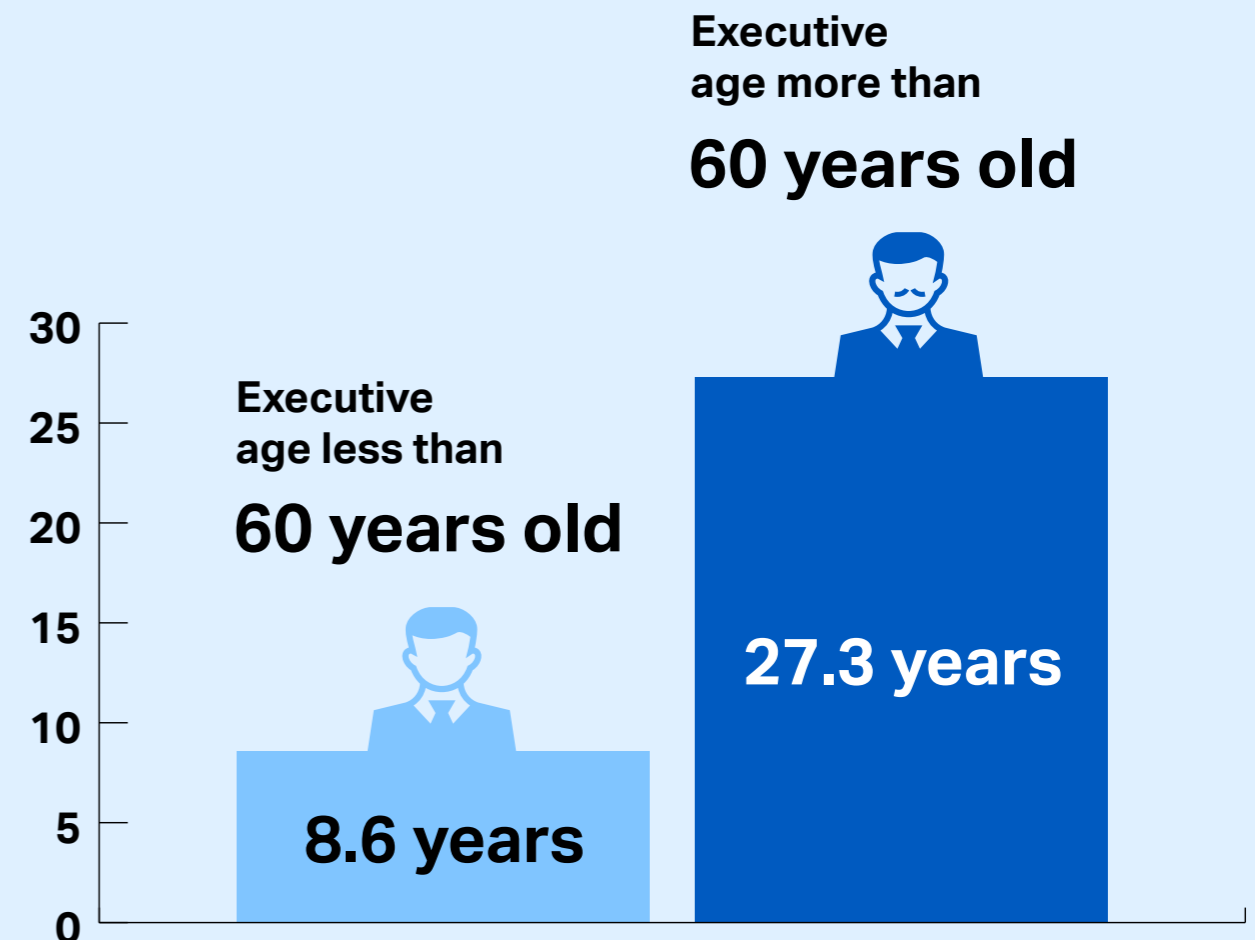
Gender Diversity



7 man equal to **78%**

2 women equal to **22%**

Average Board Tenure



The company has the criteria for the selection and the selection process for appointing directors in which concerning the diversity of skills, professions, specializations, knowledge, ability, experience in various fields, as well as, gender diversity, age, and religion, ethnicity, or any other restrictions. The company also considers knowledge, competency and experience related to the business in accordance with the company's operating strategies. Moreover, the company has created the Board Skill Matrix which is aligned with the Global Industry Classification Standard (GICS) in the Materials categories.

Board Skill Matrix

Name	Position	Board Skills Matrix
Mr. Narong Suthisamphat	Chairman (Non-Executive Director)	
Mr. Kittiphat Suthisamphat	Vice Chairman Chairman of the Risk Management Committee and managing director (Executive director)	
Mrs. Napaporn Suthipongchai	Vice Chairman Chairman of the Corporate Governance and Sustainability Management Committee and Risk Management Committee (Non-Executive Director)	
Mr. Ninnat Olanvoravuth	Chairman of the Audit Committee Corporate Governance and Sustainability Management Committee Risk Management Committee and Independent Director (Non-Executive Director)	
Mrs. Chavida Srisangnam	Audit Committee Nomination and Remuneration Committee and Independent director (Non-Executive Director)	
Mr. Surasak Gosiyachinda	Chairman of the Nomination and Remuneration Committee Audit Committee and independent director (Non-Executive Director)	
Mr. Supote Tonurat	Nomination and Remuneration Committee and Independent Director (Non-Executive Director)	
Mr. Sakchai Patiparnpreechavud	Corporate Governance and Sustainability Management Committee (Non-Executive Director)	
Mr. Kasemsit Pathomsak	Independent Director (Non-Executive Director)	

Board Industry Experience



Board Meeting Attendance

In 2022, there were 6 meetings of the Board of Directors of the Company to supervise the business operations in order to comply with the law, rules, regulations, and the company regulations which more details can be found at One report for the year 2022.

The Board of Directors		Audit Committee	Nomination and Remuneration Committee	Risk Management Committee	Corporate Governance and Sustainability Committee	Proportion of Director Meeting Attendance
Mr. Narong Suthisamphat	100	-	-	-	-	100
Mr. Kittiphat Suthisamphat	100	-	-	100	-	100
Mrs. Napaporn Suthipongchai	100	-	-	100	100	100
Mr. Ninnat Olanvoravuth	100	100	-	100	100	100
Mrs. Chavida Srisangnam	100	100	100	-	-	100
Mr. Surasak Gosiyachinda	100	100	100	-	-	100
Mr. Supote Tonurat	100	-	100	-	-	100
Mr. Sakchai Patiparnpreechavud	100	-	-	-	50	100
Mr. Kasemsit Pathomsak	100*	-	-	-	-	100
Total Proportion (%)	100	100	100	100	83.3	

Mr. Kasemsit Pathomsak was appointed as a director on April 28, 2022.

Board of Directors and Managing Director Performance Assessment

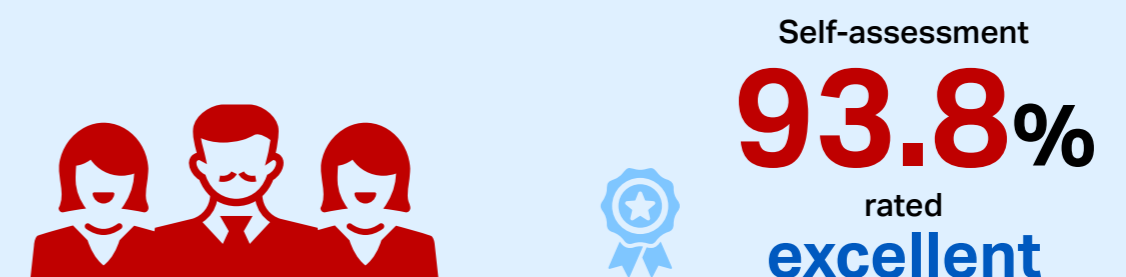
The company has set up an evaluation of the Board of Directors and Managing Director performance annually which comply with the criteria and performance appraisal process for directors and managing directors to review their performance and jointly find ways to efficiently improve.

In 2022, the company has improved the performance assessment to be more aligned with the guidelines of the Principles of Good Corporate Governance for Listed Companies 2017 (CG Code) of the Office of the SEC.

Evaluation results of the Board of Directors of the Company



Performance appraisal results of the Company's Managing Director



Code of Conduct and Corporate Compliance



The Company is committed to fairness and ethics in the operations for the utmost benefit of the stakeholders. Giving importance to good corporate governance as well as building confidence among all stakeholders for the sustainability of the organization. Operating business based on principles of fairness, honesty, transparency and fairness under laws, regulations and other requirements in order for stakeholders to be confident in the operation. The operation covers the following topics:

- Human Rights
- Discrimination
- Responsibility to Stakeholders
 - Occupational Health and Safety
 - Products Responsibility
 - Environment
- Confidentiality of Information
- IT Security
- Promoting a safe and well-being environment
- Anti-Corruption
- Conflict of Interest
- Antitrust/Anticompetitive Practices
- Intellectual Property Rights
- Money-Laundering, Insider Trading/Dealing

Whistleblowing Policy and Measures

A.J. Plast Public Company Limited respects and gives importance to the consideration of complaints, suggestions, comments or clues from all stakeholders with morality, ethics, transparency and fairness according to good corporate governance principles, business ethics, and anti-corruption. There are also measures for protection and fairness to the whistleblowers, both inside and outside the organization, with transparency

and equitably under relevant laws, rules, regulations, and policies which concerning the safety of informants, witnesses and related persons. In this regard, the acceptance, consideration, examination and investigation will be conducted in accordance with the guidelines, policy and procedures in all respects.

Code of Conduct Culture

The company aims to cultivate a culture of business ethics in order to pass on the intention of conducting business according to the code of conduct to the outside. The company's code of conduct covers the operations of the company and its subsidiaries or companies that hold more than 50 percent of shares and covers stakeholders such as employees, business partners, and others.

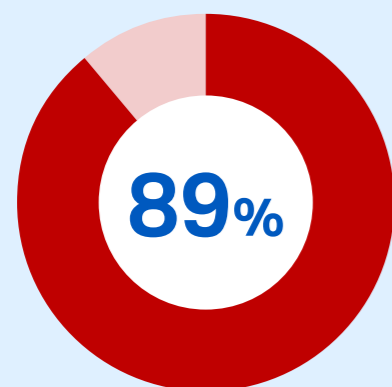
The Company has set a goal for all directors, executives and employees to receive business ethics training annually.

Supplier Code of Conduct

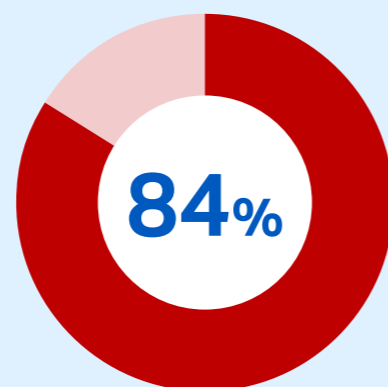
The company is committed to conducting business responsibly, transparently, fairly, legally and according to the principles of good corporate governance and business ethics. Suppliers are treated fairly and honestly by respecting the terms or conditions set by both parties in trading operations. The company therefore created a business code of conduct for suppliers to use as a guideline for operations which covering social, environmental and corporate governance issues along with communication and ensure that suppliers strictly comply with, consisting of

1. Ethical business practices
 - Honesty and fairness
 - Conflict of interest
 - Anti-corruption
 - Intellectual property rights
 - Confidentiality
2. Conducting business with social responsibility
 - Respect for human rights
 - Occupational health and safety
 - Community and society
3. Conducting business with environmental responsibility
 - Environmental management
 - Resource allocation
 - Waste, hazardous waste and pollution management
4. Conducting business with responsibility for products and services

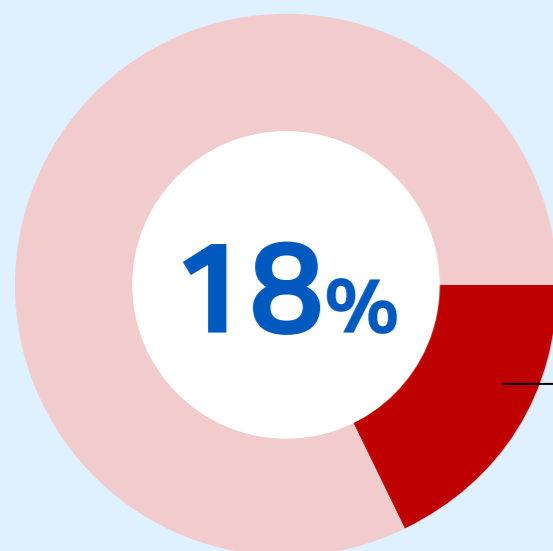
Code of Conduct Training



of the number of directors of the company have been trained and passed the business ethics training test



of the number of executives and employees have been trained and passed the business ethics training test



of the company's suppliers have been communicated business ethics for suppliers and signed an acknowledgment

Implementation of Business Code of Conduct and Corporate Compliance

The Company is committed to fairness and ethics in the operations for the utmost benefit of shareholders and stakeholders. The company places a great importance on good corporate governance as well as strengthening the confidence of all stakeholders for the sustainability of the organization.

Guidelines

- Operating business based on principles of justice, honesty, transparency and fairness under the law, regulations and other requirements to ensure all stakeholders are confident in the operation. Actions and decisions for the best interests of all stakeholders including society and the environment.
- Setting up the scope, duties and responsibilities of the Managing Director, Board of Directors, various subcommittees, as well as employees in the company clearly, in order to be efficient in performing duties that are transparent, fair and verifiable.
- Performing duties with knowledge and expertise in managing the company with determination and carefulness to create progress and sustainable growth along with generating suitable returns for shareholders.
- Providing an adequate and appropriate internal control system. Having preventive measures and a mechanism to check. Controlling and balancing the use of the authorities appropriately and clearly in order to prevent fraud and corruption.
- Do not seek for personal benefits and those involved from disclosing inside information or confidential customer information to third parties to seek for personal benefit or acts that cause a conflict of interest.
- Properly and prudently deal with the conflicts of interest by adhering to the interests of the company. Considering the duties and responsibilities to the shareholders, stakeholders, community and society for the utmost fairness.
- Promote respect and adherence to human rights based on humanity without discrimination, discrimination, and preferential treatment to any individual group, such as equality in terms of gender, race, and physical fitness.
- Adhere to the safety and hygiene of the workplace. Promoting the creation of hygiene for both physical and mental health and considering the safety of life and property of employees.

Code of Conduct Compliance Monitoring and Management

The company is committed to monitoring and managing stakeholders to comply with business ethics. The follow-up and management process are as follows:

1. When seeing or being affected by an offense, the complainant can notify through the whistleblowing and complaint channels.

2. Reporting offenses to the complaint recipient. Able to notify through the specified channels by the company for receiving whistleblowing and complaints.

- Contact channels: on the company's website at <https://www.ajplast.co.th/contact.php>
- Tel. 0 2415 0035 ext. 202 to contact the Risk Management Department.
- Email: whistleblow@ajplast.co.th
- Company's complaint box located at Laem Chabang factory, office 1 and 2



and annual performance appraisal of employees. If there is an inappropriate disciplinary action or a violation of business ethics, supervisors can report the misconduct through the aforementioned complaint channels.

3. Risk Management Department which is the department that is responsible for collecting, considering and examining the evidence gathered with honesty and act in secrecy and pass clues and complaints that have been investigated to the committee examine.

4. The Internal Audit Department conducts assessments, diagnoses information and evidence of offenses, sum up results, and propose punishments.

5. The Managing Director considers the offense and approves the penalty, and the risk management department reports misconduct to the Board of Directors.

6. The Risk Management Department summarizes the results of the unethical actions and the offense to the notifier, complained person, audit team, executives and managing director, and also reports the annual summary of business ethics violations to the Board of Directors.

Anti-Corruption

The Company places a great importance on operating in accordance with the relevant laws and foreign laws including environmental and social regulations which are the important factors in business operation, as well as giving an importance to the right and fair treatment of stakeholders. Moreover, considering the potential impact from the operation that is not in accordance with the law which covers social responsibility that will be accepted by the community and society, as well as to prevent the negative consequences that may incur costs resulting from non-compliance with the law, and the impact on the confidence of the company's stakeholders.

The company is aware that corruption is an important problem of sustainable business operations of the organization including the national level as well. The company is committed to promoting and instilling a culture of anti-corruption within the organization for employees at all levels and directors of the company, and also pass on the commitment to outside the organization by inviting the suppliers to join the anti-corruption alliance of the Thai private sector and disseminate business ethics for suppliers, including

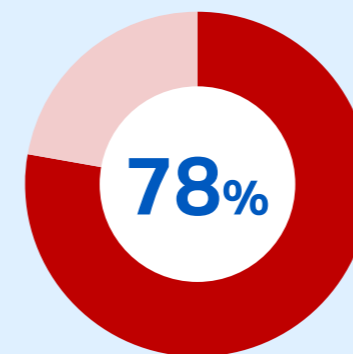
giving importance to anti-corruption in the overall image of the organization continuously.

The company has taken action against all forms of the corruption and set the guidelines for implementation in accordance with the following topics

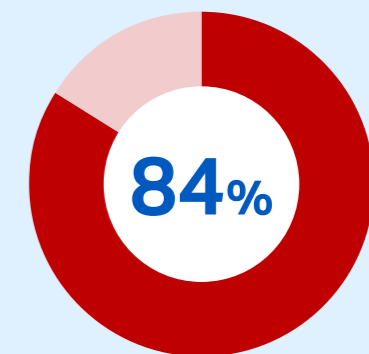
- (1) Giving and receiving gifts
- (2) Sponsorships and Donations
- (3) Political assistance
- (4) Conflicts of Interest
- (5) Facilitation payments
- (6) Hiring government employees

The Company is committed to cultivating a culture of anti-corruption both inside and outside the organization. There is training on anti-corruption annually for all the employees, executives and the Board of Directors, and the company also invites suppliers to join the anti-corruption alliance as well as dissemination of business ethics for suppliers continuously.

Anti-Corruption Training



of the number of directors of the company have been trained and passed the anti-corruption training test



of the number of executives and employees have been trained and passed the anti-corruption training test



Collaboration with Anti-corruption Partners Network (Thai Private Sector Collective Action Against Corruption: CAC)

The company is committed to conducting the business with good governance and ethics, which places a great importance on anti-corruption. The company has been certified as a coalition against corruption of the Thai private sector and, in the past year, participated in CAC Change Agent Day 2022 together with the suppliers and business partners and inviting them to join the coalition against corruption of the Thai private sector.

The Company has established anti-corruption policies and measures, restructured the risk management department within the organization and established a risk management policy to cover the corruption issues. There is a process for evaluating the corruption risks as well as establishing a whistleblowing and complaints



policy to listen to various complaints. In addition, the company has communicated with all suppliers by inviting them to become members of the coalition against corruption of the Thai private sector in order to expand the business network and build supply chain with anti-corruption concepts together.

Moreover, the company has policies and guidelines that aim to conduct business with transparency, fairness, honesty, and having a responsibility to social and stakeholders. This includes tax management planning, compliance with the laws related to tax management of the countries in which the company operates, and using tax privileges properly in accordance with the rules prescribed by law. There is tracking and managing in accordance with the regulations and a process to analyze the accuracy and completeness of tax information as well as transparently disclose tax information to the public in order for the stakeholders to be fully informed of information.



Corporate Compliance Management

For the management guidelines regarding compliance with corporate governance laws, for society and environment, the company assigns the internal audit department to review and inspect the operations to ensure that it complies with the laws related to business operations. In addition, the company also organizes training courses to educate departments within the company to have knowledge and understanding of new laws or laws

related to work which will lead to the most efficient operation. As well as, creating communication channels to notify the departments within the company for acknowledgment of new laws related to business operations in accordance with the changes in laws to keep up with the situations. The company has set a goal of Zero Non-Compliance.

Performance	2565	2566 Goal
Number of incidents of non-compliance with laws and regulations on corporate governance, which are Fraud, Conflicts of Interest, Discrimination, Sexual Harassment and others	0	0
Number of incidents regarding Anti-Competitive Complaints	0	0
Number of incidents of non-compliance with social laws and regulations	0	0
Number of complaints regarding products and packaging	0	0
Number of incidents of non-compliance with environmental and occupational health laws and regulations	0	0
Number of significant fines	0	0
Significant number of corporate governance complaints	0	0
Number of complaints regarding corporate governance that are being resolved	0	0
Number of complaints regarding corporate governance that have been resolved	0	0
Number of complaints regarding product communication	0	0
Number of complaints regarding the error of the information on the finished film roll product label.	0	0
Number of complaints regarding the error of the information on the finished film roll product label.	0	0
Income tax payment (million baht)	Received tax exemption from the Board of Investment (BOI)	

In 2022, there are no corruption or violation cases under investigation within the company.

Risk Management



Risk Management Policy

The company is aware of the importance of the risk management and the internal control systems at the corporate level that are adequate and suitable for business operations in order for the company to be able to manage work effectively and can reduce or prevent various risks, damage that could occur to the property of the company and, as well as, complying with relevant laws. The company has set up a systematic risk management that meets the international standards, integrates with the business operations of the organization, and establish a policy framework and risk management operating system that covers the operations of the entire organization according to the guidelines for corporate risk management, The Committee of Sponsoring Organizations of the Treadway Commission – Enterprise

Risk Management (COSO – ERM) combined with the standard of the organization’s quality management system. (International Organization for Standardization – Quality Management System: ISO 9001). This is for the company to be able to identify the risks or business opportunities appropriately and timely, and be able to manage risks to an acceptable level or find opportunities to add value for the organization in order to achieve the objectives as specified, meet stakeholder expectations, support for sustainable business operations, and align with the principles of good corporate governance.

The company has a risk management structure which consists of a risk management committee and a risk management department that is independent and not under a business line. Mr. Thosaphol Jinandej,

assistant managing director and head of the risk management department has the highest operational level responsibility for risk management of the organization with the scope of responsibility to supervise the risk management department, provide a framework for risk management of the organization, provide risk management processes and also analyze, evaluate and monitor risks in various areas according to the specified policy framework which the operation is linked to the risk ownership department. In addition, there is a report of the results of risk management to the Risk Management Committee and the Board of Directors in order to consider the adequacy and suitability of the organization’s risk management system.

Furthermore, the Board of Directors has established an Internal Audit Department that is independent from the risk management department and reports directly to the audit committee. Mr. Sarinthip Thanavadee, head of the internal audit department, is the highest responsible person at the operational level for the internal audit of the organization which is responsible for auditing and reviewing the internal control and risk management systems of the organization in order to ensure that the management is efficient and effective as well as aligned with the company’s guidelines. The inspection results are reported to the Audit Committee and the Board of Directors to consider the adequacy and suitability of the organization’s internal control system annually.

Risk Management Process

The company places an importance on risk management to prevent and adapt to various risks, as well as seeks for business opportunities. In this regard, the company has adopted the COSO-ERM 2017, international risk management framework, as a tool for managing risks throughout the organization which divided into 5 elements as follows:

- (1) Governance and Culture
- (2) Strategy and Objective-Setting
- (3) Performance
- (4) Review and Revision
- (5) Information, Communication and Reporting

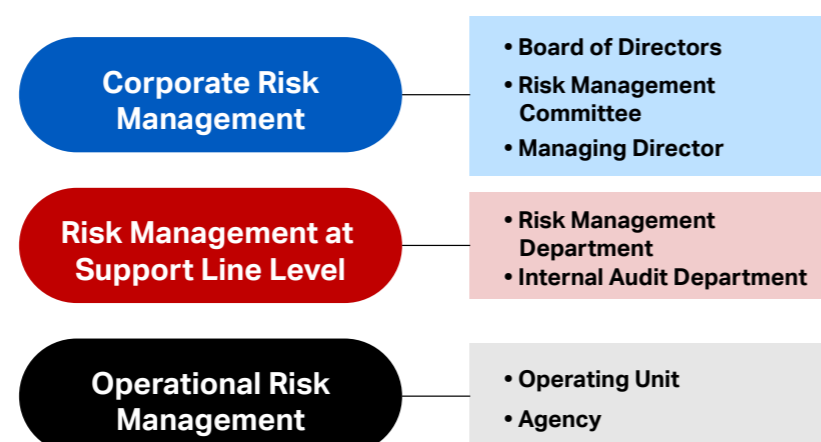
The company uses the management processes to reduce the likelihood of risk events, the impact of the damage from risk events or reduce to a level that is acceptable to the organization. The risk management methods are as follows:

- (1) Risk Acceptance
- (2) Risk Reduction
- (3) Risk Sharing
- (4) Risk Avoidance

Risk Management Structure

The company's risk management structure is divided into 3 levels which are corporate level, support line level, and operational level.

Mr. Thosaphol Jinandej, head of Risk Management Department is the highest responsible person in the risk management department which is at the level of the support line.

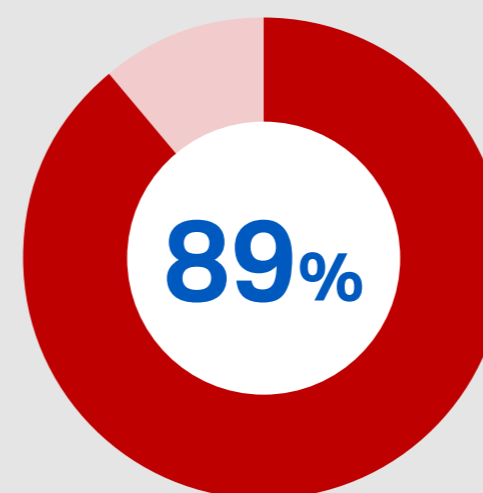


Risk Management Culture

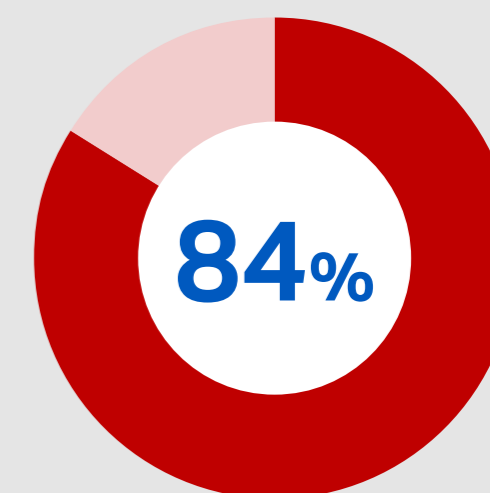
Promoting a risk management culture throughout the organization is an approach that the company has focused on, starting from creating the foundation of good corporate governance. Having a corporate governance policy that gives importance to assessment, preventing and managing risks to an acceptable level. Directors and Executives of the company support and follow up the operation closely which there is a risk management structure that covers from the Board of Directors, Risk Management Committee, Risk Man-

agement Department. The company also communicates risk management to all employees and at all levels to enhance understanding and consistently instill risk management as part of the organization's culture. In addition, the company has set the risk management performance as a key indicator for each department that is the Risk Owner, and all employees at supervisory and operational levels. Moreover, the company defines risks as criteria for developing new innovations, products and services.

Risk Management Training 2022



of the number of directors of the company trained and passed the risk management training test.



of the number of executives and employees trained and passed the risk management training test.

Risk Assessment

The company identifies, analyzes and prioritizes risks by evaluating the Likelihood and the Impact according to the event conditions, factors, indication activities, violence and consequences. Preparing risk management plans and risk management action as well as reporting the performance and making risk management reports to review and follow up.

Risk Factors

Main risk factors that may affect the business operations, financial status and performance of the company It can be classified into 2 groups of current risks and emerging risks.



Current Risks Factors



Emerging Risks Factors

Emerging Risk

Risk Issues	Cause and Effect	Risk Management and Control Plan
<p>The risk of changes in consumer behavior due to the circular economy trend</p>	<p>Currently, consumers' awareness on the environmental impact are increased both in terms of efficient use of the product, discarding, storing, inefficiency disposing, problem of shortage of resources as well as climate change. In addition, government agencies in many countries have legislation to reduce the use or cancel the use of various types of plastic with a tendency to be more stringent which these factors may affect the business operations of the company in the medium and long term as follows:</p> <ul style="list-style-type: none"> • Changes in market dynamics. Changes in customer needs. Lifestyle of consumers in a new trend (New Normal) which focuses on buying products from entrepreneurs who conduct business responsibly, use resources efficiently, and recycle materials or use environmentally friendly raw materials in the production process. • The risk of changes in sales of each product due to the trend of demand for products that are more environmentally friendly. 	<ul style="list-style-type: none"> • Enhance the sustainability of the company by linking important sustainability issues with the organization. • Support Sustainable Development Goals (SDGs) to be in line with sustainability business strategy. • Following the changes in market trends, changes in customer needs as well as New Normal continuously to invent and design innovations that meet the needs of customers who are more environmentally concerned, such as the Feedstock Recycling project, Bio-Based Film Production Project and the development of the production process with the most efficient use of resources and reduce waste from the production process to a minimum by adhering to the 5Rs (Refuse, Reduce, Reuse, Recycle and Renewable) principles which consisting of <ul style="list-style-type: none"> • Refuse to use materials that destroy resources or pollute the environment. • Reduce the use of unnecessary resources • Reuse materials that are still in good quality to the best value. • Recycle through recycle process • Renewable for the longer use <p>As well as, the development of effective sales, storage and distribution channels to increase the competitiveness of the company in the direction of becoming a leader in sustainability.</p> <ul style="list-style-type: none"> • Collaborate with government and private sectors as well as business partners in the development and design of products, products and services that are environmentally friendly, such as a project to produce plastic film from Post Consumer Recycled Resin (PCR) pellets, etc. • Implementing additional management systems in line with business sustainability strategies, such as circular economy management systems (CEMs). • Setting up a sufficient investment which allocation is appropriate and consistent with the direction of the changes along with maintaining the financial credibility and investment of the company.

Current Risks

Risk Issues	Cause and Effect	Risk Management and Control Plan
(1) Strategic Risks		
<p>The risk of relying on few numbers of suppliers</p>	<p>Since the main raw materials used in the production process of the company are obtained from producers in the petrochemical industry which have high production costs and complex production processes, for that reason, most of the suppliers of the company are therefore large suppliers. The company is well aware that depending too much on large and few suppliers could affect the production costs and business continuity of the company due to the situation that suppliers are not being able to deliver the raw materials according to the conditions and time specified including the risk of receiving poor quality of products and services. In addition, from the epidemic situation of COVID-19, this may increase the risk of labor shortage of the supplier due to the outbreak of COVID-19 causing employees to be unable to come to work fully. This may result in the company's operations being interrupted and lacking business continuity which will affect the reputation and the credibility of the company.</p>	<ul style="list-style-type: none"> • Having a backup source of raw materials to mitigate the risk of relying on large raw material suppliers • Searching for additional raw material distributors both domestically and internationally.
<p>The risk of relying on large customers</p>	<p>Since the company is a plastic film producer that has been accepted domestically and internationally, there are some cases that sales are operated through the agents or the order quantity per time from a large customer has more quantity. This causes the concentration of the company's customers which may result in large customers having a lot of bargaining power and may affect selling price and market mechanism.</p>	<ul style="list-style-type: none"> • Having a wide and diverse customer base • Having ethics which are consistent with quality and price. • Inventing and developing products together with customers in order to achieve the greatest customer satisfaction • Delivering the product correctly as the customer wants • Training to enhance the potential of sales staff • Observing customer satisfaction both domestically and internationally
(2) Financial Risk		
<p>Exchange rate risk</p>	<p>Since the company operates in the business of manufacturing and distributing plastic film for domestic sales and for export, the company is exposed to the risk of exchange rate from selling products in foreign currencies which, in the case that the exchange rate between currencies greatly fluctuates, this may result in a significant impact on the company's production costs, revenues and profits.</p>	<p>The Company has measures and strategies to closely monitor exchange rates in order to assess situations and trends of various currency exchange rates in both short and long term to determine the selling price in accordance with the exchange rate in each period. There is also a process to reduce the risk from exchange rate fluctuations by using a foreign currency forward contract when the exchange rate changes beyond the predetermined limit. In addition, the company monitors and reviews the adequacy of the foreign exchange risk protection system continuously.</p>

Risk Issues	Cause and Effect	Risk Management and Control Plan
(3) Operational Risks		
<p>Risk from accidents from operations in the production section</p>	<p>The company is aware of the risk of accidents from operations especially from machinery and production processes. This may affect the safety, health and quality of work life of employees, suppliers, contractors, visitors and workers in the area of the company. In addition, there may be a risk of damage to the production process which may affect the continuity of business operations and disruption of the production process or may result in the impact on the surrounding property and educational institutions.</p>	<ul style="list-style-type: none"> • Having a policy on safety, occupational health and the environment. • Preparing protective equipment for all employees including having a dress code before entering the production section. • Regularly inspecting and maintaining the machine and the operation of the machine in order to be available at all times. • Total Productive Maintenance (TPM) • Having safety and work accidents training such as fire prevention training, occupational and health safety training, and working environment for new employees. • Company's safety promotion projects such as Safety Talk, White Factory, emergency drills, etc. • Corrective and Preventive Actions such as glass control, KIKEN YOCHI TRAINING (KYT) training and more. • Maintaining the standard of being a Zero Fatalities Organization • Having disaster risk insurance for property and employees including outsiders who come to work in the property. <p>Additional measures in the future</p> <ul style="list-style-type: none"> • Cultivating a safety culture throughout the organization.
<p>The risk of COVID-19 epidemic</p>	<p>Situation of the epidemic of COVID-19 resulting in an economic recession and affecting market conditions and overall market's demand as well as protracted further. This may result in suppliers, contractors or customers of the company having lack of financial liquidity which affects the ability to deliver the products as well as affecting the sales of the company and the company may have a risk of labor shortages for the production process, due to the outbreak of COVID-19, causing employees to be unable to come to work fully. This may result in the company's operations being interrupted and lacking business continuity which will affect reputation and credibility of the company.</p>	<p>The company was able to continue the production during the epidemic of the COVID-19 virus which the business is operated under a Business Continuity Plan (BCP) that is concise, rigorous and uses digital systems to support operations. There are measures to reduce risks and help achieve operational efficiency as follows:</p> <ul style="list-style-type: none"> • Installing a thermometer at the screening point before visiting or contacting the work. • Allocate space for external contractors • In case there is a necessity to check for COVID-19 before entering the factory and using online meetings • There is a Covid Care Team via an online system to take care and give advice to infected people. • Emergency plan drills in case of the spread of COVID-19 • Support for 100% complete dose of employee vaccination and additional doses to stimulate the immune system of employees • Supporting and promoting the full dose of COVID-19 vaccination to stakeholders as appropriate, including suppliers, customers, service providers and contractors, etc. • Training and campaigns to promote knowledge on how to act during the epidemic • There is Work from Home policy on a case-by-case basis to reduce the risk of the epidemic.

Risk Issues	Cause and Effect	Risk Management and Control Plan
(4) Compliance Risks		
International trade risks from anti-dumping measures	From free trade that allows all countries to have more opportunities to trade goods between each other, at the same time, each country is having measures to encourage consumers to use domestically produced products and reduce the import of goods from foreign countries by issuing various measures both non-tariff measures and tax measures such as anti-dumping measures which many countries that have the company's customer base has started to issuing such measures. As a result, importers of plastic film in countries with measures may have to pay additional tax from the tariff barrier which will lead to the decreasing in Company's sales and revenues if the company is unable to clarify and prove that the company did not do business by dumping.	The company has measures and procedures to clarify and prove to the customer's country that the company does not conduct trade by dumping with a legal expert consultant providing advice and advice for conducting work correctly, concisely according to the laws and regulations specified. In addition, there are policies and measures to accommodate and support customers as appropriate in order to prevent the shortage of the market. However, being able to prove and pass a judgment that there is no dumping trade occurring is a good opportunity for long-term trade with countries that have anti-dumping measures.
Risk of changes in laws and regulations	Due to the increase in demand for new types of plastic products, this leads to an increase in production costs and research and development of new products to respond to the market demands and comply with the stricter laws and regulations and may affect the image of the organization.	The company conducts studies and follows the law, the latest regulations relevant both domestically and internationally of partner countries regularly to prepare for change, and researching modern innovations in line with market needs both domestically and internationally including the needs of stakeholders.
(5) ESG Risks		
The risk of Climate Changes	The world's climate change is more severe. As a result, the frequency of disasters and violence has increased considerably in the past 20 years, such as sudden floods, droughts, etc., causing the international community to come together to find solutions to such problems, which causes changes in national policies to deal with such crises together with the changes in customers' behavior who tend to have a demand on buying environmentally friendly products and there is a management to effectively reduce greenhouse gas emissions. Therefore, there may be a risk of changes in sales of each product due to the tendency to demand more environmentally friendly products and affecting the production costs in choosing alternative raw materials and may affect the competitiveness of the company in the conditions in which the market has changed.	<p>The Company has established an environmental management policy and a goal to reduce greenhouse gas emissions including the creation of an account of the organization's greenhouse gas emissions. The operations are carried out through various measures and projects, consisting of</p> <ul style="list-style-type: none"> • Focusing on using renewable energy in the production process • Preparing energy conservation management projects • Improving the efficiency of the company's electrical appliances, such as changing air conditioners. changing the bulb as well as various energy saving measures • Researching and developing of environmental products and can reduce greenhouse gas emissions. • Implementation of the Green Office project • Join the Thailand Carbon Neutral Network (TCNN) to apply knowledge and government support to develop management processes to effectively reduce greenhouse gas emissions. • Certified with environmental management system standards (ISO 14001:2015) <p>In addition, the company has a plan to upgrade the company's operational processes to be able to take care of the environment efficiently and be able to compete on the international stage which currently in the process of obtaining certification for International Sustainability and Carbon Certification (ISCC PLUS) and Circular Economy Management Systems (CEMs).</p>

Risk Issues	Cause and Effect	Risk Management and Control Plan
Drought risk	Drought or insufficient water demand of the company which may cause the disruption of the production process or may cause the higher production costs due to the higher cost of water supply.	<ul style="list-style-type: none"> • The working group manages the use of water in the production process with measures to reduce water consumption and the Closed Loop System • Sufficient water reserves are available. • Reduce water consumption in the cooling system from the Cooling Water Chiller to the Air Cooled Chiller. • Having a guideline for water reserving in times of crisis. <p>มาตรการเพิ่มเติมในอนาคต</p> <ul style="list-style-type: none"> • Rain water storage project for the use in circulation within the factory
Risks in the changed of technology, Cyber Threats and the operation of the Server Network and Software/Application	The rapid development of digital technology which came to play a role in supporting business operations to grow more. In addition, there are also additional factors from the spread of the COVID-19 situation which is causing consumers to have changes in behaviors to use more digital technology systems. However, this rapid development has led to an increase in more diverse cyberattack techniques and patterns which could cause more risks to the business. This may result in the reduction of data security, having a leakage of important operational information or personal information of customers and suppliers. This may cause the company's operation to be interrupted and lack of business continuity which will affect the reputation and credibility of the company. There may be a delay in shipping, contacting with suppliers, business partners, customers and others, including support for work within the organization.	<ul style="list-style-type: none"> • Daily system checks are recorded. • Tracking and surveillance cyber threats • Follow up and monitor the operation of the Server or Network and Software or Application. • Having a technology security system structure. • IT Helpdesk <p>Additional measures</p> <ul style="list-style-type: none"> • Cyber Threat Response Plan
Image and reputation risk	The company considers that business operations are in line with sustainability in all aspects in order to conduct business effectively in all aspects at the same time, without interruption to the point of business stopping which may affect the reputation, the credibility of the company and may cause property damage or employees got injured to the point of death or may affect the community and society.	<ul style="list-style-type: none"> • Conduct business with regard to business ethics. • Corporate Governance Policy • Having a business continuity plan. • Having an annual community impact survey. • Having social development projects continuously.

Risk and Crisis Management Guidelines

The Company has prepared a Business Continuity Plan (BCP) to cope with crises or serious emergencies. Dealing with the risks that are critical to business operations, both short-term and long-term, such as natural disasters, fires, floods, accidents, terrorism, hostility towards the organization, cyber threats as well as the situation of epidemic and contagious disease, which may result in the interruption of the operations and the confidence or reputation of the company

Normality Risk Management

(before the incident)

- Set objectives
- Identify the risks
- Analyze risk status
- Set the level of risk
- Assess the risk
- Prepare risk management reports for review and follow-up.
- Report the performance

Crisis Risk Management

(at the time of the incident)

Crisis Risk Management

(after incident)

Risk management plan during crisis

1 Emergency Plan

- Notify the situation and announce the plan.
- Immigration
- Operations at the rally point
- Communication and public relations in crisis

2 Business Continuity Plan

- Announcement of the plan
- Communication
- Moving to the alternate operations center

3 Recovery Plan

- Property Security
- Restoration of buildings and office equipment
- HR Rehabilitation
- Communication and public relations



Customer Relationship Management

The Company gives priority to customers as the main focus in developing products to meet various usage needs and offering alternatives to products that are environmentally conscious or products that use modern technology, which is a development between the company and suppliers to build a strong value chain in chemicals and packaging in the country's packaging industry.

The company realized that building a good relationship with customers will lead to loyalty in using the product and keeping customers with the company is valuable in a highly competitive business world and uses lower costs to penetrate new customer groups. Customer management tools play an important role in enabling the company to select the right customers and develop products that meet the demand.

For the company, which is in the packaging industry group, the use of raw materials or plastic pellets that helps reduce the use of natural resources, the safety of the use of packaging especially packaging applied to food, efficient production process and quality packaging which could be reflected by various environmental labels, will be an important factor that makes customers choose to use the product.

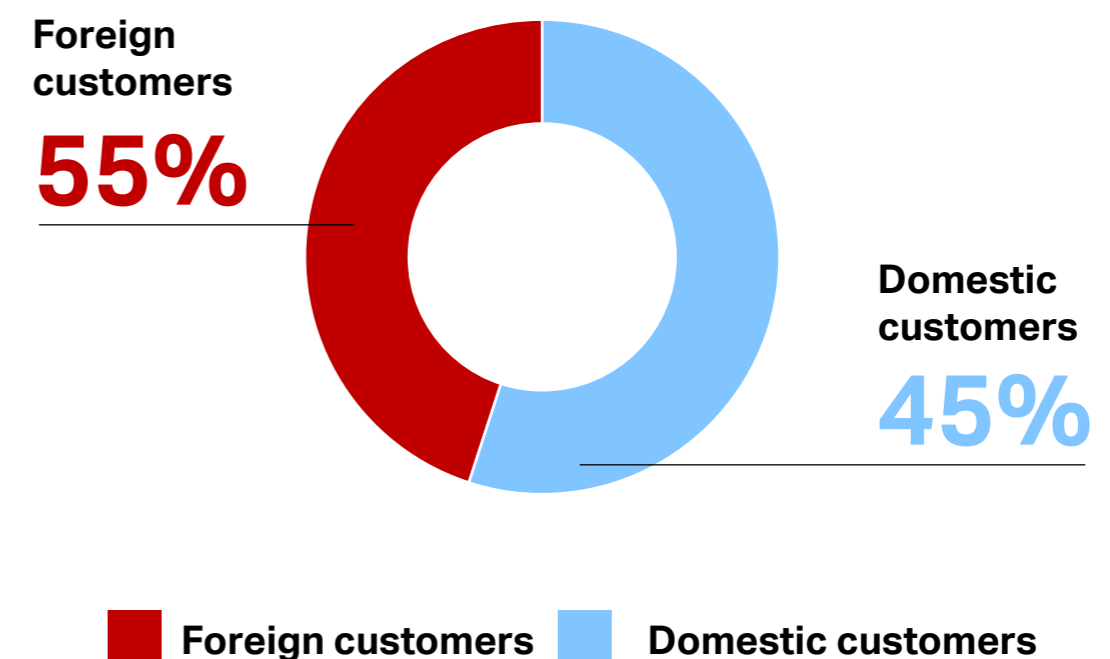
The company has relationship management through the Quality Management System Department according to the quality standard certification system. The management tool is to conduct a customer satisfaction survey and use it as a strategy. The details of the operation are as follows.

Set quantitative goals of customer satisfaction.

The company has a group of customers who are Business-to-Business (B2B), that is, the customer groups are those who use the film, which is the company's product to pack the goods or products of the customer. In most cases, the company produces film and sends it to a printing house that prints or screens the brand I. More details see page. value chain

The company divides its customers into two groups: Domestic customers and foreign customers

The picture shows the proportion of domestic customers and foreign customers for the year 2022.



The company has been monitoring customer satisfaction under the quality management system, which is regularly reviewed by the Quality Management System Review Committee. In this regard, the company has set a satisfaction target in using the products of the company for both groups at 82 percent.

Satisfaction evaluation results of customer groups

The company had set customer satisfaction targets and reports to the Quality Management System Review Committee on a monthly basis. The Company divides customers into two groups, which are domestic customers and foreign customers, and the target has been set on the responses of satisfaction surveys of two different customer groups, but the average annual satisfaction target was set at 82% for both groups.

Domestic target group

The company had set the target of satisfaction survey response rate at 94% out of 60 surveys. The local sales department is responsible for distributing the satisfaction survey.

Topics for satisfaction assessment are divided into 10 topics, which are quality and safety, delivery, communication, document work, correction after

problem reporting, internal coordination, company overview, safety from biological contamination, safety from chemical contamination and safety from physical contamination.

In 2022, the average annual satisfaction of domestic customers is at 84% percent, which is in line with the target.

Foreign target group

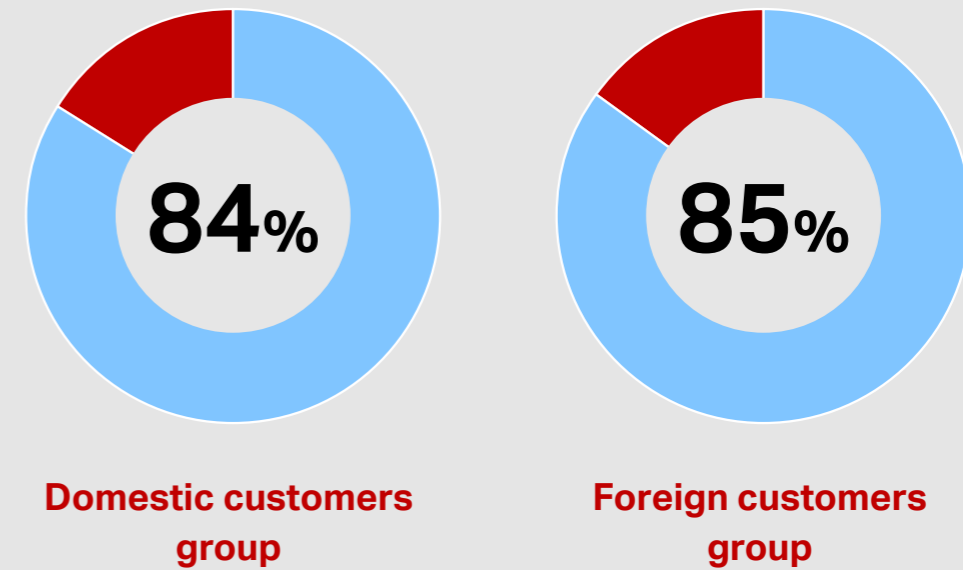
The company had set the target of satisfaction survey response rate at 75% out of 20 surveys. The Overseas Sales Department is responsible for distributing the satisfaction survey.

The satisfaction assessment topics are divided into 8 topics, which are product quality, design, delivery,

questions answering, correction after complaining, amount to deliver, completeness of document and overall satisfaction with the company

In 2022, the average annual satisfaction of foreign customers is at 85% percent, which is in line with the target

The picture shows the average satisfaction of domestic customers and foreign customers for the year 2022.



The table shows the satisfaction history of both customer groups from 2020-2022.

Satisfaction evaluation results of customer group	Cover customer groups (only 2022)	Annual average satisfaction target	2563	2564	2565
Domestic customer group	98%	82%	83%	84%	84%
Foreign customer group	80%		76%	85%	85%

Note: The coverage of customer groups is determined according to the survey distribution plan each year.

Determine strategies to improve products and services after acknowledging customer expectations.

After surveying the customer satisfaction questionnaire, the company uses the information obtained to improve products, services and business processes by developing the company's processes as follows

The distribution of stock locations for the higher speed of product delivery project

According to the survey of domestic customers, it was found that the company can develop faster product delivery, with such expectation, the company therefore rents a warehouse that can reserve 800 tons of products at Bang Phli District, Samut Prakan Province to reduce transportation time and be able to deliver products that could maintain quality and safety that meet the international standards.



Product Standard Development and Quality, safety and environment Operation Process Project

The company is in the value chain of the petrochemical industry and is at the end of the chain before delivering products directly to the consumer group. The petrochemical and industrial sectors are very environmentally aware and have many environmental labels looking to use the certification throughout their supply chain.

The company has responded to such expectations along with studying the trend of new environmental label certification in the industry to build confidence

for customers and consumers who use the company's packaging directly. The company has participated in the development of production processes to support international standard systems which are Environmental Management System Standards (ISO 14001), Recycled Claim Standard (RCS), Food Safety System Certification 22000 (FSSC 22000) according to the guidelines of Global Food Safety Initiative (GFIS) and International Sustainability and Carbon Certification Pls (ISCC Plus), etc.



Product Stewardship



The company is aware of the importance of delivering quality products and services. The product is safe for consumer use including delivering a good experience to customers. The company adheres to the principle of Customer Centric in using the products. For the film that is used to pack food, the company has established a policy on quality and safety of materials for food packaging production, which is a guideline for the production of film for food packaging both domestically and internationally.

In addition, the company encourages fair treatment and responsibility towards customers as well as continuously improving the quality and safety of products and services. As a result, the company has a competitive advantage because the company focuses on developing the potential of products and services to have quality and safety comparable to international standards which makes the company become a leader

in the film industry, which has a production process that supports a variety of international environmental labels. Details can be found at Innovation Management page 45.

The Company plans the operations and processes to ensure that it can accurately and efficiently meet customer needs along with risk analysis and risk assessment that affects products and services. The company is looking for opportunities and ways to improve to increase the ability to respond to the needs of customers through the determination and preparation of operational regulations to ensure that the defined process will be used to perform those tasks, consisting of monitoring, auditing and reviewing the results of the performance to ensure that the defined processes are implemented effectively and conforms with the customer specifications, relevant laws and regulations.

Product development process to respond to customer needs



Customer satisfaction goals

The company targets customer satisfaction on average, not less than 82 percent per year which the company has assessed customer satisfaction once a year.



Environmental guidelines in product development

The company is committed to maintaining high standard products by inspecting and controlling the quality and safety measures of raw materials and products. There is a process for risk assessment and finding opportunities for quality development as well as the procurement of raw materials systematically so that raw materials enter the production process sufficiently and in line with customer needs. Technology is being used to inspect quality in the production process. Random inspection and testing before delivering to customers to ensure that the products are having high quality and safety in accordance with international standards.

The Company has a wide range of film products to meet the needs of different customers. However, the company has clearly defined guidelines for product development by applying environmental criteria to product

development, such as reducing the use of exhausting natural resources, increasing the use of renewable raw materials, and choosing to use biomass plastic pellets (Bio-Based Material)

Encourage customers to choose products that contain recycled raw materials or mono-material films that can be easily recycled after consumers use them. The company intends to develop the potential of the company and its suppliers to be the leading producer of plastic film and plastic pellets that are made from recycled materials and are environmentally friendly at the same time. The company has criteria for product development which can be separated by product life cycle and by product type as follows:

Raw Material Selection

The company has a strategy in selecting raw materials for the production of film based on the principle of efficient use of resources. Using raw materials that are originally recycled and has been certified for safety for food production (Food Safety System Certification 22000: FSSC 22000), which is a standard accepted by major food retailers for customers and consumers to have confidence in using the packaging.

In addition, for films that have received the Global Recycled Standard, the company has requirements for the use of raw materials that are made from recycled materials as follows:

1. Raw materials that are recycled must be obtained legally.
2. Having a clear contract between suppliers of recycled raw materials.
3. Recycled raw materials are inspected.

Production process

In the production process, the company focuses on reducing energy consumption by selecting from high-performance equipment with low power consumption and has a design that suitable for the production of high quality film.

In addition, the company has a process to reduce waste from the production process where the remaining films will be brought into the recycling process and reused as raw materials again. These films will be used in environmentally friendly products. The process is a complete Close Loop System.

End-of-life management

In the film production process, a wooden pallet will be used to place the film. When wooden pallets are deteriorated, damaged, or expired and will be thrown away, the company sees the value of wood resources and therefore comes up with a project to offer a way to take back the pallets, old wooden pallets, used wooden pallets, and remaining wooden pallets to customers in order to support the reuse of unused pallets including bringing damaged pallets to repair and reuse.

The environment department sorts out old wooden pallets that have been processed, transported or other processes into old wooden pallets and scrap wood pallets. Then, it will be sent to an outside agency to repair and purchase back in order to reduce the use of all new wood.

This process can reduce the amount of waste that is buried back in the community and can help reduce greenhouse gas emissions from pallet disposal. It can also save the cost of purchasing pallets.

Supporting the recycling of materials or parts Project

BASF's ChemCycling Project™

The company has a project with BASF, a supplier, to produce PCR (Post-Consumer Recycled) plastic films. The company is one of the value chains in offering plastic films that contain raw materials from plastic waste that are difficult to recycle and still have benefits such as plastic bags, used tires, plastic with food stains. Bringing those plastic waste to recycling through a chemical process and reproduce as a polyamide pellets called PCR-BOPA Film (Post-Consumer Recycled- Biaxially Oriented Polyamide: PCR-BOPA), which has the same feature as BOPA film (Biaxially Oriented Polyamide Film). The plastic film obtained from this recycled material also has quality and hygiene standards equivalent to virgin plastics.

This type of film can reduce the use of plastic pellets from fossil raw materials, reduce the use of natural resources, and can also be used to pack ready-to-eat food, frozen food, vegetable oil and fabric softener.

Benefits of ChemCycling™

- **Plastic waste** for which no high-value recycling processes are established yet is turned into **virgin grade high performance materials**
- Using recycling feedstock from plastic waste in chemical production helps to **save fossil resources**
- **CO2 emissions are saved** against conventional plastic production and incineration of plastic waste



Innovation Management

Technological advances in today's global society is the main factor that stimulates change in many fields, economic, social and environmental. In addition, consumers are increasingly aware of the impact on the environment in terms of the cost-effective use of products, inefficient disposal, storage, disposal, and resource shortages including climate change problems. Additionally, government agencies in many countries have enacted legislation to reduce or eliminate the use of plastic, which tends to be more stringent, which these factors may affect the business operations in medium and long terms, such as the change in sales of each product due to the trend of demand for more environmentally friendly products, etc. From the reasons, the company realizes the importance of limited natural resources. Moreover, striving to develop product quality and innovation to meet current and future market demands according to the sustainable business plan.

The company focuses on research, development and innovation to create new products that create value for society and the environment and respond to demand and customer satisfaction by formulating a policy to promote business innovation development that focuses on creating innovations in the production process and developing new products that are environmentally friendly and promoting the development of the quality of life of the community and society including promoting research and development with social and community to meet the quality and safety of consumers including the efficient use of resources.



Research and Innovation Unit

The company has a unit to promote, research and develop product innovation, which is the Research and Development department. R&D team reports directly to managing director and supports for maintaining business competitive advantage by comparing product in the market and strengthening in research and development. Additionally, competition is increased to meet customer needs and follow the current trends.

We keep learning and developing our products towards sustainability. We never stop sourcing environmental friendly raw materials for EarthCare films

Ms.Kamonchanok O-rak
Research and Development Manager

Innovation Management Process

1

To meet stakeholders needs

Related parties or parties directly interact with stakeholders, such as sale which deal with customers and receive their request for trial and commercial production. Related parties will submit the request to R&D team.

2

To forward needs to reserch and development department

Requirement or Suggestion will be forwarded to R&D team to receive, consider requests from relevant units, and specify objectives, scope, formula, operational plan, process, quality criteria of products including to consider and approve the trial.

3

To trial products

To invent, reserch, develop formulas in trial and control production processes follow quality criteria of products. Supplier and customers develop jointly products. Moreover, To analyze and summarize for trial result certified including reviewing changes of product specifications and relevant documents.

4

To control product quality

After starting trial, R&D team must inspect plastic film quality to ensure that products meets the needs. Quality and acceptance criteria is also set for new product development. In addition, the product must be controlled according to specified criteria on all deliveries.

5

To respond to the requesting or related parties

R&D team summarize trial result and notify the requesting or related parties which will summarize the result to stakeholders, such as customers, etc., and may continue for commerce.

Business Innovation
Management Policy



Guidelines for the development of production processes innovations

Over the past decade, the company has continually developed business innovation projects to create business value, improve environmentally friendly quality of life of community and society, and be able to respond to customers' needs in accordance with organization sustainable development through innovative development approaches in production processes and products of the organization.

In the past 2021, the company focuses on green products development and implements projects in production process to improve efficiency.



High Value Added Products



Circular Economy



Green Products Research
and Development



Collaboration with
Research and Experts from outside organization



Training Promotion, Enhancing Learning
and Developing Creative thinking for Employees



Expert Personnel Investment

To control, supervise, operate following international standards and develop personnel to increase potential. Meanwhile, the company strictly control organization measure



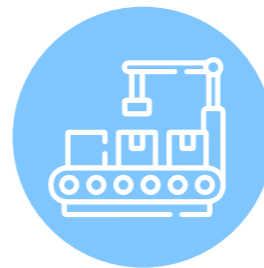
Investment of Product Research and Development

To develop and innovate new operation processes and products meet market demands, both domestic and global. Petroleum-based raw material is reduced by recycled raw material, from organic waste, and Bio-based raw material consumption as well as waste and Greenhouse gases emission reduction



New Technology Investment

To be leader in production technology including developing and improving production process to be efficient with high quality and safety machines. Greenhouse gas emission and energy consumption as well as environmental pollution are reduced



Domestic and International production base expansion

For customers demand increase, production base expansion is necessary. The company currently is expanding production capacity in Thailand at Pinthong 5 Industrial Estate, Chonburi. In addition, Production base expansion in Vietnam which is joint venture with SCG Chemicals Public Company Limited. Construction process will be completed and operated in 2023

Green Products

Throughout the years, the company has been continually developing and producing green products with environmental concepts commitment to pass on to inside and outside the organization and embed culture. To meet customers' needs, moreover, alternative products have been serving which are green products include bio-based film, biodegradable film, post-consumer recycled film (PCR film), post-industrial recycled film (PIR film), and mono-material film. In addition, to develop products focusing on controlling properties of all products. The EarthCare film must be qualified for use and needs. It also attaches importance to sustainable product design considering the environment, economy, and society.

Type of Green Products

1. Bio-Based Film

The company's continuous products development is divided into 4 types, as follows:

- Bio-Based BOPP film
- Bio-Based CPP film
- Bio-Based BOPA film
- Biodegradable Film

Bio-Based BOPP & CPP Film	Bio-Based BOPA Film	Biodegradable Film
<p>BOPP and CPP Bio-based films are made from polypropylene (PP) resins which are made from ethanol extracted from sugarcane. This reduces the use of fossil-based resins and reduces Carbon Dioxide emissions. BOPP and CPP film types differ only in the manufacturing process.</p> <ul style="list-style-type: none"> • Bio-based BOPP resin by plant-based plastic • Reduction of Carbon Dioxide emissions • It can be recycled 100% in the case of single-layer packaging. • It is commonly used to produce bread packaging fresh fruits and vegetables <p>In 2022, the company uses plant-based plastic resins to produce plastic films, which can reduce the use of fossil-based resins by approximately 735 tons, reducing Greenhouse gas emissions by 1,383 tons of Carbon Dioxide equivalent, and sales of Bio-based BOPP films (BOPPlus) equal to 65 million baht.</p>	<p>Bio-Based BOPA (BioPA) Bio-based film is made from bio-mass PA resins made from used oils, plant oils, and all organic waste, which cooperate with BASF Group. The company is the only manufacturer capable of producing high-quality BOPA Bio-based films with sequential and simultaneous technologies.</p> <ul style="list-style-type: none"> • Resin is produced from used vegetable oils after food production processes. • Renewable raw materials reducing the use of fossil fuels. • Reduction of Greenhouse gas emissions. • It can be recycled 100%. 	<p>The company has continuously pushed and supported BOPLA (Biaxially Oriented Polylactic Acid) film, which the company has completed the first successful study and run in collaboration with the National Science and Technology Development Agency (NSTDA) and other organizations in Southeast Asia.</p> <p>BOPLA films are made from more than 99% of PLA resins, which are bioplastics, that can be biodegradable by microbes at proper temperature and humidity. Biomass, water, and carbon dioxide can be returned to nature without toxic residues.</p> <p>PLA is made from natural raw materials that can be replaced with renewables such as corn, sugarcane, and cassava to meet the demand for plastics in the market. BOPLA films can be produced as flexible or printing packaging, popularly used for fruits and vegetables, bread or tube packaging, etc.</p> <ul style="list-style-type: none"> • It is made from natural raw materials that can be replaced. • Biodegradable, free from toxic residues



2. Post-Consumer Recycled Film: PCR

Waste is a major problem around the world, causing waste pollution, both on the ground and water, affecting living organisms, including humans. Reintroduction of waste from consumption into the process. Therefore, it is an option to reduce waste as the company recognizes the importance of the circular economy concept and has developed post-consumer recycled film products. The company has produced 2 types which are Post-Consumer Recycled Bi-axially Oriented Polyethylene Terephthalate Film (PCR BOPET Film) and Post-Consumer Recycled Biaxially Oriented Polyamide Film (PCR BOPA Film)

PCR BOPET Film

Due to the global issue of plastic waste and Thailand being a country with the problem of releasing waste into the sea, the company has collaborated with Indorama Ventures Public Company Limited, a key partner, and a manufacturer of polyethylene terephthalate (PET) recycled plastic pellets from used PET plastic bottles to recycle them back into plastic resin. The company produces PCR BOPET plastic film using innovations to recycle plastic waste into plastic resin again. It is processed through the process of grinding, heat melting and extrusion and then forming recycled plastic pellets, which reduces the problem of plastic waste from consumption. By putting plastic waste back into the loop to be used as raw material to produce plastic films, as well as to support the concept of circular economy.

In 2022, the company had total sales of PCR BOPET films of approximately 7 million baht and was able to reduce the use of fossil resins by switching to PET resins from used plastics by approximately 9 tons, equivalent to the use of 3 million PET 1.5-liter bottles. This reduces Carbon Dioxide emissions by 26 tons of Carbon Dioxide equivalent.

PCR BOPA Film

BOPA plastic film from used plastics from polyamide (PA) resins produced from various plastic waste through pyrolysis process returns to PA resins and returns to the production process to form plastic films again. This will also reduce the problem of plastic waste from consumption.

In 2022, the company has successfully developed PCR-BOPA films and is pushing them into the market. To help reduce the use of fossil-based resin and substitute them with recycled PA resin.

3. Post-Industrial Recycled Film: PIR

Throughout the plastic film production process, there is always plastic waste going on. The company is committed to minimizing plastic waste, including reintroducing plastic waste into the plastic film production process to reduce plastic waste generated, reducing plastic waste that will be released outside the factory to community and society, and adding value to plastic waste as raw material to produce plastic film again. It also reduces raw material cost of products.

In addition to developing green products, the company is also working on developing products regularly to meet customers' needs and consumer applications. In 2022, the company reduced plastic waste in the factory by 13,733 tons and sales of PIR films totaled approximately 816 million baht, which reduces Carbon Dioxide emissions by 25,838 tons of carbon dioxide equivalent.

99% PIR BOPP Film for Plastic Tape

The company is focusing on developing PIR film for plastic tape and has completed successful. The 99% PIR BOPP film for plastic tape meets customer needs and customer applications following high-quality standards. The PIR BOPP film for plastic tape is made from recycled PP resin which is post-industrial waste in the factory with the proportion, more than 99% recycled PP resin, of all plastic resin. In 2023, the company expects that 10-tons trial order will be sold to a customer within the first quarter of the year. The Carbon Dioxide emissions will be reduced by 19 tons Carbon Dioxide equivalent.

4. Mono-Material Film

We are committed to and support our customers continuously in the circular economy concept. Most of the company's products are single-use plastic films that can be produced to be mono-material packaging. In addition, the company develops products with customers, such as packaging converters for snacks, in accordance with customers' needs and applications so that customers can put them into production.

High-Barrier BOPP Film

BOPP film has high barrier properties developing for reducing the use of metallized film which have high Water Vapor Transmission Rate and Oxygen Transmission Rate. High-barrier BOPP film is developed with the properties of high transmission rate which can laminate with other layers, PP and PE, to produce mono-material packaging classified as polyolefins packaging.

Production processes

Investment Project in New Highly Efficient Production Line

Investment project in a new production line which has 10.4-meters machine width, which is wider than the original one, 7-meters width. Output per hour increased by 0.75 kWh/kg equal to 17% increase and 2,618.3 kWh/kg electricity consumption reduction which totaled 14 million baht.

Development of dust collectors using cooling traps

It is a project that optimizes the use of dust collectors using condensation processes by developing and improving the dust collector to increase the internal space to be able to collect more dust and to prolong the life of dust collectors. As a result, the cost of purchasing dust collectors can be reduced and production efficiency is increased, reducing machine downtime. In 2022, the company gain more profit from sales equal to 3.78 million baht due to machine downtime decrease.

Improvement Project for Plastic Film Cutting Machine

It is a project that increases the efficiency of the use of cutting blades to a greater variety. Other blades can be used with blades of the same quality as the original blades that are in use, but at a lower cost. As a result, the cost of purchasing blades per piece can be reduced. It also reduces the plastic waste generated by cutting non-sharp blades.

The project has been ongoing since 2019 to the present. In 2022, the company's performance in the past year has been able to reduce the cost of non-sharp film cutting blades to 0.29 million baht and reduce the amount of waste generated by non-sharp cutting blades. 18.25 tons

Expansion of Production Base

The company continuously expands its production base both domestically and internationally from 2020 to the present, to support the delivery of products to customers of high quality, speed, thoroughness and on time.

Expansion of International Production Base

The company has a joint venture with SCG Chemicals Public Company Limited and completed the construction of a building at Becamex Bau Bang Industrial Estate, Vietnam, with a capacity of 70,173 square meters in 2022. A BOPP production line is installing and expected to be completed in 2023.

Expansion of Domestic Production Base

In 2022, the company is working on the construction of a building at Pinthong 5 Industrial Estate, measuring 126,352 square meters, is completed in the fourth quarter of 2022. Another BOPET production line is expected to complete in the fourth quarter of 2023.

	2020	2021	2022	Target of 2023
Green Products				
Number of R&D employees (person)	7	6	7	7
The amount of green product (product)	4	3	3	1
Reduction of fossil-based plastic resin consumption (tons)	-	15,124	14,477	17,372
Post-industrial waste reduction (tons)	-	15,000	13,733	15,106
Research and development investment (million baht)	-	-	44	46
Sustainability investment (million baht)	-	-	0.2	1
Production Processes				
Production efficiency (kWh/kg)	-	0.9	0.9	0.75
Electricity consumption reduction from production process (kWh)	-	-	2,618	22,500
Electricity cost reduction from production process (million baht)	-	-	14	120
Sales revenue increase of plastic film (million baht)	3.78	3.78	3.78	3.78
Blade cost reduction (million baht)	0.29	0.29	0.29	0.29
Waste reduced by non-sharp cutting blades	18.25	18.25	18.25	18.25

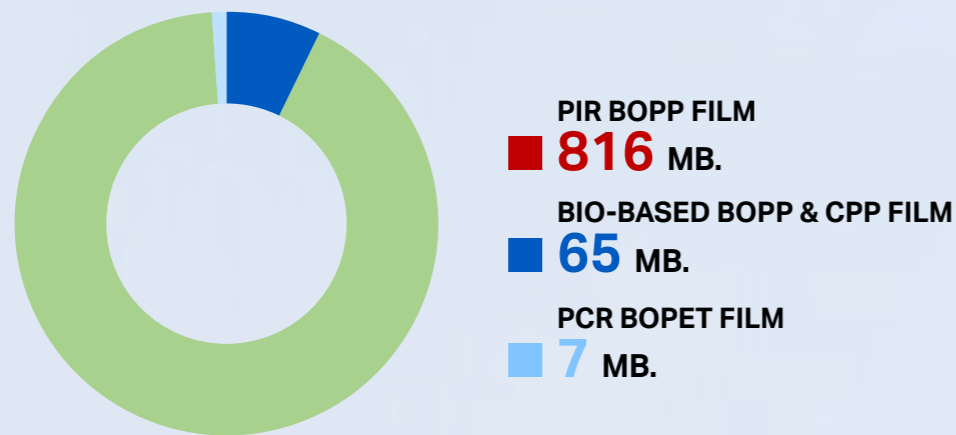
Remark: Estimated R&D and sustainability investment data collected internally by related unit.



Benefit of Innovation Management with Sustainability

Economy

Green products sale value (million baht)

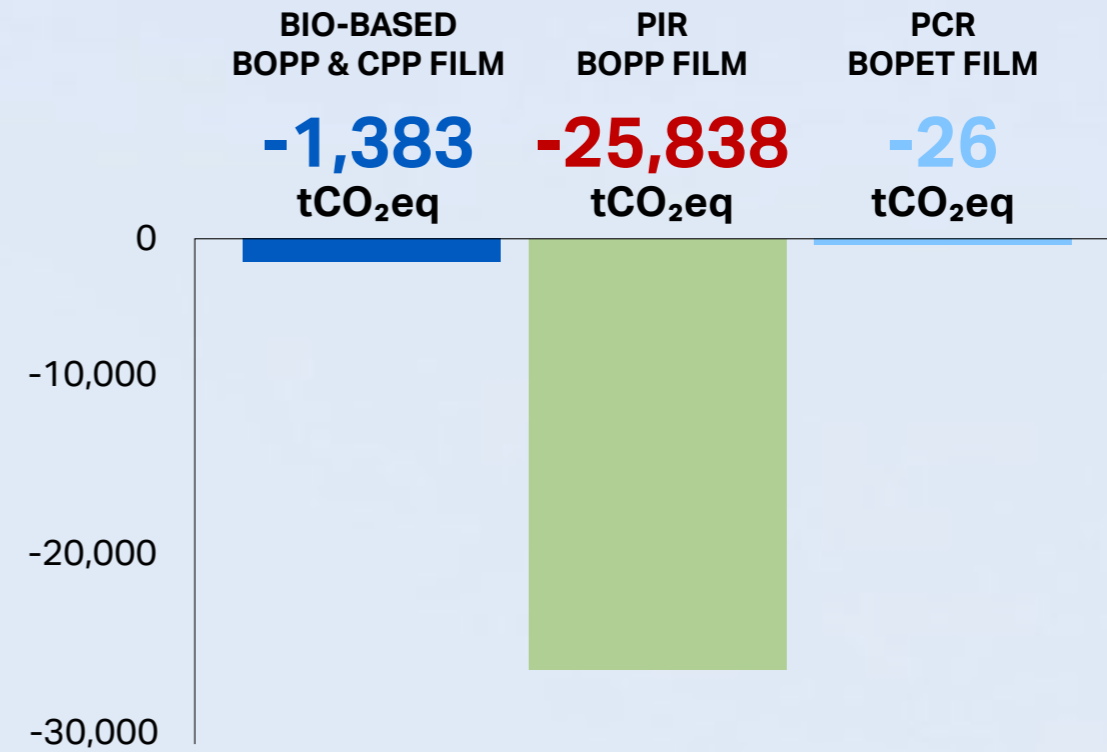


Remark:

- Green products include Bio-Based BOPP, Bio-Based CPP, Post-Industrial Recycled (PIR) BOPP, and Post-Consumer Recycled (PCR) BOPET film.
- Green products include Bio-Based BOPP, Bio-Based CPP, Post-Industrial Recycled (PIR) BOPP, and Post-Consumer Recycled (PCR) BOPET film.

Environment

Carbon Dioxide emission reduction of green products (tons Carbon Dioxide equivalent)



Social

Plastic waste reduction for community and society (tons), details as [A.J. PLAST CIRCULAR ECONOMY](#) and [BCG MODEL](#)

National and international standards

The company's business operations places importance on quality and standard as key factors, ranging from raw materials, production processes, and system management, skilled personnel to obtain products and services that meet international standards and are recognized globally.

Production process and system management

The company has a management system that meets national and international standards as follows



ISO 9001:2015

Quality Management System Certified



ISO 14001:2015

Environmental System Certified



GHPs

a guarantee for Good Hygiene Practices factories where products have been exposed to food or are in the food chain.



HACCP

guarantees and supervises safety in all plastic film manufacturing processes to prevent hazards and contaminants in products that may affect consumer safety.



FSSC 22000

Food Safety System Certified



Green Industry

Certifying industries that carry out activities to improve production processes and environmental management to successfully reduce environmental impact according to the commitment.



IPHA

To certify safety in covid-19 prevention measures throughout the production process, with the highest priority on hygiene control of persons entering factory and office areas. Facilities, products, and vaccine support for the company's stakeholders.

In 2022, the company is certified FSSC 22000, food safety system. with the application of ISO/TS22002-4:2013 and FSSC 22000 Additional Requirements and is one of the GFIS (Global Food Safety Initiative) approved standards, where manufacturers must control the hazards of products for food safety from production stage to packing dispensation. Moreover, ISO 14001:2015, Environmental Management System, is certified and Circular Economy Management System for the Organization (CEMs) is on progress to be certified collaborating with VGREEN, Faculty of Environment, Kasetsart University. The company is selected to be the first pilot group of the company in Thailand.

In addition, the ISCC Plus system and Global Recycled Standard (GRS) are in the process of certification.

The company aware the importance of products thus they continuously meet the needs of customers. standards relating to certified products as follows:

The company knows the importance of raw materials thus they diligently select suppliers as well as quality materials that meet standard and qualified only. Before production, all products must be developed and researched, as well as experimented to ensure consistency in the production process. Regarding the quality of the products, the company will proceed with offering them to its customers.



JORA Biomass Mark

Product Certified which Biomass Raw Material are used.



Recycled Claim Standard: RCS

Product Certified which Recycled Raw Material are used.



Made in Thailand

Product Certified produced from Domestic Raw Material, more than 40% consumption.



Corporate Environmental Responsibility

Environmental performance is an important issue for the Company's operations, in terms of efficient execution, reduce costs, reduce problems to the community and reduce the risk to the Company's reputation. Therefore, the Company has established a policy on environmental management and has been approved by the Board of Directors and the organization's executives. It covers Legal compliance issues, Environment-related standards, Controlling Environmental Impacts from Business Operations. Those issues are consistent with the business related issues, including: Administrative, Waste and pollution management, Product Research & Development, Energy Management and Climate Change, and Renewable Energy. Conforming to ISO14001 standard and Green Label Standard in association with the

Environmental Department, which is under the supervision of the Safety and Environment Department, is responsible for managing, supervising and driving the implementation of the policy, goals, and indicators of the organization according to each of the above key issues.

In addition, the environment content is disclosed in accordance with the Global Reporting Initiative standard (GRI), which is an international reporting standard, as a presentation of the Company's commitment to environmental management and transparency to stakeholders. Moreover, the Company has set environmental performance in the above issues as goals and indicators of both short-term and long-term performance of the organization.

To elevate the Corporate environmental responsibility to international standards, The Company has a policy and practice to cultivate an environmental culture by organizing a learning promotion project within the organization through training to raise awareness about environmental impacts and climate change problems among employees, and also builds knowledge on international environmental management standards with guidelines for cultivating environmental culture as follows:

- All employees must comply with the Policy, Guidelines, Management System Standards or Products related to the environment both inside and outside the Company.
- All employees are committed and understand the Company's intention to cultivate culture, promote, cooperate and develop environmental projects.
- All employees must participate regular environmental training from the first time and annually training.
- All employees have basic knowledge and understanding of management as follows: General waste, hazardous waste, and air pollution, – well – in accordance with the Company's guidelines and laws.
- All employees have basic knowledge and understanding of standards, management systems or products related to the environment.

In addition, in 2022, the Company has organized training courses for new employees in the environment aspects in 2 groups as follows:

- Training group to raise awareness of waste management according to the principles 5Rs to relevant employees by relevant employees with 100% of relevant employees attending the training.
- Training group to raise awareness of general waste management, hazardous waste and air pollution for new employees, with 100% of new employees attending the training.



A.J. Plast Focus on continuously developing new products and innovations that are environmentally friendly, as well as intending to control environmental impacts by setting policies and concrete goals. This makes it easy to track and control operations.



Electricity Conservation Target



Operational Target 2022

To reduce energy consumption by 0.54% from the previous year's electricity consumption.

Operational Performance 2022

Achieved in reducing energy consumption by 0.57% compared to the previous consumption.

Water Management Target



Long-term Operational Target

To reduce water withdrawal per product unit by 5% by year 2025 from the base year 2021 and to increase recycled water by 5% by year 2025 compared to the same year.

Short-term Operational Target

To reduce water withdrawal per product unit by 1% compared to the previous year and to increase recycled water by 1% compared to the same year

Operational Performance 2022

Achieved in reducing water withdrawal decreased by 13% compared to year 2021 and achieved in reducing water withdrawal per product unit by 7% compared to year 2021.

Waste Management Target



Operational Target 2022

To reduce the amount of waste disposal to landfill by more than or equal to 50% by year 2021.

Operational Performance 2022

Achieved a 24% reduction in general waste, and the amount of waste and waste decreased by 36% compared to previous year, recycled waste at 5,770

Hazardous Waste Management Target



Short-term Operational Target

To reduce hazardous waste greater than or equal to 10% compared to year 2021.

Operational Performance 2022

Achieved the amount of hazardous waste decreased by 18% compared to year 2021, Total hazardous waste volume was 190 tons in year 2022.

Air pollution Control Target



Short-term Operational Target

The Company has set a target to reduce air pollution emissions by 10% in year 2022 according to the ISO 14001:2015 Standard System Objectives Report. Particulate matter measurements are required. Particulate Matter: Carbon Monoxide, Nitrogen Dioxide, Sulfur Dioxide in the factory area.

Operational Performance

The Company achieved to reduce sulfur dioxide emissions by 5% from the project of installing additional filters to trap pollutants at the end of the Boiler Stack's chimney.

Greenhouse Gas Emission Reduction Target



Near-term Target

The Company has set targets to reduce greenhouse gas emissions by aiming to achieve Carbon Neutrality at the corporate level, 30% by year 2030.

Long-term Target

The Company has set targets to reduce greenhouse gas emissions by setting targets to achieve net-zero carbon (NET ZERO Emissions) by year 2065.

Operational Performance

- Installed the project of 1 MW solar installation reduce dependence on on-grid electricity generating
- Developed Film Plastic Packaging from Bio-Based Material and Plastic resin that recycled from post-consumer products. It helps reduce the use of fossil source fossil-based materials.
- Plan to offset carbon emissions under Thailand Voluntary Carbon Mechanism in the near future



Energy Management and Reduction of Energy Consumption



Energy management is one of the key issues that the Company focuses on and the global community focuses on for the industrial sector to have efficient energy management. The company has been monitoring the movements of national contributions to greenhouse gas reduction and climate change action after 2020. Nationally Determined Contribution (NDC) which filed with United Nations Framework Convention on Climate Change: UNFCCC with the view that The Company is a part of the industry that contributes to Thailand's

achievement of greenhouse gas reduction targets in accordance with the country's Greenhouse Gas Reduction Action Plan, in the field of energy. The concept of the Company's energy reduction project will support the Energy Conservation Plan 2015-2036, which aims to reduce energy intensity by 30% by 2036, and the Alternative Energy Development Plan 2015-2036, which aims to increase the proportion of renewable energy consumption by 30% by 2036.

In addition, the Company supports the operation of the Federation of Thai Industries that focuses on driving business towards the BCG (Bio, Circular, Green Economy) economic model, energy efficiency and support circular economy.

The Company attaches great importance to energy management and energy conservation as it is the Company's operating cost, The Company realizes that good energy management will alleviate climate change problems. The Company has managed energy in accordance with the Energy Conservation Promotion Act B.E. 2535 (Amendment B.E. 2550).

Most of the energy consumption will be at the Laem Chabang plant in the Eastern Economic Corridor, Chonburi Province, which is within the scope of the control plant according to the Royal Decree on the Control Factory B.E. 2540 (1997) regards to equipped with 8 of 2,500 kVA transformers and 6 of 3,000 kVA transformers. In summary, there is an installed transformer in total of 51,000 kVA.

The Company has appointed a working group on energy management, which has qualifications and responsibilities in accordance with the Ministerial Regulation, defining the qualifications, duties and number of persons responsible for energy B.E. 2552. as follows:

1. Establishment of Energy Management System
2. Energy Management Report
3. Audit and certification of energy management system

The Company shall report annually to the Department of Alternative Energy Development and Efficiency, Ministry of Energy. In 2022, the Company has consumed energy in the Laem Chabang plants, listed as follows:



Table shows corporate energy consumption 2022

	Detail	Megajoules
A	Total Fuel Consumption within Plant from non-renewable sources	318,739,765
	LNG Consumption	318,739,765
B	Total Fuel Consumption within Plant from renewable sources that generated from Plant	4,504,850
	Electricity Consumption from Solar generated	4,504,850
C	Total Electricity Consumption within Plant	539,074,487
	Electricity Consumption, meter number 208205633	501,413,591
	Electricity Consumption, meter number 23049353	37,660,896
D	Total Electricity Sold from Plant	-
Total Energy Consumption within Plant		862,319,100

Remark:

1. Data on shown represented only Laem Chabang Industrial Estate. The Pinthong Plant in Chonburi province has just started operation in Q4/2022.
2. Data on Electricity Consumption and natural gas consumption comes from Energy Management Report 2022 that is certified by Mr. Bandit Chaipranitthan, an energy auditor.
3. Conversion Factors has been referenced from Thailand Energy Statistic Report 2022, Ministry of Energy, page 222.

Energy Intensity

A.J.Plast defines a specific energy consumption by the comparing the ratio between electricity consumption (Megajoules) and natural gas consumption (Megajoules) in only Laem Chabang Industrial Estate to the plastic film production (Ton) in a specific period. It can be shown as follow as.

Specific Energy Consumption (SEC)

$$\begin{aligned}
 &= \frac{\text{Electricity Consumption (kWh)} \times 3.6 \text{ (Megajoules per hour)} + \text{Calorific Value (Megajoules)}}{\text{Plastic Film Production (Ton)}} \\
 &= \frac{(149,742,913 \text{ kWh} \times 3.6 \text{ Megajoules per hour}) + 539,074,487 \text{ Megajoules}}{177,708.62 \text{ ton}} \\
 &= 4,827.08 \text{ Megajoules per ton}
 \end{aligned}$$

Remark:

1. Data on shown is certified by Mr. Bandit Chaipranitthan who is an energy auditor accredited by the Act of Energy Conservation.
2. Data on Electricity Consumption within the Leam Chabang only and does not have consumption outside the Plant.



Energy is extremely important because A.J. Plast consumes a large amount of electricity consumption. To reduce the energy consumption, renewable energy initiative is another option that we have implemented and we are thinking about other possible alternative energy as well.



Mr. Prasarn Aunwong
 Assistant Managing Director and Factory Manager
 Head of Factory Energy Management Working Group
 Laem Chabang Industrial Estate, Chonburi Province

Reduction of Energy Consumption

A.J.Plast aims to reduce energy consumption in the film production process as electricity consumption in this activities accounts for the largest energy consumption compared to the Company’s overall energy consumption. The concept of energy conservation will focus on The NET-ZERO Standard, according to the principle of Science-Based Target (The SBTi’s NET-ZERO standard). A.J.Plast has reduced the consumption of fossil-fuel energy, has effort to transition itself to renewable energy and selected high-energy efficient equipment that can save energy since the project was initiated.

Table shows the proportion of electricity consumption within organization

System	Energy Consumption	
	kWh/Year	Percentage
Lighting	1,083,734.78	0.72
Air conditions* in the office area	4,445,719.62	2.97
Cooling	17,740,478.25	11.85
Film Production	116,572,072.02	77.85
Air pressure	7,016,760.00	4.69
Others	2,884,148.34	1.93
Total	149,742,913.00	100.00

Remark:

Data on shown represented only Laem Chabang Industrial Estate. It represents a sole of split air conditions type.

In 2022, the Company has set energy conservation target at 0.54% compared to the previous energy consumption. In 2022’s energy consumption reduction operations, A.J. Plast has successfully achieved the target of reducing energy consumption by reducing energy consumption at 0.57%. Such savings come from the solar cell installation project with an installed capacity of 1 megawatt per hour.

1. Roof-Top Solar Cell Project with an installed capacity of 1 MWh

A.J.Plust has a project to install solar cells at Laem Chabang factory, Chonburi province in total capacity of 1 MW: 540 watts, 1,851 solar panels with an investment of 20 MTHB. It has expected to reduce electricity consumption by 1,288,937 kWh per year and reduce costs by 4,673,924 THB per year.

Calculation of Electricity Conservation from 1 MWh installed Solar Cell Project

$$\begin{aligned} \text{Electricity Generated from renewable energy project} &= \frac{\text{Electricity generation hours (hours per day)} \times \text{Days of the year} \times \text{Installation area (m}^2\text{)} \times \text{Total performance value (\%)} \times \text{Solar radiation value ((watt /m}^2\text{)}}}{/1,000} \\ &= \mathbf{1,288,937.22 \text{ kW/year}} \end{aligned}$$

Electricity generation hours (hours per day)	Days of the year (days)	Installation area (m ²)	Total performance value (%)	Solar radiation value (watt/m ²)
8	365	2,702	27	442

In case of electricity charged by 3.63 baht per kilowatt, A.J.Plust will be able to reduce energy costs by 4,673,924.55 baht per year.

In the future, A.J. Plust has initiated to push this 1 MWh installed solar cell project to register in Thailand Voluntary Emission Reduction Program or T-VER under the Methodology of Alternative Energy Development in order to be transparent quantified and to reduce greenhouse gas emissions concretely. A.J. Plust will join carbon trading mechanism in industrial area.



2. Machinery and Electrical Equipment Efficiency Improvement Project



A.J.Plust regularly improves the efficiency of appliances and electrical equipment, whether to change air conditioning and electric bulb replacement. It has considered using electricity with energy-saving technology and greenhouse gas emissions. The Company switched to 350 LED bulbs in Laem Chabang industrial area, reducing energy consumption by 30,000 kilowatts and reducing greenhouse gas emissions by approximately 15 tons of carbon dioxide equivalent.

3. Renewable Energy Initiative

A.J. Plust uses a lot of electricity in the plastic film production process at Laem Chabang industrial area. The Company purchases electricity from both the Provincial Electricity Authority and from Private Power Producer. Therefore, the conversion of electricity units to carbon dioxide emissions or greenhouse gas emission coefficients of the two sources has different rates. In the future, A.J.Plust has the plan of purchasing electricity from any lower coefficients of greenhouse gas emissions to support the concept of using renewable energy according to Nationally Determined Contribution that aims to reduce greenhouse gas emissions by 30-40% from baseline.

A.J.Plust prefers to choose reliable and renewable energy source that can provide lower coefficients of greenhouse gas emissions. It will be able to reduce electricity consumption by 20% from replacing fossil fuel-based energy consumption.



Reduction in Energy Requirements of Products and Service

Raise the standard of environmentally friendly products to the international level

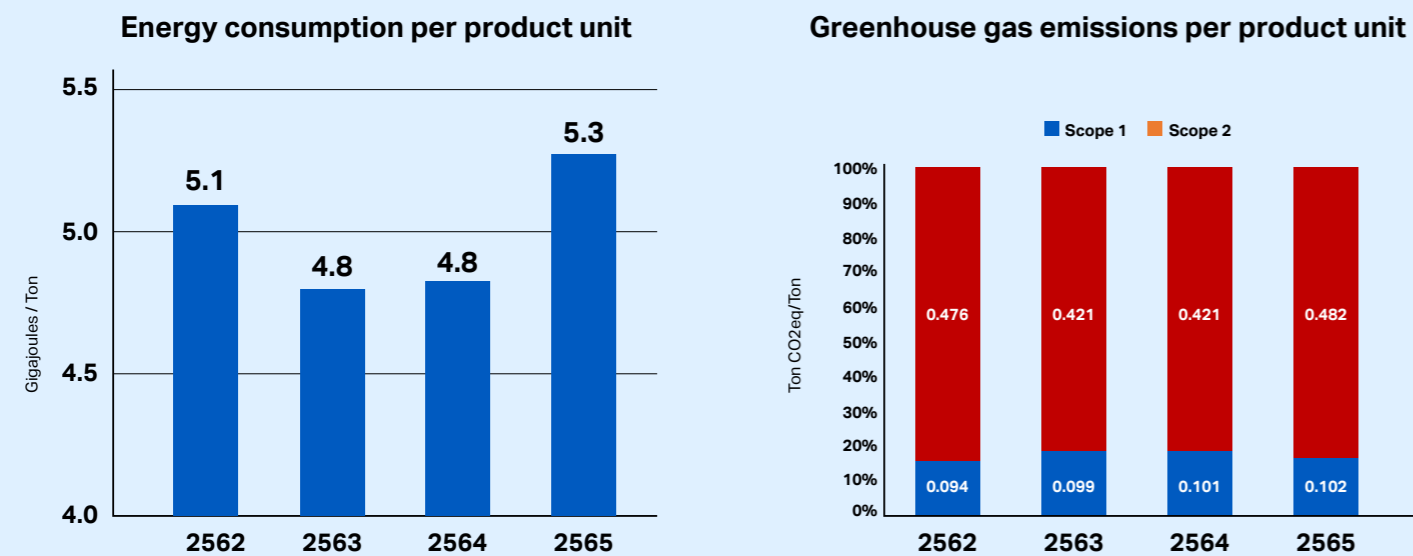
A.J. Plast conducts the research and development of products responsibly in accordance with the criteria of the label standard and Environmental Labels and Declaration ISO 14021 and learn how to apply for the certification of Carbon Footprint of Products (CFP).

The product development project will focus on products with a mixed material of environmentally friendly recycled raw materials in accordance with Recycled Claim Standard: RCS.

The Company was able to reduce the use of recycled raw materials and natural materials, and the consumption of fossil-based resin decreased by 14,478 tons or equivalent to reducing greenhouse gas emissions from this segment by 28.8989 tons CO₂ eq.



The figure shows the energy consumption per product unit in the year 2022.



Sustainable Water Management



Challenges and Opportunities

Global temperatures in many areas are expected to rise between 1.5–5 degrees Celsius, according to RCP 8.5 Representative Concentration Pathways report. Natural disasters are also on the rise on all continents such as drought, heat waves, and changes in water supply.

Thailand is classified as an area at risk of Extreme Weather, Sea level rise, Severe drought, Flash floods, including the quantity and quality of water in natural water changes. Therefore, the management of water resources that are of high quality and sufficient to meet the needs of business activities is an issue that places importance on both in terms of water scarcity risk for the production process. Flooding can affect the ability and transit time of raw materials and products. Water Quality Control, before discharging into nature, might affect the ecosystem and community, which may affect reputation and stakeholders' confidence.

A.J. Plast is aware of such risks and places importance on water supply as a fundamental factor for livelihoods. Therefore, the water management policy has been established in response to Goal number 6 of the Sustainable Development (SDGs) "Ensure water and sanitation for all and sustainable management.

A.J. Plast will formulate water management projects and plans to improve the production process to be able to use water resources efficiently and for

maximum benefit, including controlling water quality before discharging. It is stricter than the legal effluent discharge standards, and developing wastewater reuse processes to avoid impacts on the production process and reduce the risk of water competition during scarcity so as not to affect stakeholders related to the use of water resources.

In addition, A.J.Plust wants to build a network with the government sector, also plays an important role, part of water planning and management at both the local and national levels, to drive sustainable water management as well as conserve and restore watersheds.

The Company has set long-term target for sustainable water management. The goal is to reduce water withdrawal per product unit by 5% by 2025, with 2021 as the base year, and during the year decreased by 1% compared to the previous year. Moreover, the Company has set a target to increase the amount of recycled water use by 5% by 2025, with 2021 as the base year, and during the year an increase of 1% compared to the previous year.

Setting Water Management Target

Long-term Target	Short-term Target	Year 2022
<ul style="list-style-type: none"> Reduce water withdrawal per product unit by 5% by 2025 from the base year 2021 Increase recycled water by 5% by 2025 compared to the same year 	<ul style="list-style-type: none"> Reduce water withdrawal per product unit by 1% compared to the previous year Increase recycled water by 1% compared to the same year 	<p>0 Case from water allocation crisis and water shortage in film production operations equals to zero</p>

Water Action Plan

Establish environmental management policies and set target to reduce the use of wastewater resources in the short and long term.

Establish measures and procedures for water management both in the construction and development phases and in the operation phase.

Prepare the Process Flow Diagram and quality analysis of the water inlet-outlet, continuously monitor water usage and plan an automatic water on-off system.

Study and follow the movement from World Resources Institute. Find out appropriate tools for water management planning and prepare to conduct water stress analysis in the operating area, in order to plan water management appropriately.

Study the rainwater withdrawal in film production and business activities, especially during the rainy season to reduce green water withdrawal.

Inspect equipment regularly and repair equipment that is defective or causes unnecessary water loss based on the 5Rs principle: Reduce, Reuse, Recycle, Refuse, and Renewable

Table shows corporate water withdrawal 2022

Location	Water supplier	Water sources	Water purchase volume		Different (%)
			2022	2021	
Factory at Laem Chabang Industrial Estate	Industrial Estate Authority of Thailand	Tap water from Bang Pakong River	239,907	277,241	13

Remark:

1. Unit in cubic meter
2. Data on shown represented only Laem Chabang Industrial Estate. The Pinthong Plant in Chonburi province has just started operation in Q4/2022.

The table shows the water withdrawal per product unit and the amount of water recycled in 2022

Description	Target value (compared to previous year)	2022	2021
Water withdrawal per product unit (cubic meters per ton)	1%	1.45	1.56
Recycled water compared to water withdrawal in the same year (%)	1%	5.0	4.2

Remark:

Data on shown represented only Laem Chabang Industrial Estate. The Pinthong Plant in Chonburi province has just started operation in Q4/2022.

Water Performance Summary 2022

In 2022, the Company’s water withdrawal per product unit was 239,907 cubic meters per ton (film production), decreased by 7% compared to 2021 and circulated water (reducing tap water withdrawal) by 5% compared to water withdrawal in the same year.

The Company has achieved the goal of reducing water purchase and increasing the use of circulated water as targeted. In addition, the Company plans to collect rainwater for use in the Company’s business activities, which is expected to be operated in 2023.

Water Discharge Management

A.J.Plast monitors wastewater discharges throughout the production chain by formulating and implementing occupational health, safety and environmental policies or environmental plans of the Company, to drive environmental performance. The Company discharges effluents in accordance with the following legal requirements or regulations: National Environmental Quality Promotion and Conservation Act B.E. 2535 (1992) and Requirements for discharging effluents into central wastewater treatment systems in industrial estates of the Industrial Estate Authority of Thailand (IEAT), and in accordance with the impact prevention and mitigation measures outlined in the Environmental Impact Assessment (EIA) report. Contaminated efflu-

ents are treated in wastewater treatment systems to ensure that the quality always meets the standards of effluents. The parameters for monitoring the quality of effluent such as pH value, Temperature, Chemical Oxygen Demand: COD, Biological Oxygen Demand: BOD, Total Suspended Solid: TSS), Oils and fats value, and Heavy metals such as mercury (Hg), arsenic (As) etc. In addition, the Company regularly monitors the quality of effluent daily through an online system to monitor and improve operational efficiency.

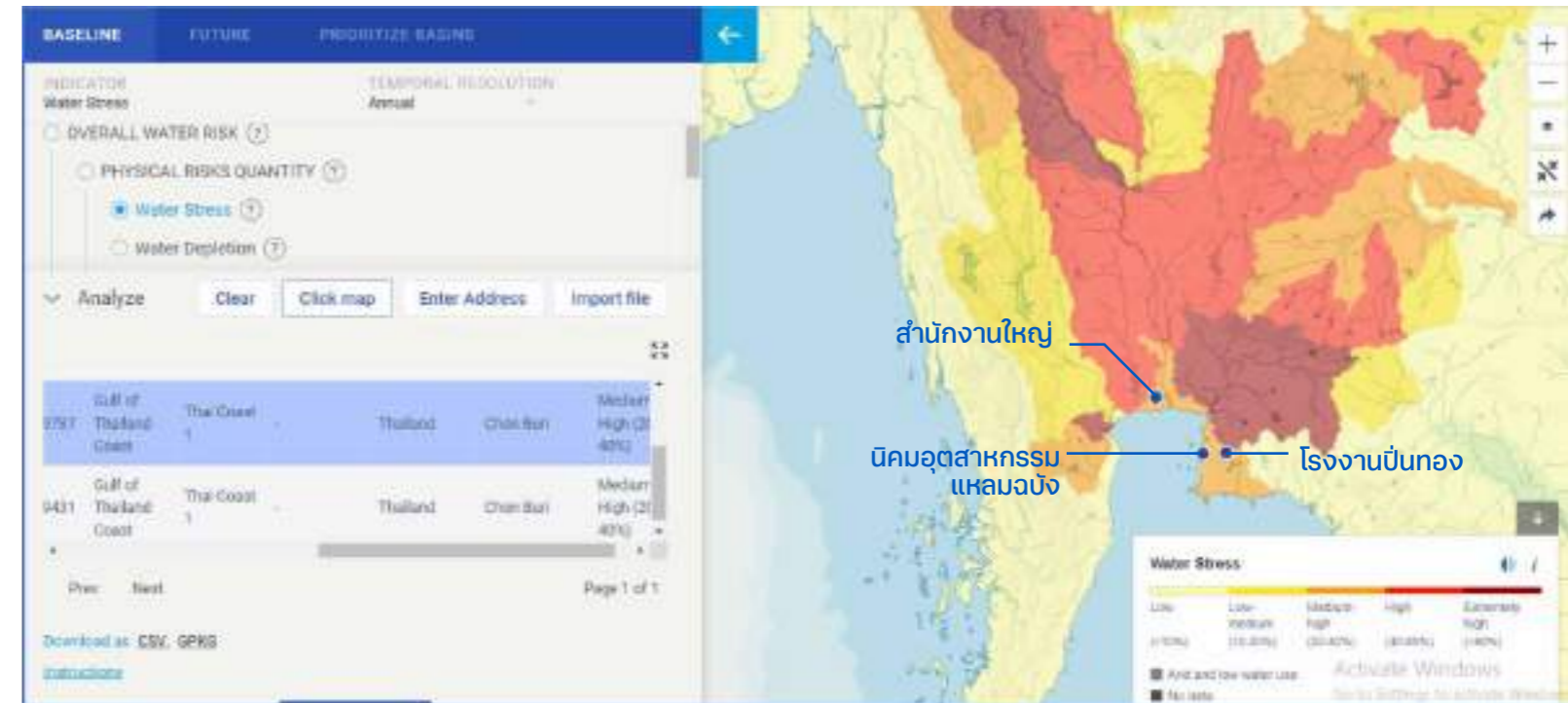
According to the results of water quality monitoring in year 2022, there were no cases of water quality exceeding the standard requirements and there was no problem competing for water with surrounding stakeholders.

Water Stress Analysis

From the World Resource Institute: WRI, Aqueduct Water Risk Atlas and the WWF: Physical Risk Quality, Water Stress Filter, found that the level of Water Stress of resources in the area of both factories and headquarters has a Water Stress of a certain percentage of 20-40. (Medium-High)

Table of Water Stress Level

Locations	Low	Low-medium	Medium-high	High	Extremely high
	(<10%)	(10-20%)	(20-40%)	(40-80%)	(>80%)
Laem Chabang Industrial Estate	-	-	•	-	-
Pinthong in Chonburi	-	-	•	-	-
Tha Kham office	-	-	•	-	-



Remark: Accessed on 30 March 2023

The table shows water withdrawal and product production ratios in accordance with level of Water Stress of resources

Location	level of Water Stress	Water consumption (m ³)	Production volume (tons)	Water consumed per production unit (m ³ /ton)
Laem Chabang Industrial Estate	Medium-high (20-40%)	239,907	164,614	1.45

Remark:

1. Water Withdrawal (cubic meters) sorting out from the equipment: UT Cooling Water System, UT Chiller System. Production, Ereman Line and Others
2. Production volume (tons) refers to the collection of film roll production volume from production department

Construction & Development Phase

Since the company has a project to build 2 new factories, located in Pin Thong industrial park, Chonburi province and in Vietnam, the Company has criteria for construction and development of the project as follows:

- Consider setting up factories in industrial estates or areas with effective water management systems such Flood prevention, Water Production System, and Efficient wastewater control, including a good Drainage system. In addition, the company will design Drainage system Flood prevention system, Water Production System, and Wastewater quality control system within the factory area, in accordance with the requirements, laws and construction standards.
- Standardize design and construction for the purpose of water saving and ecosystem.
 - Choose the best water-efficient equipment, such as Eco-friendly sanitary furniture and fitting.
 - Automatic on and off power control.
 - Increase alternative water sources by constructing an 8,500 cubic meter rainwater collection pond for use within the Company's factory at Pinthong Industrial Park.
 - Install the water leak detection system.
 - Choose Eco-friendly products in the construction and development process of projects, such as: Water-saving label certified products, Environmental certified products.

Operating Phase

- Conduct a Process Flow Diagram and Analyze data of water inflow and outflow quality, and continuously Monitor Water Consumption, also an automatic water on-off system and Automatic Water Monitoring System.
- Water resource risks are assessed in the Company's business areas using the Company's tools and methods of World Resource Intitule (WRI) to consider water impacts on the Company's core business operations in Thailand. It was found that areas in Thailand, located in the Mekong and Chao Phraya river basins, are at risk of water scarcity at Medium-High Risk Level Therefore, the Company has established measures to take care and prepare for the situation based on the 5Rs principle by Reducing water consumption, Circulated Recycling water, Reduce and Eliminate hazardous chemicals that cause wastewater contamination, and reuse of improved quality treated wastewater. By establishing water management measures in business operations, it consists of:
 - Applying the 5RS principle to the Maintenance process - including maintenance planning, survey of leakage points of pipeline systems in factories and check the condition of water distribution systems in the production process to meet standards to minimized water loss in the production process.
 - Installation of sub-meters in office space and each production line to track water consumption to manage and implement projects to increase water efficiency in each area.
- Use eco-friendly products in the construction and renovation process, such as replacement of Eco-friendly sanitary furniture and fitting of factories, etc.
- Preparation of backup water storage in the factory area in total volume of 1,423 cubic meters and weekly inspection of the water reserves.
- In year 2022, the Company has implemented the Water Efficiency Improvement Project as following:
 - Brine Water Circulation Project, that have been used in the production process and are reused in the cooling system of the machine.
 - Water Reduction Project in Cooling System, by installing a new cooling system that uses air cooled chiller instead of the previous system - water.
 - Increasing the use of alternative water sources, such as Provision of rainwater storage pond with a capacity of 480 cubic meters to be used as backup water for firefighting or emergencies, etc.



Environment Management

1. Environment Target Setting

A.J. Plast has established an environmental policy which covers compliance with Laws related to the environment control and impacts from business operations and align with the Company’s sustainability issues that place importance on the environment such as Climate Change, Waste Management, Energy and Water Management. These are all part of environmental management that the Company and stakeholder’s concern.



QR Code

Air Pollution Reducing Target

Even though A.J. Plast has accomplished the air pollution control standard, it has set a target to reduce air pollution emissions by 10% in year 2022. Air pollutant controlling are the measurement of particulate matter, carbon monoxide (CO), nitrogen dioxide (NOx) and sulfur dioxide (SOx) in the factory area.

Management Guidelines to Reduce Air Pollution Emissions

A.J.Plast has adopted a quality management system to ISO9001:2005 standard, Environmental Management System of ISO140001: 2015 standard, and Food Safety Management System of CODEX GHPS/HACCP and FSSC22000 standard. The company emphasizes internationalization, good products and services, and safety, promote and develop with good management and focus on working safely and serving customers with quality products with fair price. For environmental management, the Company provides air quality monitoring in the area and ensure that the air quality measured meets the relevant requirements.

The Company measures pollution in the factory area as follows: Particulate Matter, Carbon Monoxide, Nitrogen Dioxide, Sulfur Dioxide and etc.,

In addition, the environment and safety at work are controlled in accordance with the law such as: Heating, Lighting, Noise pollution or Chemical contamination levels in the operating area. Moreover, there is a full range of emergency response arrangements, including emergency plan to prevent and reduce the negative impacts that may arise from adverse events at least once a year.

2. Projects or activities to reduce air pollution emissions related to business activities.

Although in the Company’s business activities, air quality, water, lighting and noise in the factory area are within the normal range according to the relevant requirements and there are no chemical or hazardous substance leakage and no complaints or environmental violations from relevant stakeholders.However, A.J.

Plast is committed to improving the efficiency of air pollution and environmental control systems because the Company intends and strives to deliver products with truly environmentally conscious production processes and intent to control various pollution values beyond relevant regulations level.

The project of installing additional filters to trap pollutants at the end of the Boiler Stack.

A.J.Plast installed an additional filter to trap pollutants before releasing into the atmosphere. It can reduce the emission of sulfur dioxide into the air by 5%. Due to the better efficiency of the combustion system, such information has been audited by an external agency.

The Project of Eco-Water for Cooling Tower – Help Lower Slag and Reduce the use of Chemicals

In year 2023, the Company plans to install a non-Chemical water treatment system for Cooling Tower. In general, the cooling tower will be less efficient of heat dissipation regards to the water tray is clogged, with lichen and may cause germs. Condenser Tube is clogged. The company plans to implement the Eco-Water system with Oxidizer and Copper Silver Ion devices to eliminate bacteria, and Ultrasonic to break off the slag structure, and it can be easily filtered out. Such a system reduces the Maintenance, Enhanced cooling performance and can reduce the use of Chemicals in water treatment costs for Cooling Tower, approximately 30 liters per time or 120,000 baht per year.



The table shows the Measurement and analysis of air quality emitted from boiler stack in 2022

Measurement list	Unit	Standard	Boiler Stack			
			No.5 B3	No.9 BOPET	No.10 B5 B6	No.11 BOPA
Total Suspended Particulate	mg/m3	320	7.6	5.9	3.9	2.7
Sulfur Dioxide	ppm	60	< 1.3	< 1.3	< 1.3	< 1.3
Oxides of Nitrogen	ppm	200	< 1.0	< 1.0	< 1.0	< 1.0
Carbon Monoxide	ppm	690	1.8	2.0	0.1	1.3

Source: The Measurement and analysis of air quality emitted from boiler stack, October 8th, 2012, by Vcare Environment Services Co., Ltd.

3. Monitor environment parameter and Disclosure environment performance

A.J.Plust emphasizes on quality production along with awareness of environmental exposure assessment and environmental emission monitoring. Thus, measure and analyze environmental quality in accordance with the law and intend to develop and improve to be above than the law level. The Company measures and analyzes

air quality from boiler stack such as Total Suspended Particulate, Sulfur Dioxide, Oxide of Nitrogen, and Carbon Monoxide. The results of the analysis can be shown as follows:

Figure 1: Air quality sampling Boiler Stack No.5 B3



Figure 2: Air quality sampling Boiler Stack No.9 BOPET



Figure 3: Air quality sampling Boiler Stack No.10 B5 B6



Figure 4: Air quality sampling Boiler Stack No.11 BOPA



Waste Management

A.J.Plast realizes that the use of the Company’s products, contributes significantly to the cause of waste in the country. Management focused on raw material sourcing, reduce waste from the production process, and dispose of waste properly. Therefore, it is A.J. Plast intention to have waste management guideline to meet sustainability goals, specifically goal number 11: To reducing Negative urbanization of the environment, especially waste management, and goal number 12: Efficient use of natural resources, reduce waste by 5Rs (Refuse Reduce Reuse Recycle and Renewable).

Waste Management Guidelines

A.J.Plast has established guidelines for waste management by focusing on the efficient use of raw material resources and reducing waste from the production process, as well as increasing competitiveness and upgrading film plastic packaging to national standards and focusing on meeting international standards.

In general, Film production relies on the use of fossil based plastic resins. However, the Company initiates to replace by sustainable raw material and

have suitable properties. This raw material reduces dependence on plastic resins that come directly from petrochemicals and also reduces the amount of waste that has to be disposed of in landfills. Such a process is called Post-Consumer Recycled Resin (PCR), an innovative film production that uses renewable resources in the production process. Therefore, such products are considered as suitable choices for consumers who care about environmental issues.

In addition, in terms of the production process, the company has a production process that strives to reduce waste from the production process by collecting plastic scraps left over from the production process and melting them into film again. Such a process is called Post-Industrial Recycled Resin (PIR), considered the process of reducing plastic waste in the industrial process to be recycled as raw materials again. Therefore, it can help reduce the amount of waste that has to be disposed of in landfills and use resources efficiently.



Plastic Film Recycling Equipment

Waste Management Target and Performance for the Year 2022

Issue	2022		Long-term goals 2025
	Target	Performance	
The utilization rate of plastic resins from recycled raw materials and natural materials	20%	11%	20%
Reducing the amount of general waste that needs to be disposed of in landfills	50%	24%	20%
Reduction of hazardous waste	10%	18%	20%
Number of environmental product developments	1 product / year	3 products / year	1 product / year

Ongoing projects involved in Waste Management

Improvement of Waste filtration system in machinery to extend service life

A.J. Plast improved the production equipment of the film BOPET, helps reduce the problem of filtering, clogged waste in the production process. From three times a month to one time a month for maintenances. This increases the production time and reduces the loss of film in the production process.

Improvement of film cutting machine that is customize to film characteristics

A.J. Plast improves the film cutting machine to suit the area and film size, helping reduce waste from the film production process.

Improvement project to reduce the thickness of fabric sheets used to absorb oil and chemicals in the production process

The project offers pallet return channels to customers

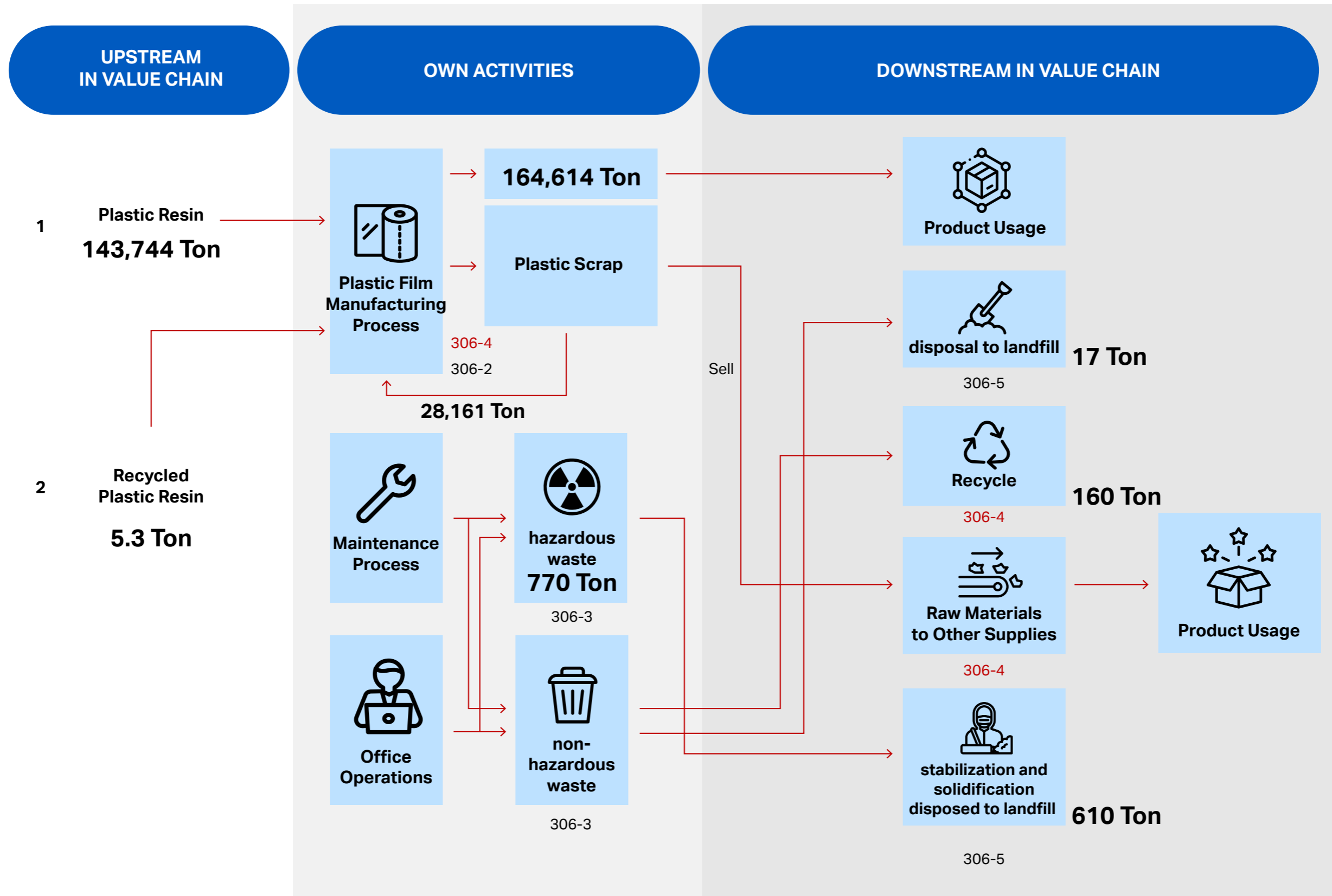
A.J. Plast accepts the returns pallet platforms from customer to reduce the amount of waste that goes to landfills and can save costs.

Projects to collaborate with partner companies to develop innovative uses of environmentally friendly raw materials,

including: Use recycled plastic resins from BASF, which are certified according to the standard of ECOLOOP by ECOCYCLE, and recycled plastic resins from INDORAMA VENTURES, which are certified according to the standard of Global Recycled Standards (GRS)



WASTE PROCESS FLOW





A.J.Plast is committed to tackling climate change as it sees it as an important problem that all parts must work together to solve in response to Thailand’s announcement of carbon neutrality goals and net zero greenhouse gas emissions by 2065 at COP26 conference.

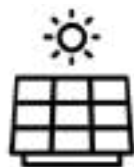
The Company is part of the industrial sector, which is a sector that has high energy consumption and produces products that are packaged products. Therefore, the Company aims to reduce greenhouse gases by being a leader in the business of producing high-quality films. At the same time, it must be a product that has the least environmental impact, Low energy consumption in the production process, and efficient use of resources in all processes.

The Company has set a target to achieve carbon neutrality at the corporate level of 30% by year 2030 from the base year 2023 and Intend to achieve Net Zero Emission at the corporate level by year 2065. This intention was expressed through participation in the Thailand Carbon Neutral Network established by Thailand Greenhouse Gas Management (Public Organization). In addition, the Company has joined Thailand Carbon Neutral Network: TCNN , a project to promote cooperation between governments, to achieve net-zero greenhouse gas emissions

Climate Change Management



Installation of 1 MW solar power project



Reduce GHG by
871
tons of carbon oxide
per year

Installation of Cooling Tower project



Save
120,000
baht per year
on chemical costs

Recycling of Direct Flake Dosing: DFD project



Reduce the use of plastic resin and the process of melting scrap, and processing of plastic resin.



Most of the products A.J. Plast produce are BO film, reducing the use of raw materials compared to the others. The Company aims to support greenhouse gas reduction by use energy efficiently and reduce operational waste as much as possible.



Mr. Kittiphat Suthisamphat
Managing Director





Climate Change Governance

A.J.Plast established the governance structure of climate change management that covers from the board of director and transfer to the operational level to aligned with company’s vision and mission. The Committee that is responsible for the Climate Change Governance is the Corporate Governance and Sustainability Committee. They have responsibility to set

corporate sustainability management goals and governs sustainability management. It covers climate change management as well. Additionally, there is a Risk Management Committee that oversees risk and opportunities involving to climate change.

Organizational Structure of Climate Change Governance



Greenhouse Gas Emissions (Scope 1 and Scope 2)

A.J.Plast has concerned about the negative impacts of environment from business operations. A.J.Plast assessed Greenhouse Gas Emission Scope 1 and Scope 2 from corporate activities. The reporting boundary is applied by the operational-control approach. The area boundary includes but not limited to the Laem Chabang Plant. The joint-venture company does not cover in this year reporting.

The assessment conducts under the standard of “GHG Protocol Corporate Accounting and Reporting Standards”, World Resource Institute and under the guidance of Greenhouse Gas Emission Assessment by

Thailand Greenhouse Gas Management Organization (Public Organization). The types of greenhouse gases are Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Industrial gases: Hydroflorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfure Hexafluoride (SF₆) and Nitrogen Trifluoride (NF₃)

The Greenhouse Gas Emission 2021 report is verified by the accredited Third Party while the Greenhouse Gas Emission 2022 report is on the process of verification. The verification enhances the report more credible, traceable and transparent.

The Table shows GHG Emissions 2021 Scope 1 and Scope 2

Scope	Emission Sources	Amount
Scope 1 Direct Emissions	Industrial Boiler Systems (Stationary combustions : Natural Gas)	17,532
	Fire Pump System (Stationary combustions :Diesel)	0
	Maintenance Operations (Stationary combustions :LPG)	30
	Fire Drill (Leakage)	0
	Welding and Cutting by Acetylene (Leakage)	0
	Fire Extinguisher (Leakage)	0
	R-32 Refrigerant (Fugitive Emissions)	37
	R-404a Refrigerant (Fugitive Emissions)	513
	R-407c Refrigerant (Fugitive Emissions)	40
	R-410a Refrigerant (Fugitive Emissions)	195
Municipal Waste Water Treatment (Fugitive Emissions)	145	
Scope 1 Total		18,493
Scope 2 Indirect Emissions	Purchased Electricity	85,680
	Scope 2 Total	

Monitoring GHG	Amount
R-22 Refrigerant (Fugitive Emissions)	2,816

Remark:

1. Unit: Tonne CO₂
2. All emissions amount is verified by the accredited body under the scheme of Thailand Greenhouse Gas Management
3. The Reporting Boundary covers only the Laem Chabang Plant, Chonburi
4. Greenhouse Gas Emission 2022 is under the process of verification.



Greenhouse Gas Emissions (Scope3)

A.J.Plast has concerned Greenhouse Gas Emissions not only business activities but also expanded throughout the business value chain. Other indirect activities that resulted in Greenhouse Gas (Scope 3) have been assessed according to the guidelines of the “GHG Protocol Corporate Value Chain Standard”, World Resource Institute. A.J. Plast evaluated all activities and selected only significant activities to include in Scope 3 GHG emissions such as purchased good and service (plastic resin) and waste disposal. The Scope3 activities are significant to Greenhouse Green Emissions in A.J.Plast supply chain. The data is systematic collected and recorded. The activities may explore to any climate risk and opportunities and the company plans to have mitigation plan in a short and long term.

The Table shows GHG Emissions 2021 Scope 3

Scope	Emission Sources	Amount
Scope 3 Other Indirect Emissions	Plastic Resin: Polyethylene terephthalate (Purchased Goods and Service)	129,347
	Plastic Resin: Cast Polypropylene Films (Purchased Goods and Service)	18,456
	Plastic Resin for Biaxially-Oriented Film (Purchased Goods and Service)	139,084
	Plastic Resin: Polyimide (Purchased Goods and Service)	148,729
	Disposal to Landfill (Waste Generated in Operations)	15
	Municipal Waste (Waste Generated in Operations)	23
Scope 3 Total		435,655

Remark:

1. Unit: Tonne Co₂
2. All emissions amount is verified by the accredited body under the scheme of Thailand Greenhouse Gas Management
3. The Reporting Boundary covers only the Leam Chabang Plant, Chonburi
4. Greenhouse Gas Emission 2022 is under the process of verification.



Greenhouse Gas Emissions Intensity (Scope 1 and Scope 2)

A.J.Plast defined the carbon intensity by comparing the ration between Greenhouse Gas Emission (TonCO₂) to Film Manufacturing Production (Ton). It can shows as follow as.

The Table shows GHG Emissions Intensity 2021
The Ratio between Greenhouse Gas Emission Scope 1 and Scope 2
to Film Manufacturing Production (Ton)

Carbon Intensity	Ton CO ₂ to Ton
Scope1&Scope 2 GHG Emissions to Film Production	0.63

The Table shows GHG Emissions Intensity 2021
The Ratio between Greenhouse Gas Emission Scope 1, Scope 2 and Scope 3
to Film Manufacturing Production (Ton)

Carbon Intensity	Ton CO ₂ to Ton
Scope1-Scope3 GHG Emissions to Film Production	3.26

Remark:

1. Unit: Tonne Co₂
2. All emissions amount is verified by the accredited body under the scheme of Thailand Greenhouse Gas Management
3. The Reporting Boundary covers only the Leam Chabang Plant, Chonburi
4. Greenhouse Gas Emission 2022 is under the process of verification.

A.J. PLast joined TCNN hosted TGO



A.J.Plast have joined Thailand Carbon Neutral Network or TCNN hold by Thailand Greenhouse Gas Management Public Organization as climate leading organization to achieve our carbon neutrality goal at 2030 and NET-ZERO carbon company 2065.



Carbon Reduction Initiative

1 MW Roof-Top Solar Power Project

A.J.Plast installed a 1 MW rooftop solar power project, capacity per panel 540 watts, 1,851 panels. The project can generate 1,365,105 kW of electricity to replace the use of on-grid electricity. During the operational period of 2012, the Company was able to reduce greenhouse gases from the project by 871 tons of Carbon dioxide equivalent per year

The Project will be registered in Thailand Voluntary Emission Reduction Program: T-VER to be a part of the commercial greenhouse gas reduction mechanism.

The project of Eco-Water for cooling tower

In year 2023, the Company plans to install a non-Chemical water treatment system for Cooling Tower. In general, the cooling tower will be less efficient of heat dissipation regards to the water tray is clogged, with lichen and may cause germs. Condenser Tube is clogged.

The company plans to implement the Eco-Water system with Oxidizer and Copper Silver Ion devices to eliminate bacteria, and Ultrasonic to break off the slag structure. It can be easily filtered out. Such a system reduces the Maintenance, Enhanced cooling performance and can reduce the use of Chemicals in water treatment costs for Cooling Tower, approximately 30 liters per time or 120,000 baht per year.



Direct Flake Dosing: DFD

The project of Recycling of Direct Flake Dosing: DFD project reduces the melting process of plastic scrap and process it into recycled plastic pellets. The system extracts plastic scrap generated from the production process into the recycling process. It is melted and fused with the main raw material such as plastic resin and injected into sheets through the production process into plastic film. This also reduces the amount of plastic resin used and reduces the energy used for melting and processing, as a result, is better production efficiency.

A.J.Plast expects to reduce the use of virgin resin by 20% or about 8,640 tons per year from the Direct Flake Dosing project. Such a project, it is expected to reduce greenhouse gas emissions by more than 16,000 tons of carbon dioxide equivalent from reducing the use of plastic resins, and save electricity consumption in the melting process.

Biodiversity



A.J Plast company limited believes that sustainability is the balance point in business operations in 3 dimensions: Economy, Society and Environment. A.J. Plast realizes that business activities throughout our Company’s business value chain may cause both positive and negative impacts on the environment, including Ecosystem Service and Biodiversity Loss.

As concern on biodiversity loss, A.J.Plust shall follow the sequential steps of the mitigation hierarchy: avoid create impacts from the outset, minimization negative impact, rehabilitate to basic ecological function or ecosystem services as quickly as possible and ultimately offset for any residual impacts.

Biodiversity Opportunities and Challenges

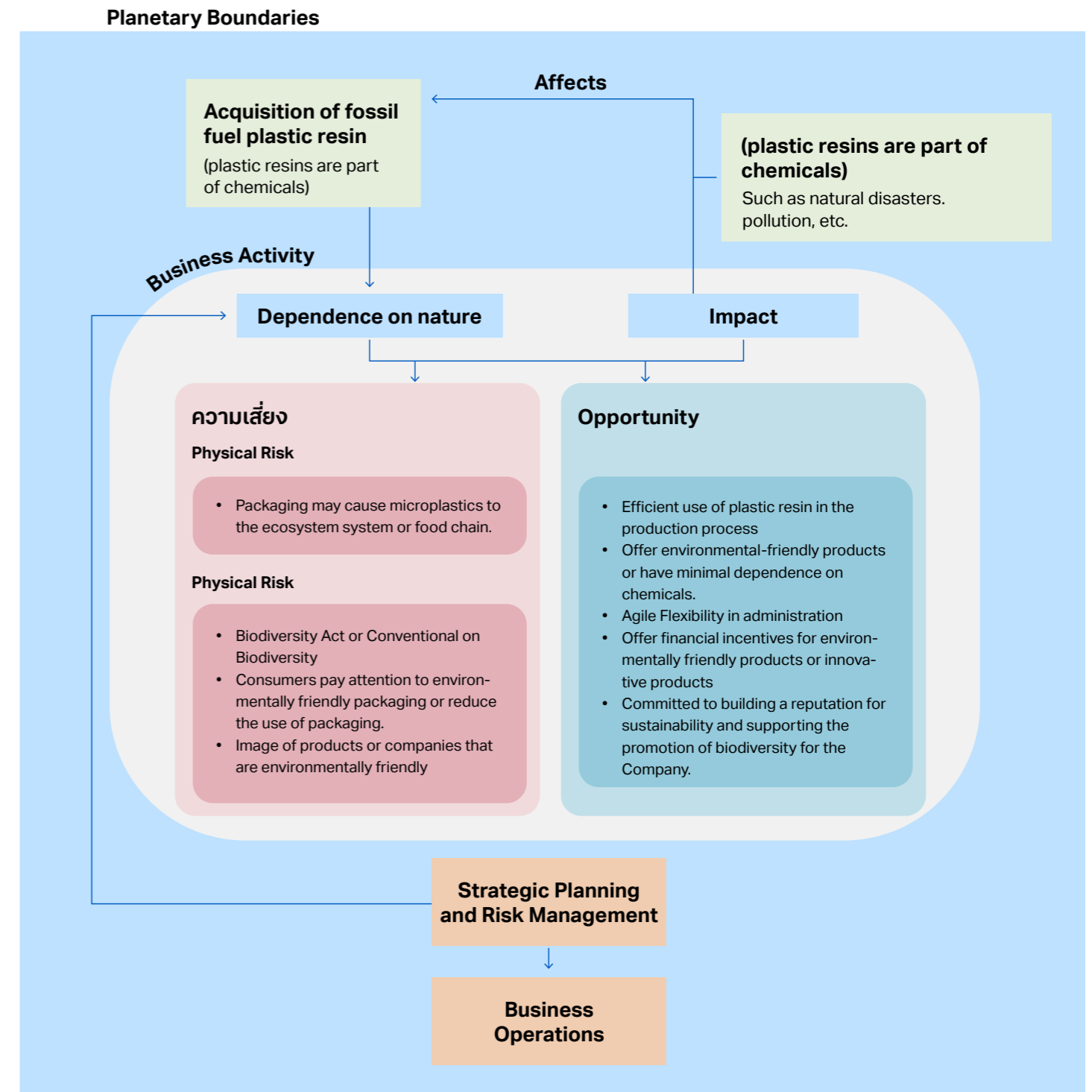
As a leader in the film and packaging industry, A.J.Plust faces a variety of environmental challenges, whether it is the trend of choosing packaging that does not damage the environment, electricity consumption in the efficient production process and control waste disposal or packaging decomposition after usage. All of these things have a significant impact on the Company’s business operations, therefor the Company adapts

to the change by using modern technology and low energy consumption, study trends and impacts of packaging usage, and propose appropriate options to customers to achieve the least impact on the environment.

A.J. Plast considers that throughout the Company’s value chain, the potential impacts of business operations on biodiversity may come from two parts as follows:

1. Business activities include the acquisition of raw materials, production process, and product use
2. Expanding business to other locations

The diagram shows the impact assessment of the Company on biodiversity and dependence on biodiversity



Defining biodiversity as A.J. Plast's materiality

Biodiversity is one of the materiality of the Company's sustainable business operations. A.J. Plast projects biodiversity as one of the important factors in the development of packaging that reduces the impact on biodiversity loss in the ecosystem and invests in the Company's business expansion. It shall not create negative impact to biodiversity.

Biodiversity Management

1. Supervision of biodiversity business operations

A.J. Plast has designated the "Corporate Governance and Sustainability Management Committee" to supervise biodiversity issues. The committee is responsible for formulating biodiversity policies, management strategy and assignment in the management to respond to biodiversity issues.

2. Biodiversity Policy

A.J. Plast announced the Biodiversity Policy to demonstrate its intention to preserve and protect biodiversity, which covers the Company's business operations and covers 50% or more of its subsidiaries in which the Company participates. As for the area of operation coverage, it covers both domestic and international operations.

3. Biodiversity Strategy and Targeting

A.J. Plast formulates 2 key biodiversity strategies as follows:

3.1. Introduce any innovative film packaging products that have the least impact on biodiversity

The Company intends to develop products that contribute to the preservation of biodiversity by offering such products to customers as a priority and communicating to customers the advantages of using such products on biodiversity.

The Company has products that promote a circular economy, which partially reduces dependence on natural resources.

Details can be found in the topic: [A.J. PLAST CIRCULAR ECONOMY and BCG MODEL](#)

3.2. Avoid expanding business in areas that are vulnerable to biodiversity.

In case of business expansion, A.J. Plast will consider avoiding the areas that operate the business under the 6 IUCN protected areas, details of which are as detailed in the table below:

I	Strict Protection [Ia Strict Nature Reserve, Ib Wilderness Area]
II	Ecosystem Conservation and Protection
III	Conservation of Natural Feature
IV	Conservation through active management
V	Landscape/Seascape conservation and recreation
VI	Sustainable Use of Natural Resources

In 2022, the Company entered into a joint venture with SCG CHEMICALS PUBLIC COMPANY LIMITED under the name A.J LAST (Vietnam) Company Limited. The construction of a film production project Biaxially Oriented Film with a capacity of 15,000 tons per year at the industrial estate. Becamex Ban Bang, Vietnam. The project is not located within the 6 IUCN protected areas lists.



A.J. Plast (Vietname) Company Limited

Environmental implementation of projects expanding to Vietnam

- Comply with the disposal requirements of the Socialist Republic of Vietnam by constructing wastewater treatment systems, regularly monitoring and controlling wastewater treatment systems
- Control pollution caused by the production process to comply with environmental regulations in the industrial area.
- Reduce occupational risk by controlling noise and vibration in the film production process
- Control and manage industrial waste. Minimize negative environmental risks.

Factory Basic Information: A.J Plast (Vietnam) Company Limited

Location:	Lot C-12B-CN, Becamex Bau Bang Industrial Park expansion, Lai Uyen tow Bau Bang district, Binh Duong province
-----------	---

Production Type:	Production of biaxially oriented film (BO Film)
------------------	---

For more information, please contact:

1. If you have any suggestions or recommends on biodiversity, email to us: sustain@ajplast.co.th
2. If you have any complaints about biodiversity or environmental operations, report us at: whistleblowing@ajplast.co.th

Enhance the Potential of Communities and Societies

I Human Rights



The company values society, respects human rights throughout the value chain, and is not involved in human rights violations. The company has a comprehensive human right due diligence (HRDD) audit in terms of labor rights, responsible production and services, and participation in community and social development. The company has developed a human rights policy based on the core principles of conducting business in accordance with corporate governance, Code of Conduct, justice, no dealing with human rights violations, being accountable to all stakeholders, as well as respecting human dignity in rights, freedoms and equality. Human rights are one of the company's intentions, and it respects and protects the human rights of all groups of people both inside and outside the organization, as well as throughout the company's value chain, by operating in compliance with the laws of the country in which it operates. It also adheres to international principles such as the Universal Declara-

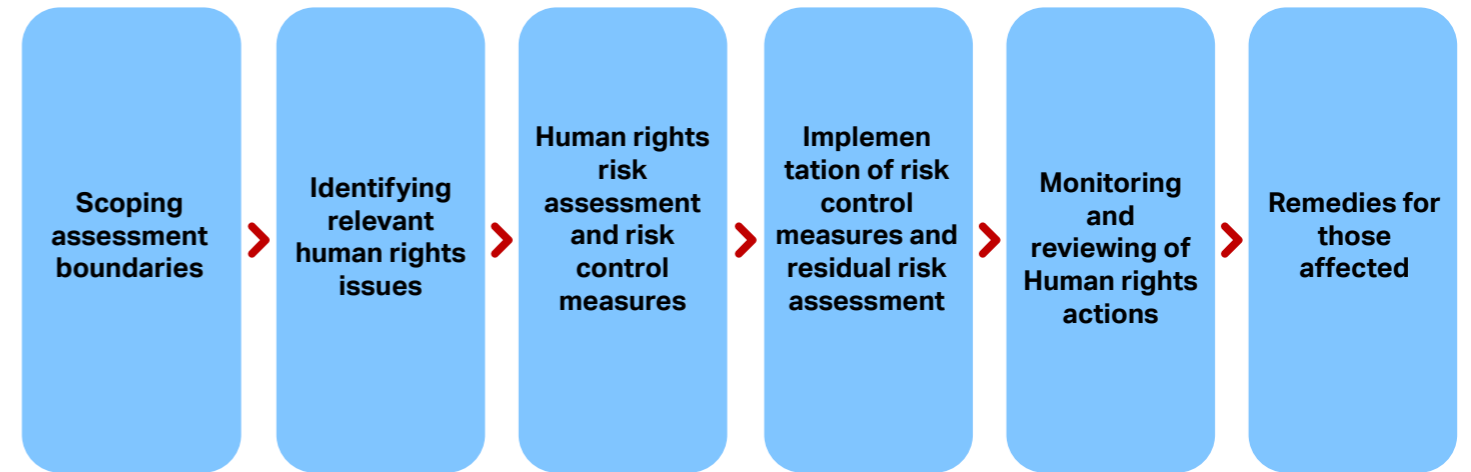
tion of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

In 2022, A.J.Plast has implemented human rights policy by identifying human rights risks and conducting comprehensive human rights risk assessments of corporate units and suppliers through sustainability surveys, supplier assessments, and corporate complaint mechanisms covering human rights violations, as well as assessing potential human rights impacts on stakeholders from operations and potential impacts from the Company's products. throughout the value chain.

Human Rights Management

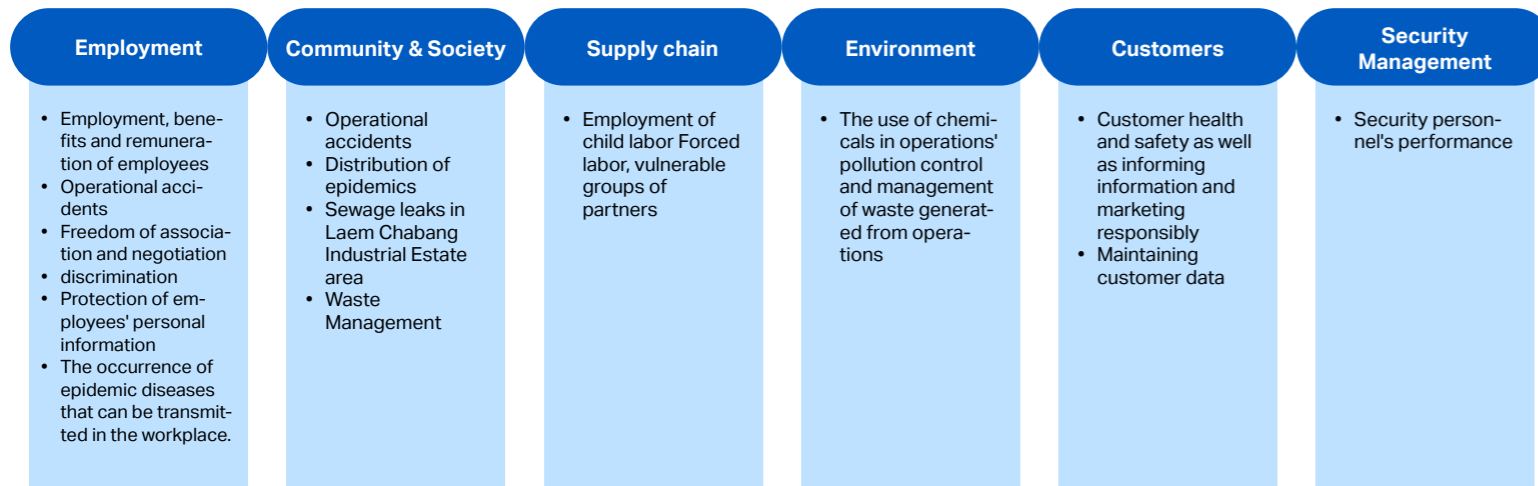
A.J.Plast SC has guidelines for human rights management that in line with the United Nations Guiding Principles on Business and Human Rights (UNGP) and ILO Declaration on Fundamental Principles and Rights at Work, taking into account violations of human rights of stakeholders throughout the value chain.

Human Rights Management Guidelines



To determine the scope of assessment and identification of relevant human rights risk issues, the Company will conduct human rights review reviews from the same business group and media data analysis by identifying actual or potential human rights issues and affected stakeholders and vulnerable groups. This is to assess the risk level of identified and prioritized human rights issues for taking measures to reduce the level of such risks.

Human Rights Risks



According to the human rights risk assessment, the company still had a moderate residual risk, which is the risk due to accidents from operations, because even though the company had a policy on occupational safety, health, and the environment, as well as occupational health and safety training, accidents from operations still occurred to employees. As a result, the company has developed the following additional guidelines for human rights risk management:

- (1) Measures must be strictly implemented, and existing projects must be reviewed on a regular basis
- (2) Job-specific safety training programs
- (3) Projects to improve the organization's overall safety culture
- (4) Setting objectives for becoming a Zero-Accident Organization
- (5) Communication to ensure that employees understand the company's commitment to human rights, both directly and indirectly, and that they are able to effectively comply with the company's policies, measures, and operating guidelines

In addition, there is a process to monitor the performance to ensure that mitigation measures are adequate and can actually mitigate impacts. There are remedies and rehabilitation guidelines in case of human rights violations in the Company's operations in accordance with the principles of UNGPs. In the past year, the Company has not had any incidents of human rights violations.

Human Rights Training



Human Rights Practices

The Company's employees, executives, and directors respect and protect human rights of all groups both inside and outside the organization throughout the Company's value chain are obliged to comply with the law, international principles, principles and fundamental rights related to human rights.

1. The Company attaches importance to labor rights both internally and externally throughout the Company's value chain in accordance with the laws of the country where the Company is located and its business partners operate. Which are covered and specified in the Code of Conduct, Supplier Code of Conduct, and Employment Policy, Remuneration Policy Safety, Health and Environment Policy, Whistleblowing and Complaint Policy Gender equality and equality policy, etc.
2. The Company places importance on equal respect for human rights throughout the value chain without discriminating against race, nationality, ethnicity, gender, language, age, skin color, physical differences, religion, culture, creed beliefs, political opinions, education, and social status.
3. The Company promotes human rights throughout the value chain, such as employees, business partners, business partners. Workers of suppliers, service providers and contractors, customers, communities, society and environment, etc.
4. The Company does not use child labor under the legal age nor use of forced labor in the Company's supply chain.

5. The Company considers occupational health, safety and safe working environment to prevent accidents to workers both inside and outside the Company. Workers coming to work in the establishment as well as labor safety in the Company's value chain.
6. The Company places importance on equality of fair remuneration and reflects the employee's work potential without discrimination. Consideration of guidelines for training and development of employees, as well as the process of considering promotions.
7. There is a welfare committee that has a role in negotiating with the Company. Establish agreements that affect employees, such as participation, consultation, suggest employee welfare, etc.
8. The Company has a complaint mechanism for all groups of stakeholders covering labor rights issues, human rights, community rights, business ethics for partners.
9. The Company supports employment for disadvantaged groups, including the disabled, the elderly, and the acquitted, in order to create opportunities, create jobs and stable income as part of achieving the Sustainable Development Goals (SDGs) of the country and around the world.
10. The Company conducts business by considering the production of products and provide services responsibly to customers, as well as responsible for the Company's products and services.
11. The Company communicates, disseminates, educates, and participates in business operations with stakeholders by adhering to the Code of Business Ethics, Business Ethics for Business Partners, respecting human rights and treating stakeholders equally.
12. There is a whistleblowing and complaint channel to receive complaints about human rights and violations. The Risk Management Department is responsible for receiving complaints. collect and continue
13. The Company strives to be a reliable partner for the community and society nearby the location of the establishment. Promote local culture and traditions. In addition, various projects are carried out to develop communities and support the well-being of local communities.
14. The Company has a complaint mechanism that is open to society and communities outside the Company to report clues and complaints.

Grievance Mechanism

The Company provides opportunities for employees and stakeholders to express their opinions, reflect problems and report clues or complaints. If there is an incident or action related to human rights violations. In case of unfair treatment or issues related to violation of laws, rules and other business ethics from employees and stakeholders.

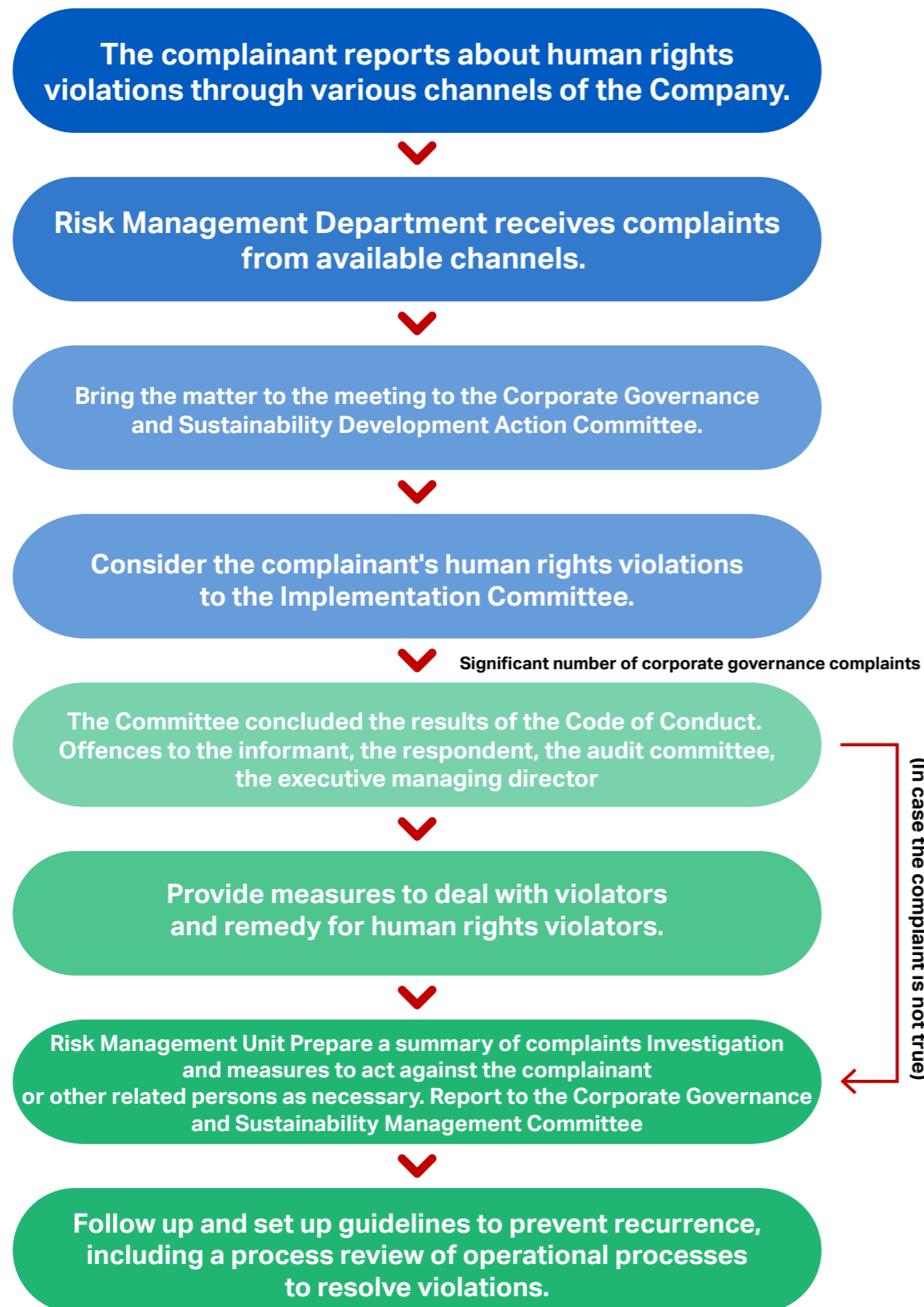
The Company has appropriate, fairly and fairly handled such complaints and protected persons who report human rights violations related to persons in the Company by taking measures to protect complainants

or those who cooperate in reporting human rights violations to the utmost. There is a department responsible for receiving whistleblowing and complaints. There is an inquiry to find out the causes of whistleblowing and complaints in case of human rights violations and damages incurred. In some cases, external agencies may be used to conduct audits in order to obtain fairness and impartiality.

In case of actual violations, the Company will prescribe remedies for the affected persons fairly in the form of appropriate remedies.

.....

Whistleblowing Management Complaint Tracking and Management Process



Whistleblowing Channel

In case of doubt, you want to notify or file a complaint in the event that your rights are violated. Please contact or inquire at the risk management unit of the company, details of the channels as follows:

- Company website at <https://www.ajplast.co.th/contact.php>
- Phone 0 2415 0035 ext. 202 to contact the risk management unit
- whistleblow@ajplast.co.th
- Company complaint box, located at the company's factory at Laem Chabang Industrial Estate, Offices 1 and 2
- QR Code



In case of wanting to contact the independent board of the company directly (not through the company's executives)

- please contact Dr.Ninnat Olanvoravuth (Chairman of the Audit Committee) via e-mail as below:
- ninnat.o@chula.ac.th

The whistleblower or the complainant will receive protection and fairness as stipulated by the company as follows

- The company will operate confidentially. The safety of the whistleblower and those involved in the data source is taken into account.
- The names of whistleblowers and complaints are not disclosed which will be kept secret
- In the event that the whistleblower realizes that he is in an unsafe situation or suffers damaged by reporting, the whistleblower can request the right to be protected from the company, which the company will consider as appropriate on a case-by-case basis.

Recurrence Prevention of Human Rights Violations

- Establish policies related guidelines to guide all employees of the Company.
- Promote training on business ethics within the organization to create corporate culture.
- There are channels for whistleblowing and complaints according to the topic of the complaint handling monitoring process. In case of violation of rights or witnessing acts that violate laws, regulations, or business ethics, both inside and outside the Company.
- There is Corporate Governance and Sustainability Development committee, risk management department and internal audit department collect, review data, audit and summarize results, as well as propose penalties for offenders.
- Penalties for offenders are transparent, clear and fair.
- There is risk management unit to identify risk factors resulting in violations and solve problems at the root causes, jointly find solutions with the Operational Committee, and review procedures to remedy violations of the Code of Conduct in order to reduce the risk of violations as much as possible.
- In case of violation of the Code of Business Conduct, the Company has a management process based on international standards, consisting of:
 - Protection of complainants and persons related to the source of information are important.
 - Responding to the complainant
 - Investigation and Remedy
- It will implement the measures and procedures set out in the Code of Business Conduct, as well as formulate an action plan to solve problems appropriately. This is to prevent this from happening in the future.

Gender Equality Partnerships

The Company is committed and gives importance to support gender equality. The Company aims to be an outstanding organization in the field of gender equality by formulating its gender equality and policies, as well as continuously supporting the activities of the UN Women for the Promotion of Gender Equality and the Empowerment of Women (UN Women). In 2021, the Company signed the Women Empowerment Principles (WEPs) by becoming WEPs Signatories, promoting equality and eliminating unfair discrimination between the sexes in collaboration with the Ministry of Social Development and Human Security



Mr. Kittiphat Suthisamphat
Managing Director

**Women Empowerment
is not only women's responsibility,
but all genders.
We are here to support any actions
treated based on equality**



UN Women 2022 Thailand WEPs Awards



in 2022, the company received the honorable mention from Thailand WEPs Awards in the category of Gender-Inclusive Workplace from UN WOMEN for outstanding human rights and equality in the workplace



In addition, the Company has implemented projects to promote gender equality both internally and externally.



Design of bathrooms, reception areas and lounges in the Company's factory All-Gender Restrooms with separate internal bathrooms are sufficient for users, etc.

Attending workshops to protect and prevent unfair discrimination between genders Strengthening gender equality organizations on 23 February 2022 to seek ways to collaborate with organizations related to non-discrimination and gender equality with private companies, educational institutions, and the Department of Women's Affairs and Family Institutions.



Participation in the Gender Fair on 31 March 2022 at the Bangkok Art and Culture Centre organized by the Department of Women's Affairs and Family Institutions

Human Rights Goals and Performances



Human Rights Goals

0 Human Rights Complaints



Performances in 2022

0 Human Rights Complaints

Human Capital Development

The Company places importance on potential development of the employees at all levels, focus on laying the foundation for both theoretical knowledge and expertise by developing both the knowledge and skills required to work hard skills and soft skills according to the profession. It has been forged and developed in the same direction. The goal of the organization is to have employees, career growth by adhering to the fundamentals of conducting business that respects human rights in accordance with the United Nations Human Rights Principles (UNGP) throughout the business process, including: recruitment, promotion, learning promotion, employee development, remuneration employee supervision and performance evaluation with clear criteria align with roles and achievements.

The HR management strategy consists of: Improving work processes and information management systems efficiently by using digital technology to support the objective of reducing work processes and ensuring continuity in management. This is to achieve the goal of developing employees' capabilities, enhancing employee engagement with the organization, as well as raising the standard of human resource management system to be more efficient. Under our commitment to employee development and promote employee engagement with the organization, it consists of:



Compliance with international laws and concepts

The Company adheres to the treatment of employees in accordance with both domestic and international laws, such as compliance with human rights principles. Prevention of employment of child and compulsory labor, including the establishment of welfare committees in the workplace (Welfare Committee)

Employment, Performance Management and Fair Remuneration System

The Company focuses on selecting job applicants according to the principles of job competence and determining fair remuneration by managing remuneration under 3 performance assessment indicators, namely: Indicators related to the organization Indicators directly related to performance and indicators related to behavior, in line with the labor market and maintaining the competitiveness of the organization. In addition, the Company considers special quarterly and annual remuneration that varies according to the Company's business performance.

About Employees

Taking care of employees' quality of life

The Company has applied the principles of creating a happy workplace in its operations with the aim of making employees happy during their work with the Company as well as after retirement. The Company has used the assessment results of the previous year to analyze and plan actions to improve the potential and well-being of employees, including:

- Encourage the establishment of a welfare committee to discuss the appropriate, equitable and quality of life allocation for all employees.
- Support employees in organizing activities to promote employees' well-being and support cooperation in creating benefits to the community. It focuses on being a happy organization according to the principles of the Ministry of Public Health. There are projects and activities for employees to participate in, such as:
 - Blood donation activity with Laem Chabang Industrial Estate Office
 - Organize activities for employees to co-invent Recycling kit to participate in contests for global warming reduction campaign and instill awareness among employees about environmental conservation and social responsibility. Organize knowledge boards and safety news boards, safety talks, etc.



- Tree conservation project following the footsteps of sufficiency economy, planting mangrove forests to increase green space at Ban Laem Chabang community



Performance	2020	2021	2022	Target 2023
Employees subject to collective bargaining agreement (%)	100	100	100	100

- Enhancing human resource management skills, stimulating and driving leadership for employees at supervisory and management levels to be able to operate efficiently.
- Encourage employees to develop their knowledge and abilities and have opportunities for career advancement through internal and external training.
- Organize activities to continuously communicate policies, strategies, visions, business directions, movements in the organization, and news from the Company’s senior executives to employees, emphasizing on creating awareness and understanding of business direction in response to changes that have occurred. To enable all employees to contribute to driving sustainable success together with the organization.
- Supporting work facilities where appropriate to enable employees to work efficiently and effectively, such as:
 - Provide desktop computer and laptop to staff
 - High-speed internet installation covers the entire organization for speed and flexibility to work from home during the COVID-19 situation.
 - Develop a digital communication system for faster and more efficient operations, including a meeting room reservation system that can be easily booked and ready for meetings anytime, anywhere.
- There are measures to improve work in accordance with the situation by considering the roles and responsibilities and needs of each employee, such as working from home and flexible working hours, etc.
- Promote employee well-being by providing employee welfare restaurants that sell quality food at affordable and fair prices.



In addition, in 2022, the Company has encouraged the Board of Directors and executives to participate in various trainings, including:

				
1. Anti-Corruption Training	2. Business Ethics Training	3. Human Rights Training	4. Personal Data Protection Training	5. การอบมการบริหารความเสี่ยง

COVID-19 Support for Employees

Although the COVID-19 situation has eased. The Company has also given importance to the prevention and surveillance of the spread of the virus continuously such as

- Install thermometers at visitor screening points and designate specific areas for visitors.
 - Allocate space for external contactors.
 - In case there is a need to test for COVID before entering the factory and use online meetings.
 - An online Covid Care Team has been formed to provide care and counseling to those who have been infected.
- In the event of a Covid-19 outbreak, emergency plans and drills have been prepared.
- Supporting the vaccination of employees with 100% full doses and additional doses to stimulate the immunity
 - The company has a policy of providing Covid-19 vaccine to all employees, as well as supporting and promoting Covid-19 vaccination to stakeholders such as suppliers, contractors and customers, as appropriate.
 - To arrange training and awareness campaigns to educate employees on how to behave during a pandemic.
 - Work from home and online meetings are in place case by case to reduce the risk of virus spread and workplace congestion.

The project to minimize the cost burden for employees.

By organizing a project of “selling goods below cost,” such as subsistence food and drinking water, at a price lower than the market by 30-45 percent to reduce the financial burden for employees during the Covid-19 crisis

Employment, Performance Management and Fair Compensation

The Company places importance on employment in accordance with the laws, regulations and regulations of the country where the establishment is located, such as the Thai Labor Protection Act. Labor laws that serve as a guideline for treating employees for fair employment and appropriate working conditions, such as fair remuneration, appropriate holidays for sustainable growth and business operation by considering

1. Labor and Human Rights Practices

The Company does not discriminate and does not discriminate against racial differences. Nationality, race, gender, language, age, skin color, physical differences, disability, religion, culture, creed beliefs, political opinions, education, and social status. It also provides employees with the right to freedom of association to form groups to negotiate with the Company regarding employee welfare, such as the establishment of welfare committees, etc.

2. Employment and performance evaluation

The Company has an equal process for recruiting and selecting personnel. Transparency, fairness, appropriate to the rate of force and structure of the organization, including consideration of employment and promotion based on knowledge, ability and potential based on the position as follow.

NO.	Required Qualifications	A	B	C	D	E	Score	Importance	Total Score
		4	3	2	1	0			
1	Commitment to work							3	
2	Responsibilities in performance of duties							4	
3	Ability to perform duties in the position							3	
4	Ability to solve problem							3	
5	Quality of work performed							2	
6	Creativity							2	
7	Compliance with orders of superiors							2	
8	Cooperation, interpersonal skills in the treatment of others.							2	
9	Work duration							1	
10	Regulatory Compliance							3	
11	Business leave, Sick leave, Ordained Lab							4	
12	Absences							2	

Track and report employee assessments via personal email.

3. Remuneration

The Company has established an appropriate wage structure in accordance with the labor laws of the country where the establishment is located. Not less than the minimum wage rate in accordance with the wage rate in the relevant market, reflecting the work potential of employees, fair, equitable, non-discriminatory, in line with the company's growth.

The company also takes care of various welfare matters. In addition to remuneration for employees, such as supporting medical benefits, annual health check-up, accident insurance for individual employees, provident fund, bonus according to employee performance and company performance. Uniforms, other related support according to the situation, etc.

There are also guidelines to promote savings and create financial security by supporting provident fund for all employees. The Company contributed to the provident fund as follows

Employment Period	Provident fund of the Company
1 year or more	50% of accumulated funds
3 year or more	70% of accumulated funds
5 year or more	100% of accumulated funds

*The provident fund is derived from 3% of the company's employees' salaries.

4. Holidays and leave

The Company treats its employees in accordance with the laws of each country where the establishment is located. There are holidays and leave according to each country where the company is located.

Human Capital Development

The Company has set up a process to promote and develop the knowledge and skills that are essential for employees to have opportunities for career growth and to enhance the organization so that it is prepared in business changes. It can also enhance personnel's potential to lead the organization's growth supporting continuity in management to achieve the goal of enhancing organizational growth, developing employee competency and employee engagement by developing human resource management policies and strategies, upgrading human resource management system to be more efficient, and effectively improving work processes and information

management systems by adopting digital technology to reduce work process. Furthermore, the Company has a process for analyzing training needs and identifying employee potential development programs based on roles and responsibilities according to job positions and performance assessment in order to develop an annual training and skill development plan that promotes career advancement. The Company has established the following framework for the development of human resources in various areas and the development of an annual training plan:

- Developing Core Competency, with the objective of enhancing employees' skills in respect to the organization's core values, including communication, teamwork, and innovative thinking.
- Functional Competency training will be provided to each unit's personnel in order for them to gain knowledge of certain areas within the framework of their respective departments and duties.
- Developing operational skills for enhancing employees' work skills at all levels
- Developing complementary abilities to supplement information directly related to work

Human Resource Development Process



Human Resource Development Plan

Through the design of human resource development plans for all positions according to levels appropriate in the form of an Individual Personnel Development Plan (IDP), which analyzes training needs and aligns with business direction and organizational goals. The main objective is to develop GAP and build strengths in its position and also prepares them to have qualifications and potential to work in a higher position or along the career path established by the organization. It is an important

tool to connect the needs of individual employees to respond to or respond to and as a result, the achievement of the organization's goals. In addition, there is monitoring and evaluation. continuous employee learning to use the information to further the Individual Development Plan (IDP) and Annual employee training plan to be more effective.

In 2022, based on an analysis of training needs, the company prepared and structured a training program to develop employees' operational skills and capabilities based on their positions and performance evaluations. This is consistent with the development of the company's capabilities and the need for the development of skills and knowledge for effective operations, as follows:

- Development of work quality in accordance with international standards such as quality management standards, environmental management standards, food safety management standards, etc.
- Compliance with rules, regulations, policies, and the Company's code of conduct, including anti-corruption, human rights, and environmental stewardship, etc.
- Collaboration, interpersonal communication skills,
- Risk analysis, monitoring and mitigation
- Innovative projects, such as the KAIZEN project, the Production Potential Development project, the Total Productive Maintenance (TPM) project, etc. The purpose is to encourage employees to participate in the development of the organization, to enhance and develop operational processes for increased effectiveness, and to invent innovations that can be implemented in the production process. The objective is to optimize operations, reduce unnecessary expenses, increase production quality and quantity, and raise environmental consciousness. The program intends to develop and improve employees' problem-solving and production standards maintenance skills, as well as their good understanding of and competency for working with machines and maintenance. Production standards and production controls are key organizational indicators and a basis for evaluating personnel performance. It will also increase the opportunities for advancement for employees.
- Employee development programs are offered in hard skills by sending employees to training to increase skills according to their line of work. Also, soft skills through the creation of Knowledge Sharing Points for employees to learn and develop themselves in their spare time according to their personal interests to improve life outside of work such as money management, spending time with family, exercising, eating, and earning extra income, etc.
- Green Office
- Educating and encouraging waste separation in the office.
- Waste segregation in the workplace. The organization encourages and promotes a waste separation culture among its personnel. Upon assessing the quantity of waste produced in the office, it was determined that waste may be separated into 7 primary categories: general waste, plastic bottles, paper, cardboard, A4 paper, waste to energy, and infectious waste. To enter the recycling system, each form of waste will be collected by a purchaser or sent directly to a waste management company.



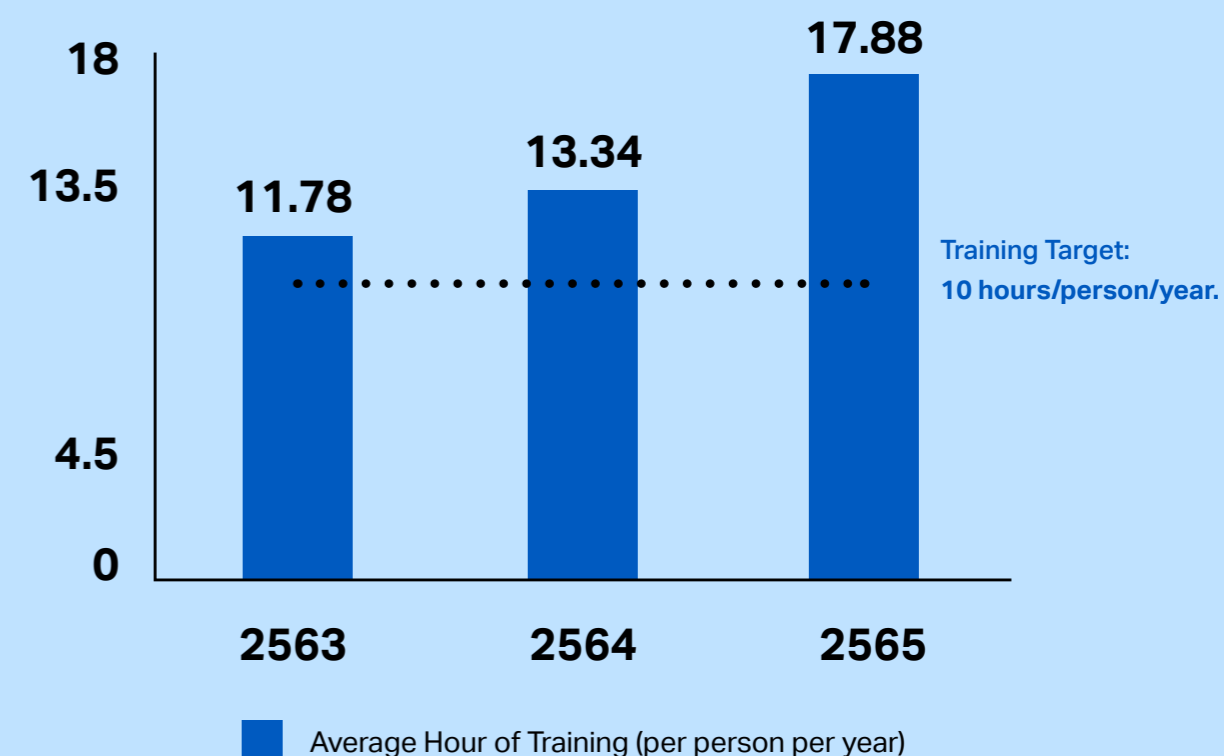
Talented Employee Advancement Program

Inviting employees to submit projects for the KAIZEN competition in an effort to enhance and develop operations for greater efficiency. Inviting employees to submit projects for the KAIZEN competition in an effort to enhance and develop operations for greater efficiency.

The Company also focuses on promoting the advancement of employees to the management level through the Leadership Development Training Program for Good Supervisors and Leaders based on the 7 Habits – Characteristics of Highly Effective People. The following areas will be emphasized for employee development:

- Time management
- Coordination
- Coaching
- Problem solving
- Performance evaluation and feedback
- Employee care
- Maintaining standards and controlling production to meet the goals of the organization
- Communication
- Leadership

In 2022, the Company has organized a total of 28 training courses, with an average of 17.88 hours per person per year, out of the total 22,819 hours attended by employees and a target of 10 hours per person per year, with the total spending of 309,132 baht for knowledge training and employee development, which is an increase of 45% from 2021.



The result of skill development through 7 Habits principle

- The company's investment in the development of the employees' capabilities in terms of their knowledge of operations and quality management in hoping to deliver the best product and services to our customer. As a result, the Company achieved 84% customer satisfaction domestically and 85% for international customers.
- The Company has been able to retain key customer segments due to the increased ability of employees in coordination and communication skills and focuses on meeting customer expectations continuously.

Performance	2020	2021	2022	Target 2023
Average Training Cost (Baht)	1,145	449	236	500
Average training hours (hours/ person/ year)	12	13	18	10
Proportion of employees with individual capacity development plan (%)	-	100	100	100
Employee performance assessment according to KPIs (each)	100	100	100	100

Succession Planning Management

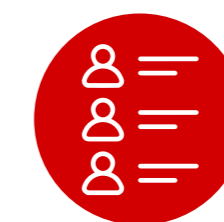
To prepare for the future, the Company created criteria and programs for developing the required skills for successors to important roles. The Executive Committee and the Nomination and Compensation Committee will oversee the succession planning management process. This will ensure that there is a succession plan for high-level executives and key positions to maintain business continuity and business growth. The strategy will be reviewed annually. The successor development plan consists of the following steps



Selecting the target position to be carried out in accordance with successor plan.



Setting criteria for selecting potential candidates



Selecting and compiling a list of prospective candidates



Preparation of a potential development plan based on the individual development plan's framework



Monitoring and Evaluation

Employee Health and Well-being

The organization has established a welfare committee in compliance with the labor protection law. The Welfare Committee is comprised of employee representatives who discuss, negotiate, and share their opinions with employers on agreements affecting employees and the provision of welfare benefits to employees in accordance with labor protection laws and regulations, including inspection and monitoring to ensure that welfare is distributed without discrimination. In addition to basic welfare, the corporation provides additional welfares to its employees, including health and accident insurance, internal activities, special discounts, etc. The Welfare Committee convened three times in the past year to ensure that the company's projects and activities support the quality of life and well-being of its employees and

are sufficient to meet their needs. Therefore, the Company conducts an annual Employee Engagement Survey. To ensure that the company's projects and activities are sufficient to meet its employees' demands and enhance their quality of life and well-being. Therefore, the Company conducts a yearly Employee Engagement Survey. The results of the employee engagement survey will be communicated to the Board of Directors and to all executives and employees. The opinions of the employees are also analyzed to determine the needs for activities and training.

The Company conducts an annual employee engagement survey to use the results to plan ways to strengthen employee engagement. The employee engagement assessment result was 65 in 2022 with the aims to increase employee engagement by 75% in 2023.

Employee engagement

The level of engagement of employees to the organization.	2021	2022	Target 2023
percent	70	65	75

Turnover Rate	2021	2022	Target 2023
percent	16.5	30.87	< 25

However, the Company plans to develop and improve the level of employee engagement through projects that are in line with the Corporate Happiness Policy. In order for all employees to have good physical and mental health, it is necessary to conduct a survey of employee needs in order to implement projects and activities that produce satisfaction by appropriately meeting the employees' demands. based on the survey results from the past year It was found that employees desired greater health, relaxation, and advancement opportunities. Accordingly, the company implemented the following activities in response to the findings of the employee survey:

Employee potential development program that includes establishing personnel development policies and analyzing training needs, as well as planning personnel development and training plans for employees based on their position. The level of happiness in learning development knowledge (Happy Brain) and

career growth prospects (Happy Work) increased by 10% and 2.9% from 2021 respectively.

Relaxing music activities Before the of the work-day, there are 30-minute to hour-long music therapy in the headquarters. This will assist employees to relax and reduce stress, resulting in a better workplace environment, increased levels of employee happiness, and improved mental health. It was found that the level of satisfaction in employee relaxation (Happy Relax) increased by 4.7 percent from 2021.

Covid-19 Vaccine Support Program Due to the COVID-19 pandemic situation. in Thailand continuously. The Company's management realizes that immunization for employees is absolutely necessary, and therefore supports the vaccination of 100% of employees and additional doses to boost employees' immunity. It was found that in 2022, the level of happiness in physical health of employees (Happy Body) increased by 2.9% from 2021.

Organizational Culture

Focus on international quality

The company attaches great importance to the production of high quality and a wide variety of products adhering to the principle of the international standard ISO 9001:2000 by using high-technology machines. Committed to being a leader and leading the way in manufacturing innovation with continuous product development to meet the needs of the global market.

Uphold with Ethic

Ethics is the key to fostering a positive attitude as it can enhance life and contributes to smooth collaboration within the organization because human resources are an important factor in driving the organization. Thus, we support and inculcation ethics as it leads to the company progress with sustainable growth.

Be unite and work as a team

Unity is another factor that supports collaboration within the organization to go in the same direction. Having an effective leader with a solidarity concept helps drive the organizational culture to approach the same goals with a clear determination to drive the organization in the same direction.

Pay great attention to our customers

The company listens to the needs of customers and attaches great importance to promoting and supporting their needs, current market demand and focuses on product development together with customers to meet the trends of the world market.

Environmental awareness

The company is aware of and considers the environment, thus we are always developed and research environmentally friendly products by pushing forward environmental concepts and objectives to support the future changes of the world.



Management approach

1. Review of policies, strategies, and goals

The management of safety, occupational health, and working environment. The chairman of the board is the organization's top management or authorized representative. To drive policies into practice with efficiency and effectiveness employer and employee representatives hold meetings regularly and report the results of the meetings to the executives after the meeting's resolutions have been completed. Including having a professional safety officer Inspect, supervise, monitoring, recommend, and report on safety performance to the safety committee.

2. Occupational health and safety goals

One of the performance indicators for employees at all levels is their ability to achieve the organization's goals, including a plan to develop a safety, occupational health, and working environment based on instructions from key industry associations and international standards. Combined with a determination of whether applicable laws are in compliance. The organization's hazard identification and risk assessment processes will be followed by all operational processes that are covered by the management system.

3. Occupational risk assessment

Occupational risk assessment is an important part of occupational safety management. The results of the assessment will be utilized to identify risk control measures to lower the possibility of occurrence and the impact that may occur in the operation. All operators recognize and carefully adhere to this. There are audits to assess hazards during actual operations as well as analyze the performance after the completion of the job. Risk assessment consists of techniques and instruments to detect hazards that span both routine and non-routine risks, such as job safety analysis (JSA). There is a procedure to study and consider the use of alternative hazard identification methods. They are constantly diverse and up to date to be consistent with the hazards of various activities and give more detailed and comprehensive hazard identification. The risk assessment consists of the following critical steps:



Strategy > Continuous and sustainable growth > Conduct business responsibly for the environment > Aim to develop the potential people and society

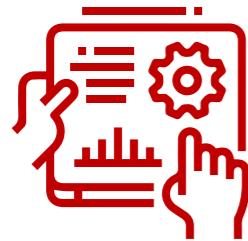
Work with moderate to high risk will be used to determine operational processes and preventative measures. There are guidelines for considering risk control according to the hierarchy of controls as follows:



1. Elimination



2. Substitution



4. Management Control



5. Personal Protective Equipment

4. Determination of safety risk management measures

The company has established measures to manage risks in safety, occupational health, and the working environment through the Hierarchy of controls, as well as a communication plan and risk surveillance and monitoring. Managers and Supervisors are responsible for assessing risks and communicating them to employees by using hazard identification tools. In addition, Employees and contractors are permitted to stop working if they observe a risk or hazard. In this regard, the company has assigned a committee to investigate significant accidents immediately to determine the incident's core cause, formulate preventive measures, and minimize risk in the monthly Committee meetings. Incident investigation reports measures to prevent recurrences and corrective status would be reported. There is a process to study and consider the use of other hazard indicators. that are constantly diverse and up to date to be consistent with the risks of various activities and provide more detailed and comprehensive hazard indicators. In risk assessment, there are several important steps:

Occupational health and safety risk assessment and management

The company has a procedure for inspecting the area and assessing the health and safety risks at work by a professional safety officer, who would also assess the risks in each operational process and each risk area along each film production line within the plant. The risk assessment identified that because the company has a production unit with mechanisms and machinery used to produce plastic films, there is a risk of accidents from operations and processes with machines with high temperatures and flammable chemicals, as well as work environments that can cause a fire hazard that can affect safety, injury, health, and the quality of work. There is a risk assessment of employees, business partners, contractors, visitors, and those working within the organization. There may be a risk of damage to the production process and the company's assets, which could affect the continuity of company operations and result in production process disruption. Therefore, the organization has implemented steps to prevent and minimize hazards thoroughly in accordance with its risk assessments, such as:

- Regular training and review of how to use machines for employees, partners and contractors.
- Prevent the fire risk by providing proper containers and clearly specified areas for the storage of process substances and machinery maintenance.
- Designing and improving the environment in the production area to effectively prevent oil and chemical spills.
- Develop guidelines for operating machinery in the production and maintenance areas, including warehouse storage and transportation, to minimize and mitigate fire hazards.
- Reduce the accumulation of plastic dust and oil stains in the production area by implementing frequent cleaning cycles for machines and cable ducts.

Furthermore, the Company puts an emphasis on the health and safety of its contractors and employees by complying to regulatory criteria in developing safety and health management standards for the workplace. In all factories of the Company, both existing plants and those under construction, there must be a system of contractor management and control that covers the process of selecting contractors, contractor management, and audit processes for ensuring that potential occupational health and safety risks are mitigated by the proper methods in appropriate ways.

5. Promotion of activities that develop knowledge of occupational health and safety.

In terms of supporting resources in terms of budget, time, personnel, and appropriate resources to implement the management systems of safety, occupational health, and working environment, the company has organized an annual safety training plan for employees on an ongoing basis. both general knowledge of basic fire drills and annual fire evacuation drills and specialized knowledge of dangerous, high-risk jobs that need to be constantly reviewed.

6. Monitoring and evaluation

Implementation of safety, occupational health, and working environment policies set out in the annual plan to achieve serious practice and maximum efficiency.

Safety, Occupational Health, and Work Environment Activities

1. Surveillance of occupational safety, health, and work environment

1.1 Annual health examinations and examinations based on risk factors



1.2 Measuring the work environment (the temperature, lighting, and noise levels in the office)



1.3. Two times a year, air pollution from industry chimneys is measured.



1.4 Electrical system certification and annual building inspections for buildings with electrical equipment.

2. Inspection of occupational safety, health, and work environment

The company regularly measures and assesses the work environment to ensure that all workers work in a suitable environment that is not harmful to their health. The latest measurement result was found to be within the standard required by law. Including the preparation of personal protective equipment and emergency equipment, a solid first aid kit for operators is suitable for the nature of the job. Sufficient for use and easy to access.

Almost an accident (Near Miss) to push for and provide an opportunity for the reporting of near-miss events that cause property damage or personal injury. They have a solution to provide the most comprehensive security protection; employees' proposals are gathered as information and assessed for the level of risk. Measures are taken to prevent risks.

Emergency Equipment and Fire pump Inspection



Monthly Emergency Light Inspection



Fire Alarm System



Monthly Fire Extinguisher Inspection



Measure the ambient air.



3. Training and rehearsals on occupational safety, health, and work environment.

To prepare for and respond to emergencies, therefore, public relations efforts have been made for employees at all levels to know about and include an emergency contingency plan in training for employees and contractors. Including having to review the emergency plan annually. Along with an emergency plan drill by simulating situations with high probability or the severity of the loss. Additionally, employees and those involved have to understand the procedures in case of an emergency. It also increases the efficiency of the fire suppression team. Therefore, the company has prepared a plan and practiced emergency response in the event of a fire in the company's factory area monthly.



Work safety for new employees and contractors Training



Fire training and fire evacuation



Chemical handling safety Training



Primary Firefighting Training



Chemical spill drills

Review training on occupational safety, health, and work environment for the year 2022

1. General knowledge about occupational safety and health and the working environment
2. Working with tools and machines
3. Management of occupational accidents and diseases
4. Fire occurrence, suppression, and fire prevention
5. Proper lifting
6. Safety signs and symbols



4. Occupational Safety, Health, and Work Environment Encouragement

The company has a process to communicate news about safety, occupational health, and the working environment through internal communication channels monthly and on important occasions such as the Safety and Environment Day activities. The company organizes events for employees to participate in the competition to invent Sud Recycle and campaign to reduce global warming. Along with instilling awareness in employees to know how to conserve the environment and have social responsibility, Organization of knowledge boards and news on safety at work (Safety Board), safety talks, etc., to increase safety awareness Including various knowledge related to safety. The company has announced news and policies. As required by law, such as the safety policy rights and duties of employers and employees that should be complied with, the construction of safety committees, various manuals, etc., for employees to know.

Safety and Environment Day Activities

To raise awareness of safety, occupational health, and the working environment and to cultivate a safety culture, the company organizes Safety Week activities to enhance knowledge of ergonomics, safety, and the environment with entertainment activities to promote behaviors that lead to safety, which is the foundation of business continuity.



Occupational Health and Safety Knowledge Development

Annually, the company provides training to increase knowledge and skills on safety for employees at all levels as needed in the line of work and as required by law, such as employee safety, first aid, fire evacuation drills, and basic firefighting training. In the past year, the Safety Department has set up incidents and simulated locations for a 2-day rehearsal by assuming a fire at the production building, as well as training to increase skills in occupational health and safety for management staff in order to enhance their understanding of their roles and responsibilities in order to carry out the safety work to achieve the company's goals. Currently, all of the company's executives have completed the training course for management-level officers, representing 100 percent of the total. The company's aim is for all managers and supervisors to complete the safety officer training course.

Safety Talk

The company has adopted the process of discussion on safety in working in the factory area to help raise awareness of the importance of occupational safety and health among employees, partners, and contractors by allowing all groups to discuss developing safety for themselves and their work processes together. It helps in creating a process of learning through the exchange of experiences regarding safety issues that employees personally experience or that have been shared elsewhere for preventative and correct practices, such as the use of fire extinguishing equipment, first aid, Kiken Yoshi Training (KYT), the proper use of machinery, equipment, and chemicals, etc. In addition, the organization promotes participation in safety inspections of employee, partner, and contractor work processes, as well as continuous monitoring of the status of occupational health and safety issues. This helps enhance the effectiveness of preventing workplace accidents.



Occupational health and safety goals

The company intends to minimize employee and contractor lost time injury frequency rates (LTIFR) to zero. The annual targets are determined separately for employees and contractors. In the year 2022, the company has conducted operations in terms of safety, health, and working environment. According to the specified policies and plans

Including training for employees at all levels according to the law. Environmental and safety audits Contractor Assessment Emergency preparedness with immediate response plans and appropriate measures covering the company's contractors.

Occupational health and safety performance

The company has sent employees to train in first aid and basic CPR. The company continuously promotes safety and creates safety awareness by setting indicators. In a key measure of the frequency of lost-time injuries (Lost-Time Injuries Frequency Rate: LTIFR). In 2022, the company has no employees, partners, or the number of contractors who work in the area who have died from work or the rate of death from work Employees' work suppliers and contractors who operate in the company's areas are zero.



The goal of the lost-time injury frequency rate is zero cases per million hours.

The statistics of accidents caused by all types of work Injuries from work 60 times Work to the point of stopping work

60 times

As for the statistics of accidents caused by all types of work, 60 percent are injuries from work. work to the point of stopping work, amounting to 30 times

30 times

All types of work-related accidents in 2022 decreased by 16.7% compared to 2021, and the injuries caused by accidents at work caused people to stop working in 2022, a decrease of 6.2% compared to 2021.

Lost-Time Injuries Frequency Rate: LTIFR

LTFIR	Unit	Coverage	Third Party Certification	2022
Employees	people/Mhr	95%	ISO 9001	30
Contractors	people/Mhr	100%	-	4

The company has not yet reached its LTIFR goal of zero; however, in order to make certain that the incident will not recur, the company has established corrective action at the steps of the Hierarchy of Controls. These measures include engineering controls, such as safety guards and personal protective equipment, as well as a clear risk assessment process, etc. Additionally, the company is taking measures to prevent accidents through a variety of projects and activities, such as:

- Safety Week Activity
- Safety Talk
- Safety Training
- White Factory
- Regular inspection of emergency equipment
- Regular emergency drills



Moreover, the company places a high priority on the health and well-being of its workforce. In 2022, the company established a welfare committee comprised of representatives of employees. The purpose of this committee is for employees to discuss and share their opinions with employers regarding the welfare allocation

for the company's employees. This includes monitoring and supervising the provision of welfare to employees without any form of discrimination and promoting the idea of balancing work and personal lives. To reduce the effects of overwork by allowing employees to take leave without prior notice for better work efficiency.



Emergency Equipment Inspection



Machine and Equipment Safety Training



Staff members for first aid and CPR instruction Training.

I Pandemic Management



The Next Normal: Post Covid-19 Implications

The management of the COVID-19 epidemic, which caused business disruptions around the world throughout 3 consecutive years. Many companies must adapt and manage such conditions to operate smoothly, including crisis management related to the epidemic threat, in line with the Business Continuity Plan (BCP).



A.J. would like to encourage everyone to get through this COVID-19 crisis throughout this year and vaccines are very important. Everyone should be protected to reduce the risk of infection and should receive relief medication and help as soon as possible.

Ms. Sonnattanan Srijundee
Senior Business Operation Manager
The founder of Covid Care Team

Business Continuity Plan: BCP

When this are crisis or serious emergencies. To cope with various risks that may arise in business operations, both short and long-term, there are processes to respond to crises or damage events that will help cope with unexpected events to reduce financial impact. The Company prepares for the implementation of the Business Continuity Plan (BCP) by doing Risk Assessment and Critical Emergency Response Plan Op-

erational Chart. Even during the COVID-19 pandemic, the Company can continue to operate its business to produce products efficiently with an on-time delivery while the quality products still comply with specified standards according to GHP & HACCP, ISO 9001:2015, FSSC 22000 and IPHA standards that support safety in COVID-19 prevention measures.

Risk assessment for crises or damage incidents

Events	Risk assessment		Damages				
	Opportunity	Risk	Unable to access building or facilities in the area	Damage of Building / factory	Information Technology system is unable to operate	Lost of Executives and Key Personnel	Lost of reputation and cause products or services cancellation
Pandemic	L	H	X			X	X

Implementation of response plans during crises or damage incidents

When witness an incident, let employees take over the incident fundamentally.



Asses the situation and damages then notify the working team.



Emergency Notice



Evacuation leaders check and notify agencies to prepare for evacuation.



Assess the situation and report to stakeholders



Consider the situation.

The situation is under control.

- Relevant agencies assess the damage and carry out restoration.
- Situation Control Notice

The situation is uncontrollable.

- Relevant agencies assess the damage and carry out restoration.
- Situation Control Notice

COVID-19 Prevention and Control Measures to control the production quality.

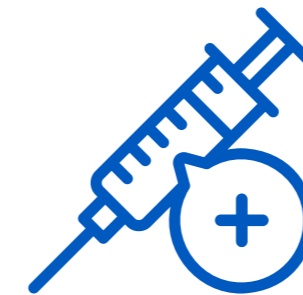


- All employees must undergo temperature checks, observe abnormalities, including hand cleaning, blow drying, remove body debris, clean hands with alcohol, and blow strong air all over your body at the entrance before entering the production line.
- All employees must wear cloth or N95 masks at all times.
- All employees regularly sanitize their hands with alcohol, which is installed throughout the production area.

Employee Well-being Management

The Company realizes that taking care of the health and safety of employees during the pandemic crisis is important. The Company takes care of and aids to all employees, and has measures to take care of employees during the COVID-19 pandemic.

- Covid Care Team provides advice, consultation, coordination and facilitation to infected employees and monitors the situation.
- Allocation of COVID-19 Antigen Test Kit (ATK)
- Allocation of relief medications and support to employees with symptoms
- Take care of customers and partners by sending relief medications.
- Provision of COVID-19 vaccine to employees, suppliers and customers of the Company



100 percent
of employees are fully vaccinated



96 percent
of employees have received booster doses.

Procedure to take care of employees during the pandemic

- Establish control measures and design the environment to be safe against the spread of infection by providing partitions between tables in the factory area.
- Preliminary measurement of employees All visitors or visitors. For example, measure your fever before entering the factory and observe the initial symptoms if there are cold-like symptoms or signs of illness.
- Maintain strict cleanliness in office areas and production facilities.
- Place alcohol throughout offices and manufacturing facilities so that employees can easily access them.
- Campaign to wear masks at all times while working in the Company's premises

Corporate Citizenship and Philanthropy



The Company adheres to responsible business operations along with sustainable community and social development, so we establish the policy that focuses on good citizenship and supports communities and community activities closely. Health and well-being, safety, focus on being part of the community and society. Operate the business with an emphasis on acceptance and trust from the community and aim to create growth together.

Opinion polls, needs and satisfaction of the community.

The Company has conducted a survey of the community's opinions, needs, and concerns in order to identify the short- and long-term impacts of its operations on the community and to plan for business process improvement and development in order to meet the needs of the community effectively, to be able to reduce the impact on the community to create acceptance, confidence, and trust from the community that can answer the problem of sustainable coexistence between industrial factories and communities.

The survey and analysis of opinions, needs, and concerns in terms of social impact of more than 70 households covering 12 communities in the vicinity

of the factory in Bang Lamung and Sriracha districts, Chonburi province, indicated that the Company's operation process had no direct impact on the community and society. However, the company found that the community had expectations regarding the following issues:

- Health, safety and quality of life
- Environmental protection and waste management
- Enhance economic growth and income

Guidelines for continuous community management and care

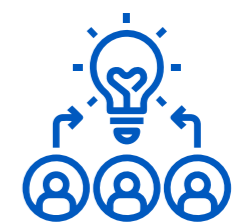
The Company supports the society in various forms annually in order to create sustainable business growth along with the communities and societies development so that they are strong and self-reliant. Engage all sectors in creating change, improving quality of life, and preserving the environment in order to create truly sustainable value for society.



Regularly survey the needs of the community.



Take concerns or expectations and define them as projects or action plans.



Employees participate in community activities and respond to community needs.

Social Responsibility Strategy

1. Engaging employees and stakeholders in all sectors to create sustainable value for society
2. Creating innovations to meet the needs of communities and solve society's problems.
3. Focus on creating sustainable projects for continuous development of communities and society. In particular, the project promotes the economy and income to the community.

Projects and activities to meet the expectations of the community

In 2022, the Company conducts community engagement and social responsibility activities that are in line with the expectations of the community and society in various aspects, both directly and indirectly to be able to respond to the expectations of the community in term of quality of life and safety.



A Project and 3 Activities to Stngthen the Community and Society

Economic and Community Income Promotion Initiative

The company has developed a business strategy by supporting, resolving issues, and responding to the needs of communities and societies in the areas of environmental protection and waste management, as well as the need for additional support in promoting the economy and income for the community.

The company has implemented projects to recycle plastic film scraps and other byproducts from the production process in order to maximize financial benefits of adding value to products, ensuring efficient use of resources, and improving quality of life through the recycling process. Plastic film scraps are recycled according to the circular economy concept for selling to local manufacturers and local communities, as well as selling plastic film scraps and waste materials directly to buyers to encourage communities in the area to have the alternative to use low-cost raw materials to increase revenues and profits resulting from business operations and to be self-sufficient in a sustainable manner, such as by processing a wide range of products. The purpose of the project is to respond to community expectations on environmental stewardship and waste management issues, as well as the need for additional support to boost the community's economy and income.

The project implementation begins with the sorting of waste materials generated by the company's manufacturing and business activities, such as paper cores, old wooden pallets, plastic pallets, foam, plastic bags, scrap metal, spools, plastic strapping, plastic film scraps, plastic pellets, and shockproof plastic etc.

The objectives of the project are to meet the community's expectations on environmental protection and waste management issues and the need for additional support to promote the economy and income for the community.

In 2022, the Company has invested in additional plastic recycling machinery to increase the use of plastic film scraps and plastic pellets in the recycling process before selling them to small-scale entrepreneurs and communities and adding value to alternative products for which small-scale entrepreneurs and local communities can choose to purchase the Company's recycled plastic pellets which is cheaper than purchasing conventional plastic pellets by approximately 15 to 40 percent and can be used to manufacture alternative products or products that are environmentally friendly.

The expected outcomes for the community

The Company regularly monitors the results of the project implementation to ensure compliance with the strategy and operational plan. In the past year, this operation has been able to promote income flow to communities in the area of more than 19 million baht. In addition, the project reduces the amount of waste, waste and debris that must be disposed of in landfills in community areas and increases the rate of reuse or reuse of waste materials, thereby contributing to reducing environmental impacts, the burden on communities and local authorities in terms of waste management of local communities.

The Company has been able to reduce the amount of waste and waste to be disposed of by more than 5,978 tons, a decrease of 24% of the total waste and waste volume in 2021, and the amount of waste can be recycled by 5,770 tons, or 97% of the total waste. In addition, the Company has generated revenue from sales of waste materials from the production process of more than 108 million baht. This is an increase of 30% from 2021 and promotes a circular economy. Also, reduce dependence on large customers from high to acceptable levels and the cost burden of entrepreneurs in sourcing and transporting raw materials from outside the area.

The Company will continue to carry out such activities as one of its operational strategies to create stability for the communities surrounding the factory with the hope that the quality of life and well-being of people in the community will improve. It can be self-reliant while also reducing waste generation for the environment.



Well-being, Health and Safety Activities



A "Magic Box" Project with UNICEF

The COVID-19 crisis is a huge challenge faced by many children in vulnerable groups in slums or remote areas. There is no opportunity to play and access to proper learning support and stimulation of brain development. Therefore, the company has joined UNICEF Thailand's "Magic Box" project to enhance development and provide to vulnerable children living in slums and their most affected families.

Blood donation with Laem Chabang Industrial Estate

The Company participated in activities with Laem Chabang Industrial Estate Office at 3rd National Blood Service Sector, Thai Red Cross Society and entrepreneurs in Laem Chabang Industrial Estate Organized blood donation activity at Laem Chabang Industrial Estate.



Photo of Blood Donation Activity at Laem Chabang Industrial Estate Office on 21 November 2022

Promote the Youth's Education, Health, and Well-being

The company's objective is to support and encourage the well-being of youth in the community by providing learning opportunities, ensuring adequate nourishment for growth, and ensuring their health and safety. This is implemented through programs with business partners, such as scholarship support for youths, support for nutrients, necessary equipment and technology, participating in infrastructure development for local schools, etc. which include National Children's Day Activity 2022

Support scholarships, school supplies and sports equipment

The Company collaborates with entrepreneurs to provide scholarships, school supplies and sports equipment at Ratchapruek Meeting Room, Laem Chabang Industrial Estate Office



The Company collaborated with the Labour Protection Welfare Office, Chonburi Province to donate snacks on the occasion National Children's Day.



The Company sponsors snacks to Ban Chong Kosantisuk Wittayakarn School Kaeng Pencil Nadee, Prachinburi and Ban Hin Thoen School, Kaeng Din, Prachinburi Province on the National Children's Day



Food and Equipment Support for Communities

The Company has cooperated with United Foods Public Company Limited and business partners to support food, water and necessities to government agencies and communities in nearby areas to facilitate and enhance the well-being of the community as follows

Establish good relations with the Laem Port Customs Department

The Company met with the Laem Port Customs Department to support government work and build good relations with government agencies.



Professional Standards Testing Day Activity

The Company supported necessary items to Laemchabang Engineering College on the occasion of the Professional Standards Test Day activity.



Elderly Day Activity with Khao Khansong Subdistrict Administration Organization

The Company supports the Subdistrict Administration Organization, Khao Khansong to organize activities for the elderly day 2022



Snacks and Beverages Donation to Amphor Sriracha Public Health Office, Chonburi Province

The Company donated snacks and drinking water to the Public Health Office of Sriracha District, Chonburi Province to support athletes participating in the women's volleyball competition, Chonburi Province.



The company supports snacks and 2 scanners to help government work in Social Security Office Laem Chabang



The company supports snacks and a scanner to help government work in Sriracha District, Chonburi Province.



Environmental Protection and Waste Management Activities

Electronic Equipment Donation Through the Mirror Foundation's Donation Center

The Company provides computers and office equipment, including electronic devices, to children, the needy, and the disadvantaged through the Mirror Foundation, which strives to manage unused office equipment and electronic equipment in a cost-effective manner. It can be used to enhance learning, as a teaching tool, to increase educational opportunities for children and communities, and to reduce the quantity of hazardous waste resulting from the irresponsible disposal of electronic devices.



Tree conservation project, following sufficiency economy footsteps to increase green space by planting mangrove

The Project aims to protect Trees following the Sufficiency Economy by planting Mangrove Forests to increase green areas for the Ban Laem Chabang community in 2022



Environmental Conservation Awareness Project

The Company participated in the project to raise awareness of environmental conservation at Laem Chabang Municipality Office and supported United Food's snacks.



The company makes annual merit at Khao Phuttha Kodom temple Sriracha, Chonburi



Promote Community and Local Traditions Activities

The company intends to encourage and enhance community and local traditions and culture through events on important days, such as religious activities within the organization and the community such as merit making on the New Year at A.J. Plast Public Company Limited 2022

Songkran Festival Activity 2022 at Laem Chabang Industrial Estate

The Company participated in Songkran Festival 2022 activities of Laem Chabang Industrial Estate



Royal Kathin ceremony together with the Social Security Office

A.J. Plast Public Company Limited donated 10,000 Baht in the annual Royal Kathin ceremony donation at the Social Security Office, Laem Chabang for the preservation of Buddhism on 22 October 2022 at Wat Nai Wang, Na Thawi Subdistrict, Na Thawi District, Songkhla Province by Mr. Boonsong Thapchaiyuth, the General Secretary of the Social Security Office, presided over the ceremony of offering the royal Kathin cloth for the year 2022. The

abbot of the monastery in the palace (royal monastery) presided over the ecclesiastical department. Mr. Ampol Pongsuwan Deputy Governor of Songkhla Province, Mrs. Chaluai Pongsuwan Deputy Commissioner of the Red Cross, Songkhla Province, Mr. Vitsak Jumrennosit Sheriff Natawee Government Departments Military officer, Police and people with faith attended the ceremony.



Royal Kathin ceremony together with the Industrial Estate Authority of Thailand

The Company presented the Royal Kathin Cloth of the Industrial Estate Authority of Thailand at Laem Chabang Industrial Estate as a way to preserve Buddhism on 22 October 2022 at Wat Bang Klong, Pakkwei Subdistrict, Mueang Sukhothai District, Sukhothai Province by Assoc. Prof. Dr. Virit Amrapal Governor of the Industrial Estate Authority of Thailand Presided over the ceremony of offering royal Kathin cloth.



Royal Kathin ceremony in collaboration with Department of Alternative Energy Development and Efficiency

The Company participated in the donation of the Royal Kathin Cloth of the Department of Alternative Energy Development and Efficiency for the maintenance of Buddhism at Wat Khao Kaew Worawihan (Royal Monastery), Sao Hai District, Saraburi Province. The Director-General of the Department of Alternative Energy Development and Efficiency, Ministry of Energy, invited

the royal Kathin cloth for the year 2022 to be presented to the monks who remember the quarterly anniversary at Wat Khao Kaew Worawihan Royal Monastery, Ton-tann Subdistrict, Sao Hai District, Saraburi Province by government officials, executives and officials of the Ministry of Energy represents local administrative organizations and the public attended the ceremony.



Summary Table of Activities and The Donation Amount for Community Development 2022

Community Support	
Number of CSR and surrounding community activities	20 activities
Amount spent on community and social development	3.3 Hundred Thousand Baht

เป้าหมาย



Budget Summary for Supporting in Various Agencies in 2022

Agency	Amount (Baht)
Lobby, benefit from being a representative or related	0
Political contributions or candidates, or donations to vote in referendums or otherwise.	0
Donations to trade associations or tax-exempt groups	0
Total Donations	113,000
• Schools or educational agencies	109,000
• Temple	40,000
Data Coverage (%)	100%

GRI content index

Statement of use	A.J.Plast plc. Has reported in accordance with the GRI Standards for the period of 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	-4 -6 https://www.ajplast.co.th/company-background.php
	2-2 Entities included in the organization's sustainability reporting	-4 https://www.ajplast.co.th/Major-Shareholders.php
	2-3 Reporting period, frequency and contact point	-4, 112
	2-4 Restatements of information	-4 https://www.ajplast.co.th/businessstructure.php
	2-5 External assurance	-73
	2-6 Activities, value chain and other business relationships	-6 -7, 8-10, 15-18 https://www.ajplast.co.th/sustainability/index.php
	2-7 Employees	- One report page 46 https://www.ajplast.co.th/sustainability/ouremployees.php
	2-8 Workers who are not employees	-84 https://www.ajplast.co.th/sustainability/ouremployees.php
	2-9 Governance structure and composition	-25 https://www.ajplast.co.th/management.php
	2-10 Nomination and selection of the highest governance body	One report page 69, 86 https://www.ajplast.co.th/management.php
	2-11 Chair of the highest governance body	-26 https://www.ajplast.co.th/management.php
	2-12 Role of the highest governance body in overseeing the management of impacts	- One report page 83 https://www.ajplast.co.th/management.php
	2-13 Delegation of responsibility for managing impacts	- 33 https://www.ajplast.co.th/management.php
	2-14 Role of the highest governance body in sustainability reporting	4, One report 87-88 https://www.ajplast.co.th/management.php
	2-15 Conflicts of interest	28-31, 80-82 https://www.ajplast.co.th/sustainability/codeofconduct.php
	2-16 Communication of critical concerns	15-18 www.ajplast.co.th/sustainability/valuechainstakeholders.php
	2-17 Collective knowledge of the highest governance body	26
	2-18 Evaluation of the performance of the highest governance body	27
	2-19 Remuneration policies	84, 86 https://www.ajplast.co.th/sustainability/ouremployees.php
	2-20 Process to determine remuneration	86
	2-22 Statement on sustainable development strategy	5, 9, 24, 45, 58, 70, 82, 100 https://www.ajplast.co.th/sustainability/visionmore.php https://www.ajplast.co.th/sustainability/pandamicmanagement.php
	2-23 Policy commitments	13-18, 28-31, 78-83
	2-24 Embedding policy commitments	11-12, 15-18, 28-30, 33, 79, 84-85, 87-89 https://www.ajplast.co.th/sustainability/ouremployees.php
	2-25 Processes to remediate negative impacts	15-18, 39, 80-82 https://www.ajplast.co.th/sustainability/valuechainstakeholders.php https://www.ajplast.co.th/sustainability/codeofconduct.php

GRI content index

Statement of use	A.J.Plast plc. Has reported in accordance with the GRI Standards for the period of 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	15-18, 30, 81 https://www.ajplast.co.th/sustainability/valuechainstakeholders.php https://www.ajplast.co.th/sustainability/codeofconduct.php
	2-27 Compliance with laws and regulations	31
	2-28 Membership associations	9
	2-29 Approach to stakeholder engagement	13-15 https://www.ajplast.co.th/sustainability/valuechainstakeholders.php
	2-30 Collective bargaining agreements	84
	GRI 3: Material Topics 2021	3-1 Process to determine material topics
3-2 List of material topics		-20 https://www.ajplast.co.th/sustainability/materiality.php
3-3 Management of material topics		-21 https://www.ajplast.co.th/sustainability/sustainabilitystrategies.php
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	One report page 9, 56
	201-2 Financial implications and other risks and opportunities due to climate change	One report page 28-29
	201-3 Defined benefit plan obligations and other retirement plans	One report page 138
	201-4 Financial assistance received from government	One report page 168-169
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	-31, One report page 82, 168 https://www.ajplast.co.th/sustainability/anticorruption.php
	205-3 Confirmed incidents of corruption and actions taken	- 31
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	One report page 34 https://www.ajplast.co.th/sustainability/codeofconduct.php
GRI 207: Tax 2019	207-1 Approach to tax	https://www.ajplast.co.th/sustainability/policies.php
	207-2 Tax governance, control, and risk management	https://www.ajplast.co.th/sustainability/policies.php
	207-4 Country-by-country reporting	One report page 170
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-69
	301-2 Recycled input materials used	-49, 69
	301-3 Reclaimed products and their packaging materials	-69
GRI 302: Energy 2016	302-1 Energy consumption within the organization	- 57 https://www.ajplast.co.th/sustainability/energymanagement.php
	302-2 Energy consumption outside of the organization	- 57 https://www.ajplast.co.th/sustainability/energymanagement.php
	302-3 Energy intensity	- 57 https://www.ajplast.co.th/sustainability/energymanagement.php
	302-4 Reduction of energy consumption	-58 https://www.ajplast.co.th/sustainability/energymanagement.php
	302-5 Reductions in energy requirements of products and services	-61 https://www.ajplast.co.th/sustainability/energymanagement.php
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
303-2 Management of water discharge-related impacts		- 63 https://www.ajplast.co.th/sustainability/watermanagement.php
303-3 Water withdrawal		- 63 https://www.ajplast.co.th/sustainability/watermanagement.php
303-4 Water discharge		
303-5 Water consumption		

GRI content index

Statement of use	A.J.Plast plc. Has reported in accordance with the GRI Standards for the period of 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-76
	304-2 Significant impacts of activities, products and services on biodiversity	- 75-76
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	- 77
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- 73 https://www.ajplast.co.th/sustainability/climatechangemanagement.php
	305-2 Energy indirect (Scope 2) GHG emissions	-73 https://www.ajplast.co.th/sustainability/climatechangemanagement.php
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	- 74 https://www.ajplast.co.th/sustainability/climatechangemanagement.php
	305-4 GHG emissions intensity	- 74 https://www.ajplast.co.th/sustainability/climatechangemanagement.php
	305-5 Reduction of GHG emissions	- 75 https://www.ajplast.co.th/sustainability/climatechangemanagement.php
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	https://www.ajplast.co.th/sustainability/environmentmanagement.php
	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts
306-2 Management of significant waste-related impacts		- 67-68 https://www.ajplast.co.th/sustainability/wastemanagement.php
306-3 Waste generated		- 69 https://www.ajplast.co.th/sustainability/wastemanagement.php
306-4 Waste diverted from disposal		- 69 https://www.ajplast.co.th/sustainability/wastemanagement.php
306-5 Waste directed to disposal		- 69 https://www.ajplast.co.th/sustainability/wastemanagement.php
		https://www.ajplast.co.th/sustainability/wastemanagement.php
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	- One report page 46
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	- One report page 43
	401-3 Parental leave	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	

GRI content index

Statement of use	A.J.Plast plc. Has reported in accordance with the GRI Standards for the period of 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	- 91
	403-2 Hazard identification, risk assessment, and incident investigation	- 91-92
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	-93-95
	403-5 Worker training on occupational health and safety	-93-97
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	-98 https://www.ajplast.co.th/sustainability/occupationalhealthandsafety.php
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-89 https://www.ajplast.co.th/sustainability/ouremployees.php
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	- One report page 46
	405-2 Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	- 31
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	- 31
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	- 31
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	- 79
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	- 31
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	- 102 https://www.ajplast.co.th/sustainability/corporatecitizenship.php
	413-2 Operations with significant actual and potential negative impacts on local communities	- 102 https://www.ajplast.co.th/sustainability/corporatecitizenship.php
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 415: Public Policy 2016	415-1 Political contributions	- 109
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	- 31
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	
	417-2 Incidents of non-compliance concerning product and service information and labeling	- 31
	417-3 Incidents of non-compliance concerning marketing communications	- 31
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	- 31

Sustainability Report 2022 Feedback Form

Thank you for your interest in Sustainability Report 2022. Your feedback is important to us. It helps us to improve our overall sustainability performance and future reporting.

Please complete the feedback form and send us your views.



Email:

thamolwan@ajplast.co.th
pranaporn@ajplast.co.th



Alternatively, mail your comments to:

95 Thakarm Rd., Samaedam, Bangkhuntien,
Bangkok 10150
Telephone: (66) 2415 0035

1. Which of the following best describes your affiliation? * (You may tick... more than one box)

- Employee
 Shareholder and Investor
 Customer
 Supplier
 Communities
 Government sectors or related agencies
 Other Please state:

2. How effectively does the sustainability report communicate A.J.Plast's sustainability performance?

(Please rate by ticking ✓ the following topic, where 5 is Excellent and 1 is poor)

	1	2	3	4	5
2.1 Corporate Governance and Code of Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.2 Conduct business with environmental responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.3 Focus on developing the potential of people and society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.4 Other, please state:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Please rate the content and quality of our Sustainability Report 2021 by the following criteria,

(Please rate by ticking ✓ the following topic, where 5 is Excellent and 1 is poor)


	1	2	3	4	5
3.1 Balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.2 Clarity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.3 Comparability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.4 Materiality/Relevance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.5 Completeness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.6 Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.7 Transparency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.8 Structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.9 Design and Layout	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any other comments on our sustainability performance and reporting.

A.J. PLAST PUBLIC COMPANY LIMITED

Head Office

95 Thakarm Rd., Samaedam, Bangkhuntien, Bangkok 10150, Thailand


 66 (0) 2415 0035

 66 (0) 2415 3795 and 66 (0) 2415 1211

Laem Chabang Industrial Estate

38/11 Moo 5 Laemchabang Industrial Estate, Thungsukhla, Sriracha, Chonburi 20230, Thailand

 66 (0) 3849 0330 - 5

 66 (0) 3849 0337

Pin thong Industrial Estate 5

8 Moo 8, Khao Khansong, Sriracha, Chonburi 20110, Thailand



**Sustainability
Report 2022**

<https://www.ajplast.co.th/>

