



To Serve Innovation Solutions
for The World's Sustainable
Consumption

Sustainability Report 2024

A.J. PLAST PUBLIC COMPANY LIMITED



About This Report

A.J. Plast Public Company Limited issued sustainability report 2024 to communicate our mission, strategic management, work processes, and achievements regarding economic, social, and environmental performance. Additionally, this report aims to support the United Nations Sustainable Development Goals (UN SDGs). Overall, A.J. Plast has reported under Global Reporting Initiative Standards 2021 (GRI Standards).

Key Changes in Business Operation 2024

January



The Rooftop Solar power generation system, with a total production capacity of 4.26 megawatts at Pinthong Industrial Estate (Project 5) in Chonburi province.

October



Opening a New Metallized Film production line at Pinthong Industrial Estate (Project 5) in Chonburi province and it was completed and production began in October 2024.

Scope of Operations

This report presents our performance from January 1, 2024, to December 31, 2024, covering the operation of A.J. Plast’s performance within Thailand only, and A.J. Plast (Vietnam) Company Limited, which can refer to the shareholding form of 56-1 One Report 2024.

For the scope of reporting economic, social, and environmental performance covers all operational areas, including the head office area and all factories under the supervision of the Company in Thailand.

Contact

For more information about this report
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Message from The Managing Director

Facing economic challenges, including geopolitical risks, trade wars, oversupply from China, transportation issues, rising production costs, and market price volatility, has impacted the Company's sales and performance. Additionally, climate change has led to rapid and widespread impacts across economic, environmental, and social dimensions both nationally and globally. Recognizing these impacts, the Company is proactively managing risks and opportunities by setting goals and implementing strategic plans to effectively navigate these challenges.

At the same time, the Company is creating opportunities for sustainable business growth by enhancing and developing supply chain management—from sourcing raw materials from partners to delivering products to customers. This approach ensures cost-effective production management, fosters collaboration with internal and external stakeholders, and drives innovation in environmentally friendly production processes and products that align with market demands. The Company also prioritizes maintaining high standards of product quality and safety, improving the quality of life for communities and society, and developing employee capabilities—all built on a foundation of sustainable corporate governance.

The Company promotes the circular economy concept, strives for a low-carbon economy, and aims for NET-ZERO emissions by developing green products and implementing efficient manufacturing processes that prioritize renewable energy over fossil fuels. Initiatives such as solar rooftop installations, water reuse, and direct flake dosing (DFD) not only reduce energy consumption and production costs but also improve waste management and resource efficiency. These efforts increase product value, enhance competitiveness, and ensure that both positive and negative environmental impacts are managed responsibly across the supply chain. Additionally, the Company is committed to protecting biodiversity, managing ecosystems responsibly, and upholding human rights and gender equality by conducting thorough human rights due diligence, ensuring fair labor practices, producing responsibly for customers, and actively contributing to community and social development in pursuit of sustainable goals.

The Company remains committed to achieving NET ZERO emissions by 2065, while continuing to deliver value to all stakeholders. Strengthening cooperation with stakeholders across the supply chain is essential to achieving this goal, as meaningful change requires collective action. This sustainability report serves as a declaration

of our commitment, outlining our goals, actions, and performance tracking in environmental, social, and corporate governance (ESG) aspects. The Company envisions ongoing growth and continuous progress toward sustainable development.



Mr. Kittipat Suthisampat
Managing Director

Our Business

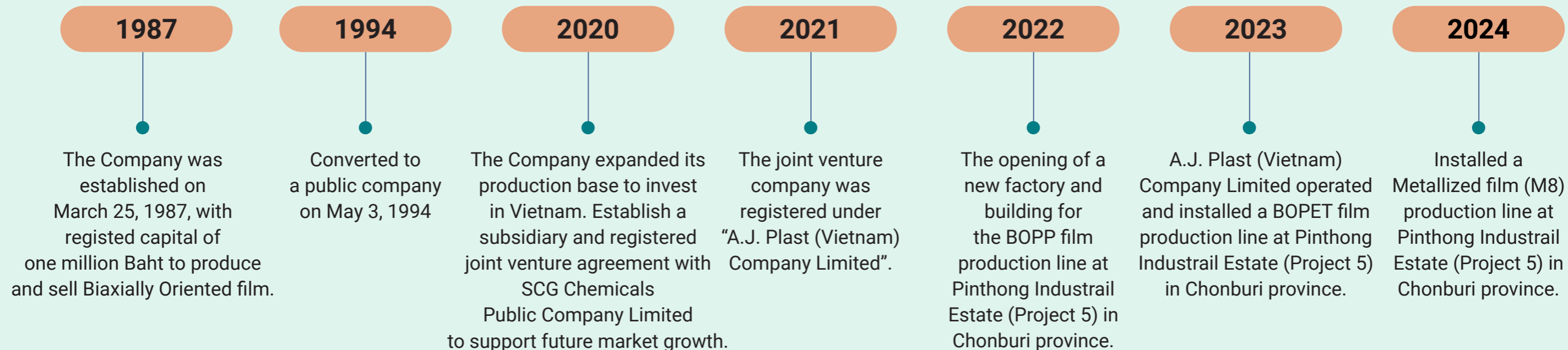
A.J. Plast Public Company Limited has been in business for more than 37 years with a vision of being the leader in the production of plastic film to meet the needs of the international market. The Company was determined to develop technology and innovation to continuously add value to the products, and enhance the quality and safety of products that are equivalent to international standards. We have developed products and production processes to be environmentally friendly for more than 10 years, and have driven the creation of corporate culture in terms of sustainable development and enhanced competitiveness to advance into a global industry.



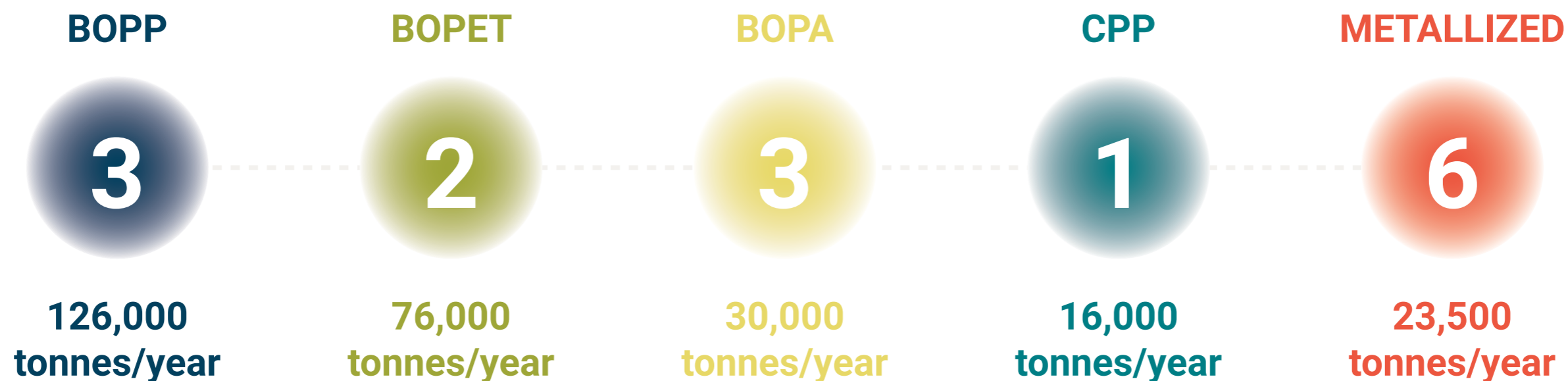
37 Years
of Operation
in business

28 Countries
of Sold all over

History and Business Development



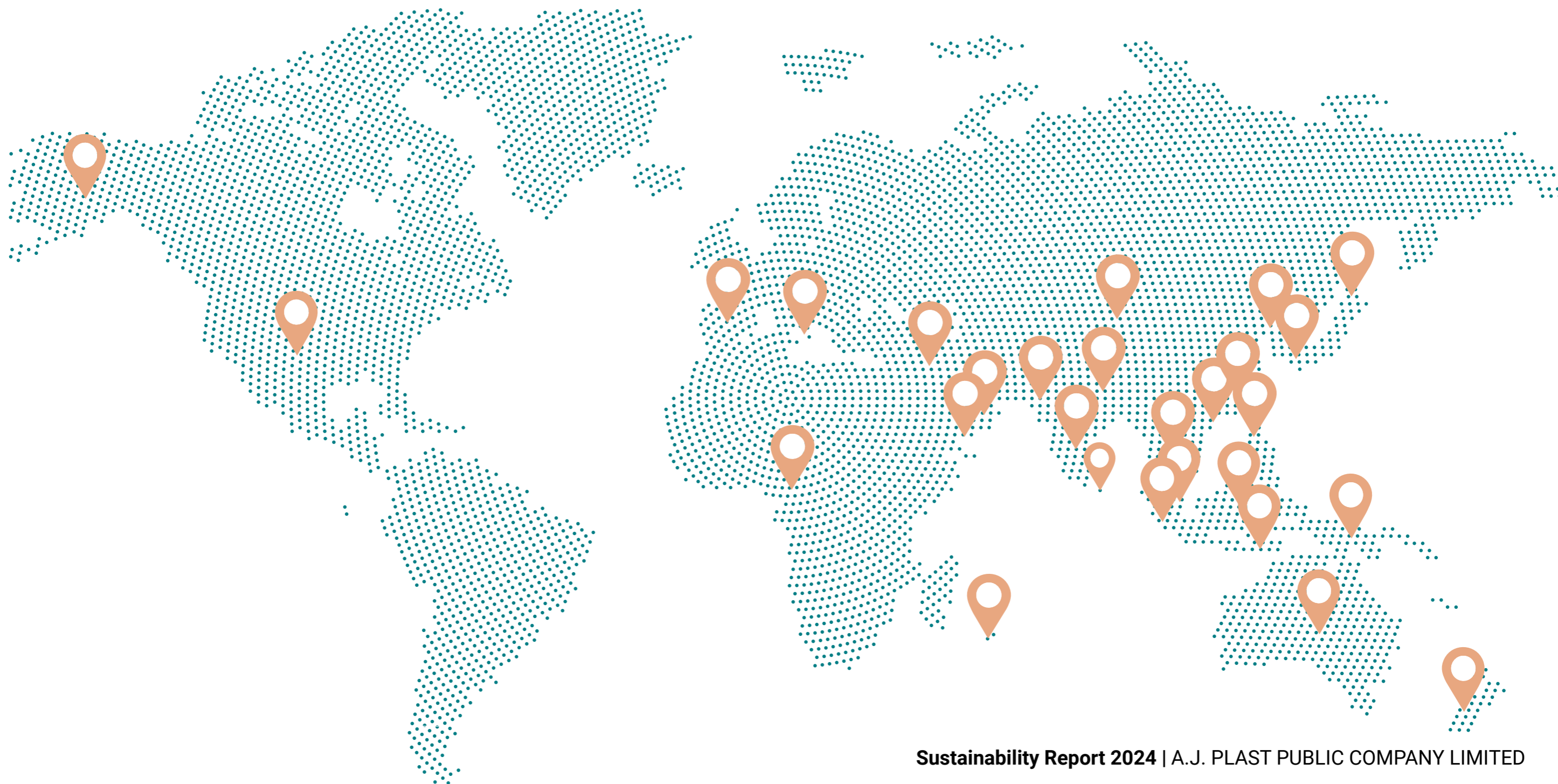
Production Lines of Plastic Film



Nature of Business

The Company operates as a manufacturer and distributor of plastic film by melting plastic resins through the process until it becomes a film, and can be cut to the size the customer needs. The Company's head office is located in Bang Khun Thian district, Bangkok, Thailand, and the Company has two factories, Laem Chabang Industrial Estate, and Pinthong Industrial Estate (Project 5) in Chonburi province. We have a total production capacity of 271,500 tonnes per year.

The Company's products are BOPP film, BOPET film, BOPA film (Nylon), CPP film, METALLIZED film, and COATED film. The Company's products produce consumer goods such as food and snack packages, garment bags, flower sleeves, gift wraps, paper, and wooden lamination insulations to keep buildings cool, liquid products packages frozen foods, etc, and that can serve the needs of customers worldwide in a total of 28 countries.



Achievement Awards



Good People,
Protect The World Award

JUN



Climate Action Leading
Organization (CALO)

SEP



SET
AWARDS
2024

SET Awards 2024
Sustainability Excellence
Highly Commended Sustainability Awards, and
Commended Supply Chain Management Awards



5 star CGR

OCT



The UN Women Thailand
WEPs Awards 2024



Sustainability
Disclosure Award 2024

NOV

SET
AAA
ESG Ratings
2024



SET ESG Ratings 2024
AAA level

DEC

National and International Standards



International
Organization for
Standardization -
Quality
Management
Systems:
ISO 9001: 2015



International
Organization for
Standardization
- Environmental
Management
Systems: ISO
14001: 2015



Food Safety
System
Certification
22000
(FSSC 22000)



Good Hygiene
Practices



Hazard Analysis
and Critical
Control Point
(HACCP)



International
Sustainability
& Carbon
Certification
(ISCC PLUS
Certification)

Global Recycle
Standard (GRS)



Circular
Economy
Management
System For
Organization
Part 2:
Requirement
(CEMs)



Green Industry
Level 3



Halal Standard



Carbon Footprint
for Organization
(CFO)



Carbon Footprint
of Product
(CFP)

Membership

- Collective Action Against Corruption (CAC)
- Thailand Carbon Neutral Network (TCNN)
- UN Women
- The Federation of Thai Industries (FTI)

Operational Sustainability Strategy

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”

Mission

- 1 To continuously improve product and service quality
- 2 Being a fair partner with fair price
- 3 To operate the business of environmentally friendly plastic film products to create sustainable development
- 4 Stakeholders including those involved with the highest responsibility

Core Values “A J P L A S T”

Advanced innovation	Advanced innovation and technology
Justice and transparency	To operate business with justice and transparency
Professionalism	To work efficiently to manage risk properly and meet international standards
Loyalty	Loyalty, trust with honesty
Agility	Agility in operation
Social Sustainability	To emphasize social sustainability, consider environmental and social responsibility including managing with good corporate governance
Teamwork	To work as a team, communicate and exchange ideas when collaboration

Continuous and Sustainable Growth

High-quality raw material sourcing

To procure raw material, resin and packing material, from high-quality sources with socially and environmentally responsibility

Responsibly Business Operation

To consider ESG in business operation

Risk Management

To assess and manage corporate risks covering current and emerging risks and to ensure continuity and flexibility in business operation

Innovation Management

To promote innovation development created value added products and to strengthen business competition



To Conduct Business Responsibly for The Environment

Energy Management

To increase energy efficiency and the proportion of renewable energy consumption

Water Management

To increase water efficiency and water reusing

Waste Management

To reduce wastes according to circular economy, and use natural resources efficiently and achieve maximum benefits

Greenhouse Gas Management

To develop green products and environmental processes and to reduce greenhouse gas emission



To Aim to Develop The Potential People and Society

Employee Well-Being

To create environmental workplace with high safety, good healthy and well-being balancing work life

Human Capital Development

To develop employee skills encouraging efficiency and to support employee

Human Rights Respect

To value diversity and to encourage equitable coexistence

Corporate Citizenship and Philanthropy

To consider community and society needs and develop citizenship including participation in community and social development



Organizational Culture

To 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: 2015 by high technology machines. Committed to be leader and innovative manufacturer to continuously develop products for serving global market demand.

To Uphold with Ethics

Ethics is the key to fostering positive attitudes as it can enhance life and contribute to smooth internal collaboration because human resources are an important factor in driving the organization. Thus, the Company supports and inculcates ethics as it leads to the Company’s sustainable growth.

To Be United and Work as a Team

Unity is a factor to support and collaborating with the organization leading the same direction. Effective leaders with a solidarity concept drive the organizational culture to approach the same goals with clear and same determination.

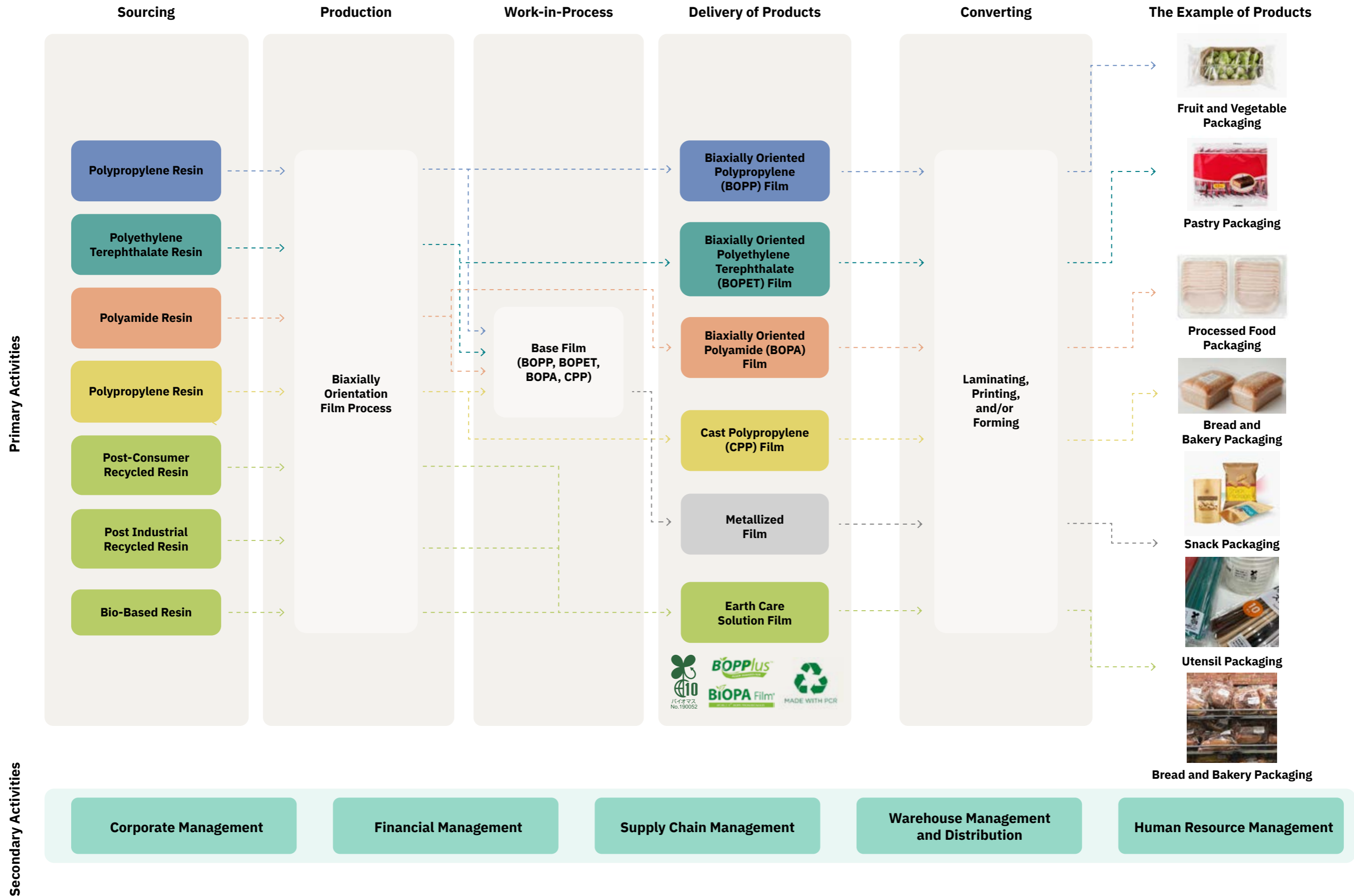
To Focus on Stakeholders

The Company listens to the needs of stakeholders and attaches great importance to significantly support stakeholders – business partners, suppliers, customers - and current market demand. Additionally, to focus on product development with stakeholders to meet the trend of global market.

To Be Aware of The Environment

The Company is aware of the environment and continuously develops green products by pushing forward environmental concepts and objectives to support future changes.

Business Value Chain

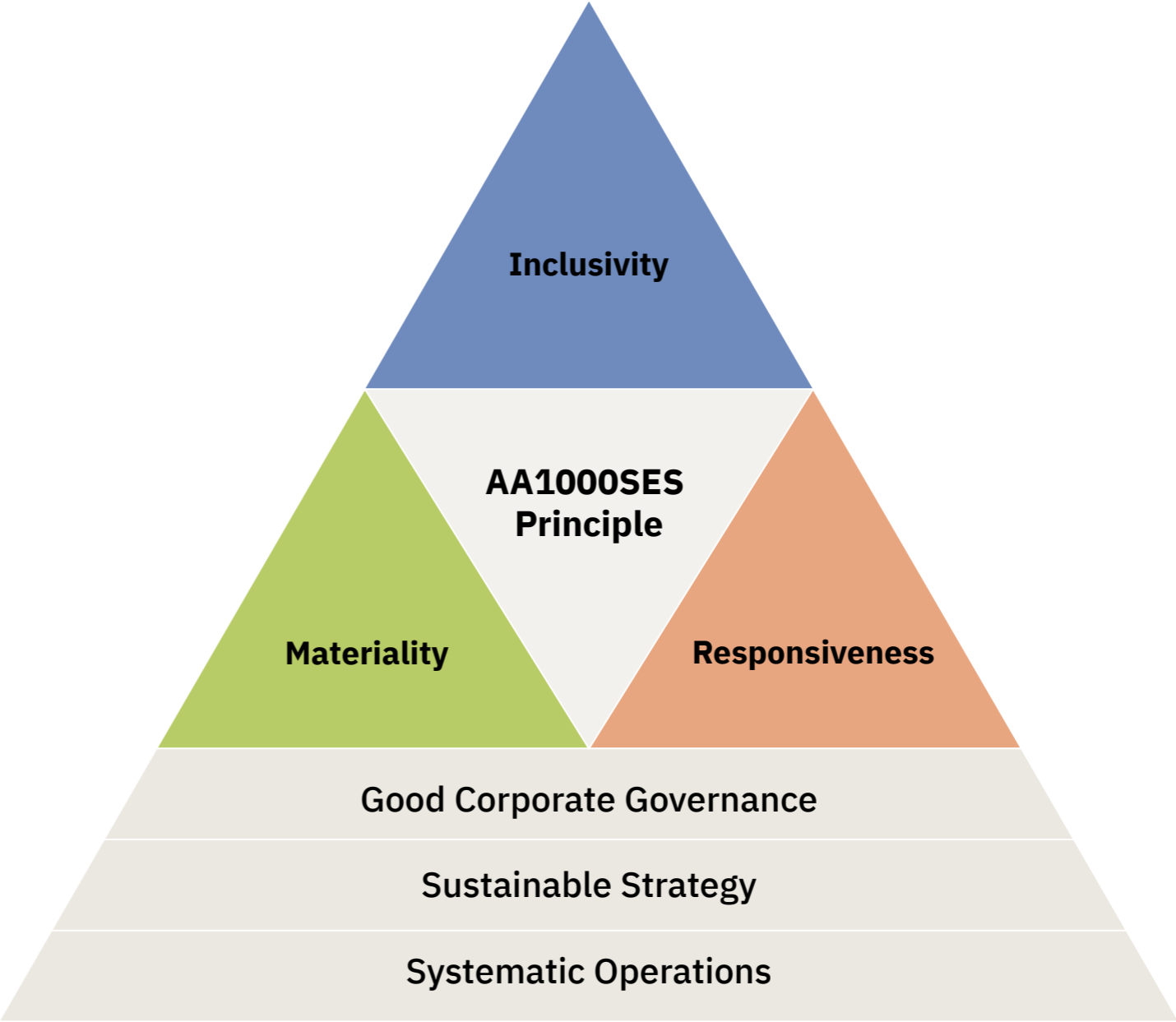


Stakeholder Management

The Company reviews significant issues related to internal and external business operations, covering international risks, and considers stakeholders’ expectations. Sustainability directions are considered in the industrial product sector by using the guidelines of the international standard on sustainability disclosure which is GRI Standard including principles and tools for Stakeholder Engagement Standard, AA1000SES. It consists of key principles such as inclusivity, materiality, and responsiveness.

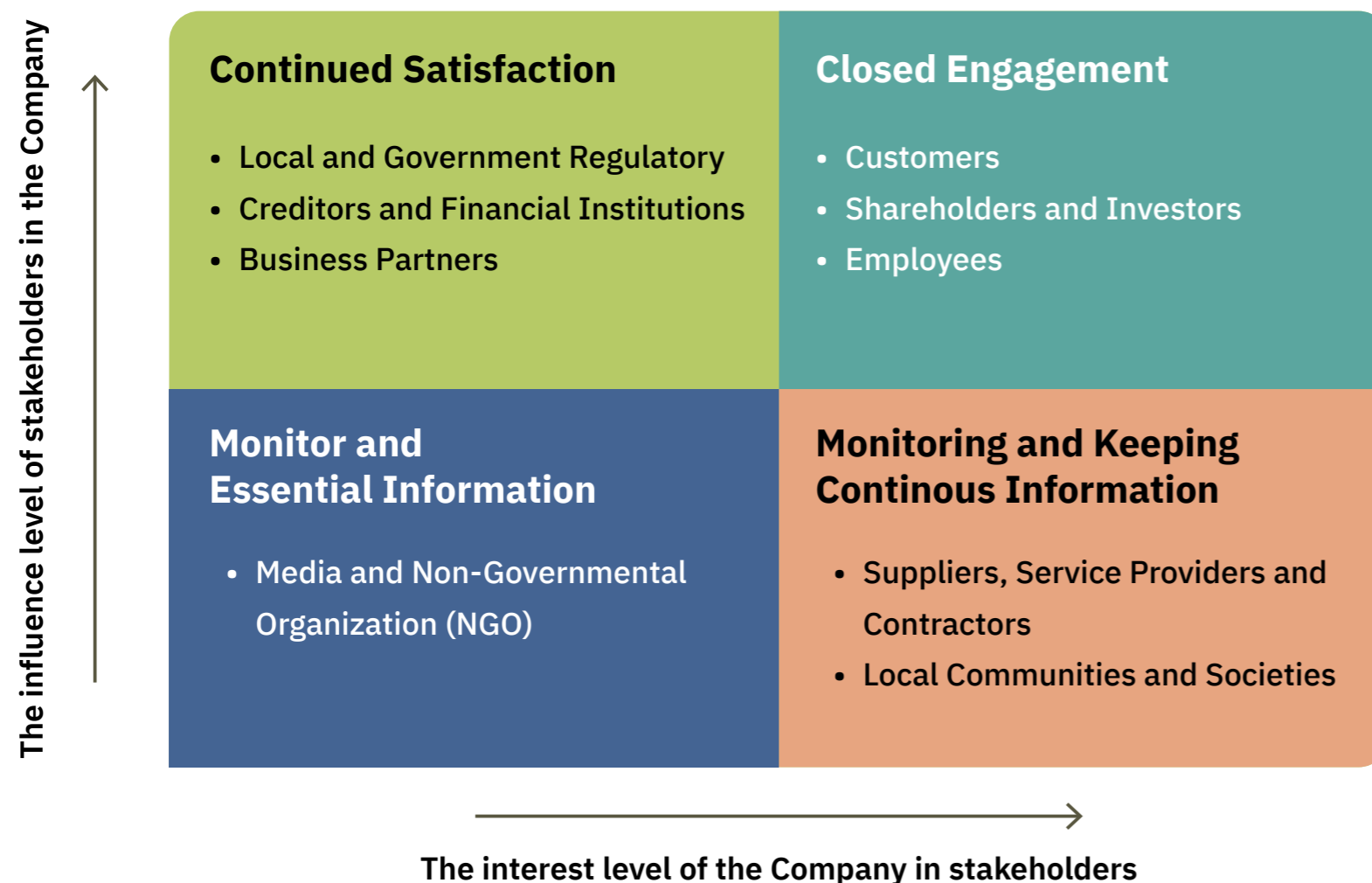
The principles are based on ethical management, governance, business strategies that focus on sustainable growth, and systematic operations.

The Image Shows The Integration of AA1000SES Principle with Stakeholder Management.



Stakeholder Engagement Process

The Table Shows The Impact and Influence of Stakeholders



1 Identification 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, and organizational context. The Company determines the level of participation and communication methods based on the nature and scope of stakeholder participation.

2 Preparation

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 Engagement Plan Implementation

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

4 Review and Improvement

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.

Table of Stakeholder's Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Customers	<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 following 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 • To receive suggestions, feedback, and complaints to be discussed in the meeting to formulate problem solutions and follow up on resolutions • To provide advice and recommend products, appropriate applications, technologies, and new market trends, and related technical knowledge • To deliver products that meet the needs of customers and are on time • To share knowledge and work 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 visits 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, and telephone • Notify customers of their personal information via e-mail pdpa@ajplast.co.th
Shareholders and Investors	<ul style="list-style-type: none"> • Corporate governance with honesty, transparency, and equitable adhering to the Code of Conduct • 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 • To increase shareholder and investor confidence by demonstrating performance • To analyze, evaluate, monitor, and develop strategies for managing short-term and long-term risks including emerging risks and crisis • Partners with leading companies to expand domestic and international business to increase production and customer base 	<ul style="list-style-type: none"> • Annual General Meeting of Shareholders • Contact the Company Secretary • Report performance via annual report (From 56-1 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, and telephone

Table of Stakeholder's Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Employees	<ul style="list-style-type: none"> • Respecting employees' rights, and fair treatment • Fair compensation, employment, and performance evaluations • Employee development and career advancement • Occupational Health and Safety • Good working environment • Good benefits 	<ul style="list-style-type: none"> • To communicate policies and organizational directions to employees, such as Employment Policy, Human Rights Policy, Gender Equality Policy, Labor Responsibility Policy, Whistleblowing Policy, Safety, Occupational Health and Working Environment Policy, and Happiness Policy • The Company has improved its Compensation Policy, which considers appropriate compensation and benefits for employees 	<ul style="list-style-type: none"> • Executives visit the factory and hold operational meetings with department heads at least once a week • The Welfare Committee holds 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
Local and Government Regulators	<ul style="list-style-type: none"> • To cooperate with government agencies and local regulators • Accurate and timely information disclosure • Conducting business with transparency and accountability 	<ul style="list-style-type: none"> • To comply with relevant laws • Supporting and collaborating with government agencies and local regulators to assess the situation and potential consequences to find preventive measures and solutions • To communicate 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

Table of Stakeholder's Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Creditors and Financial Institutions	<ul style="list-style-type: none"> • To conduct business with honesty, transparency, and fairness following the Code of Conduct • Business growth • Disclosure of information with accuracy, clarity, and timeliness • Repayment in full and on time 	<ul style="list-style-type: none"> • To conduct business with honesty, transparency, and fairness in accordance with the principles of good corporate governance and Code of Conduct • To operate the business with efficiency and effectiveness in line with international standards • Regularly, 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. • To analyze, assess, monitor, and develop strategies for managing short-term and long-term risks, including emerging risks and crisis 	<ul style="list-style-type: none"> • Direct contact between the Company's responsible persons and creditors or financial institutions • Report performance via annual report (From 56-1 One Report) and Sustainability Report and the Company's website
Business Partners	<ul style="list-style-type: none"> • Clear business directions for future collaboration • To conduct business with honesty, transparency, and fairness in accordance with the Code of Conduct 	<ul style="list-style-type: none"> • To raise the confidence of business partners. • Collaboration to expand the business, both locally and internationally, to increase production capacity and customer bases 	<ul style="list-style-type: none"> • Report performance via annual report (From 56-1 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, and telephone • Notify business partners of their personal information via e-mail pdpa@ajplast.co.th

Table of Stakeholder's Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Suppliers, Service Providers and Contractors	<ul style="list-style-type: none"> • To communicate policies, standards, rules, regulations, work procedures, and also communication channels • To conduct business with honesty, transparency, ethics, and fairness following the Code of Conduct • Collaboration with Suppliers, Service Providers, and Contractors for sustainable development 	<ul style="list-style-type: none"> • To communicate policies, standards, rules, regulations, and work procedures as well as human rights policies covering safety, equality, and anti-corruption to suppliers, service providers, and contractors • To establish a Supplier Code of Conduct that applies to suppliers, service providers, and contractors • To develop suppliers' capacity by conducting Supplier Self-Assessment that covers the economic, social, and environmental dimensions • To maintain integrity, transparency, and fairness in the operations • To enhance quality and service to be efficient and sustainable together • To develop knowledge of suppliers, service providers, contractors, and partners in order to work together to maximize efficiency and effectiveness in operations as well as enhance competitiveness 	<ul style="list-style-type: none"> • Meetings, training, 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 • Notify suppliers, service providers, and contractors of their personal information via e-mail pdpa@ajplast.co.th

Table of Stakeholder's Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
Local Communities and Societies	<ul style="list-style-type: none"> Impacts on communities, society, and the environment from the Company's operations Community, social, and environmental impact and responsibilities Transparent, accurate, and timely disclosure of information, news, and operations of the Company and engagement with communities 	<ul style="list-style-type: none"> Emphasizing minimizing the environmental impact To communicate and disclose the Company's work in a transparent, complete, accurate, and keep up with the situation 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 economic and revenue promotion, relationship building and support for the community activity, and education development and youth 	<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 Notify communities and societies of their personal information via e-mail pdpa@ajplast.co.th
Media and Non-Governmental Organization (NGO)	<ul style="list-style-type: none"> To collaborate 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 talk with the Company's executives and/or representatives To collaborate with independent organizations to promote environmental cooperation, such as the circular economy and green products, etc. To participate 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

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, to formulate sustainability policies and strategies and formulate effective action plans. In addition, the Company has 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 is completed.



Process to Determine Material Topics

Review 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 to determine important issues. In addition, reviews and monitors trends and operations of international industry groups from the World Economic Forum, DJSI, and 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.

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

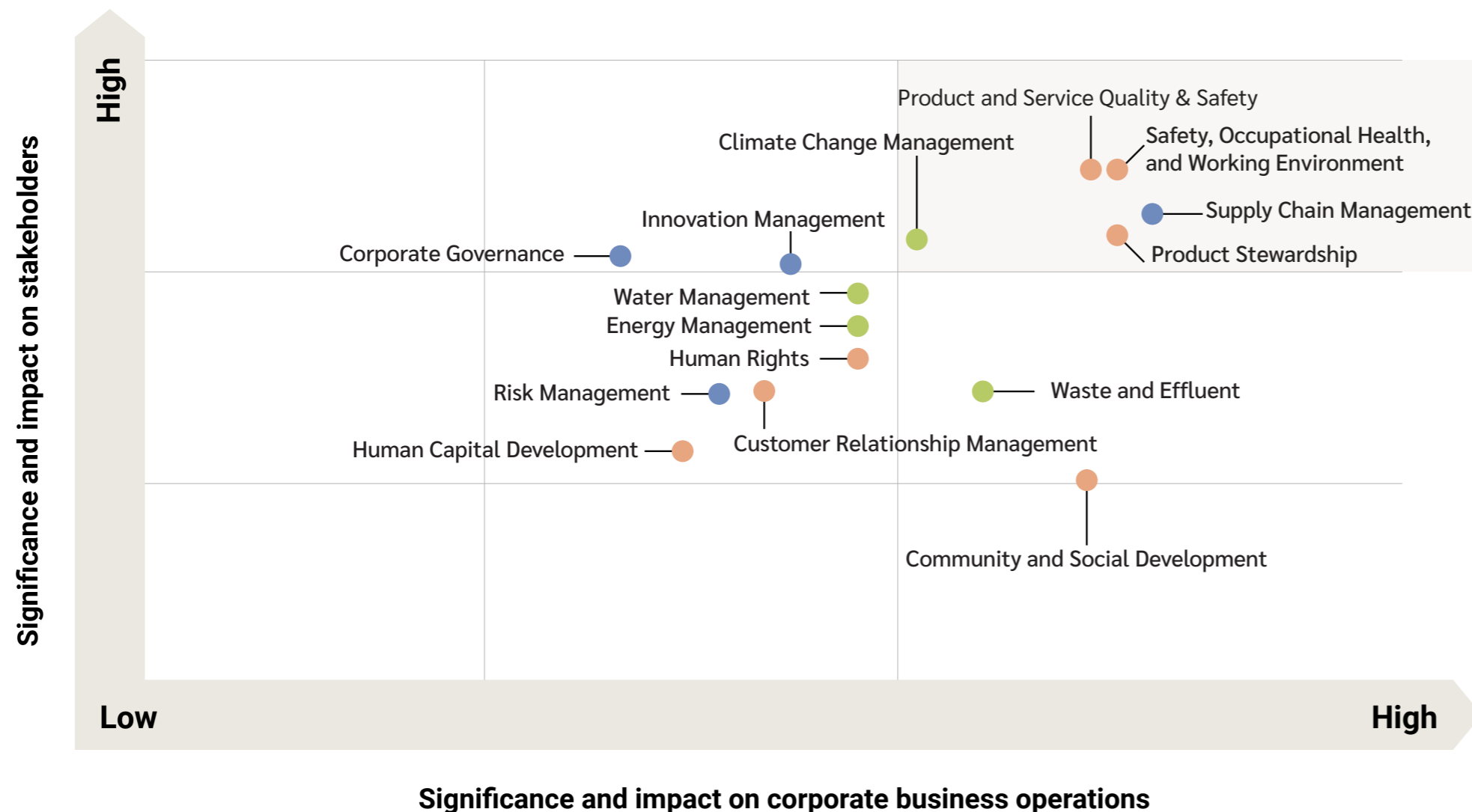


The Company prioritizes material issues according to the Materiality Matrix by considering the impact on stakeholders and the impact on the Company's operations into high, medium, low, and calculates it numerically to rank the scores and prioritize them.

- Importance to Stakeholders gives importance to such issues. Use data from meeting-based interviews and various channels for expressing opinions, both from direct and indirect stakeholders.
- Importance of the Company is based on interviews, meetings, and various channels of opinion, as well as strategies and goals of the organization.

Present important sustainability issues to the Corporate Governance and Sustainability Development Working Committee, which is assigned by the Board of Directors, and the Corporate Governance and Sustainability Management Committee to carry out sustainability operations, to check for alignment with the Company's targets and strategies and bring the performance, follow-up and related topics for approval and report.

Materiality Topics



High Importance

- Product and Service Quality & Safety
- Product Stewardship
- Supply Chain Management
- Climate Change Management
- Safety, Occupational Health, and Working Environment

Medium Importance

- Corporate Governance
- Innovation Management
- Energy Management
- Water Management
- Waste and Effluent
- Human Rights

Low Importance

- Risk Management
- Customer Relationship Management
- Human Capital Development
- Community and Social Development



Economic

- Supply Chain Management
- Innovation Management
- Risk Management
- Corporate Governance



Environmental

- Climate Change Management
- Waste and Effluent
- Energy Management
- Water Management



Social

- Product and Service Quality & Safety
- Product Stewardship
- Safety, Occupational Health, and Working Environment
- Human Rights
- Customer Relationship Management
- Community and Social Development
- Human Capital Development

Sustainability Management Policy

The Company focuses on conducting business with consideration of ethics, code of conduct and good corporate governance, environmental and social responsibility, including promoting sustainable development goals that are in line with the 20-year national strategy, and international levels such as the Sustainable Development Goals (SDGs) of the United Nations (UN) to deliver products and innovations that help develop quality of life around the world sustainably.

The Company’s executives, all employees and directors are responsible for supporting, pushing and complying with policies to achieve sustainable development goals, including monitoring and reporting performance results that are consistent with the goals set annually.



Goal 13 Climate Action

The Company is aware of the rapidly changing and volatile air environment affecting both the world's population and business operations. Therefore, it is necessary to urgently manage the impacts and risks that may occur throughout the supply chain, from raw materials, production, delivery, products, including jointly finding ways to prevent and resolve impacts and risks that may occur to stakeholders. The Company focuses on energy management, waste management, water management, etc.

Goal 12 Responsible Consumption and Production

The Company focuses on using resources in a cost-effective and recyclable concept as much as possible due to the limited resources of the world. The Company has integrated the principles of the circular economy into its strategies and operations. It has set relevant goals, implemented operations, and continuously monitored the results, as well as created cooperation with stakeholders towards the same goal of using resources efficiently and continuously recyclable.

Goal 8 Decent Work and Economic Growth

In line with the strategy of creating sustainable growth, the Company promotes the economic growth and related industries, which may affect the overall sustainable economic growth. Sustainable business operations result in good productivity, full and quality employment, creating value for the Company's personnel, as well as creating a safe environment suitable for work, reducing the risk of loss and injury that may occur.



Creating Cooperation Throughout The Supply Chain

Acquisition of Raw Materials/ Materials

- The development of PCR-BOPP plastic film from used plastic promotes the maximum use of resources and increases the circulation of plastic raw materials.



- Development of PCR-BOPA plastic film from used plastic from mixed plastic waste in collaboration with BASF Group.



- Development of BIOPA plastic film, Bio-based BOPA film, producing from up to 90% biomass plastic resins by cooking oil, jointly developed with BASF Group.
- Development of plastic cups and plastic straps from PIR plastic resins, which is the recycling of plastic raw materials and reducing the use of raw materials, and the packaging will be sent back and packed for customers.

Plastic Film Production

- Development of PIR plastic resin, which are made from plastic scraps left over from the production process, which are used to develop circular innovations, produce recycled packaging, produce environmentally friendly plastic films (PIR Film), and circulate back to produce additives resin.

Sustainability in BO film production



- Establishing a collaboration with Brückner Group Asia-Pacific Company Limited by introducing the BO plastic film production line, which is the latest technology for BO film production.



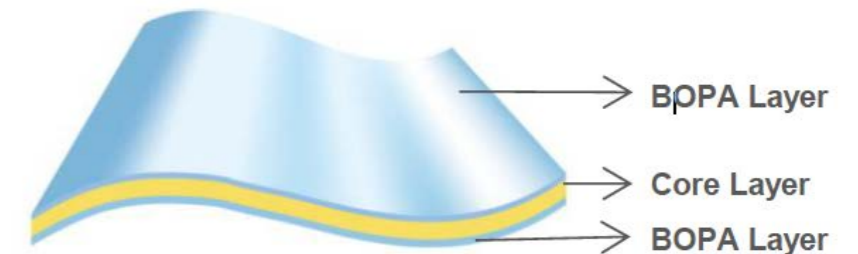
- Development of direct flake dosing (DFD), a system for sucking back film scraps left over from the cutting process and sending back into the production process.

Delivery of Plastic Film

- Development of Mono-Material film is co-developed with customers based on the concept of circular economy. The development and production of packaging from the same type of plastic, consisting of PP and PE film layers, Polyolefins Mono Material packaging that supports efficient recycling.



Structure of Straight Cut Retort Packaging



- Development of BOPA plastic film for straight cut retort packaging. Developing the properties of plastic film that make tearing the packaging easier and in a straight line, making it more convenient to use.
- Supporting straps from the packing process to community enterprises in collaboration with Industrial Estate Authority of Thailand (Laem Chabang) to produce products to generate income for the local community.





Continuous and Sustainable Growth

Corporate Governance

The Company operates its business based on the principles of good corporate governance, ensuring fair, transparent, and accountable management. Business operations adhere to The Company’s code of conduct and uphold social and environmental responsibilities, aiming for NET-ZERO greenhouse gas emissions. The Company promotes equality, non-discrimination, and respect for gender rights and diversity, both within and outside the organization. It is committed to fairness, equity, and credibility for all stakeholders. The Company strives for gender diversity at all levels, including the Board of Directors, executives, and employees, without restricting positions based on gender. The selection and appointment of the Board members is based on the necessary knowledge, skills, and expertise required for the role. The Company is also committed to increasing the proportion of female directors, setting a target of having at least 11% of the Board composed of women. Furthermore, the Company aims to create long-term value for both the organization and its stakeholders, ensuring stable and sustainable growth.

Governance policies and practices are designed to comply with relevant laws, regulations, and standards, serving as guidelines for conducting business and principles to adhere to in operations.

The Board of Directors and executive functions independently, with clearly defined roles and responsibilities. The Board is responsible for managing The Company in accordance with laws, objectives, regulations, and legally approved shareholder resolutions, acting with integrity, transparency, and in the best interests of The Company. Directors utilize their expertise and experience to oversee corporate governance, review business policies and direction, and supervise the management team effectively.

The executive team is responsible for setting strategies, goals, and sustainable business plans, establishing structures for tracking and reporting performance, and implementing risk assessment and control measures. The Company ensures that management is conducted efficiently, with key risks appropriately addressed. The performance of the Managing Director is evaluated based on key organizational indicators.

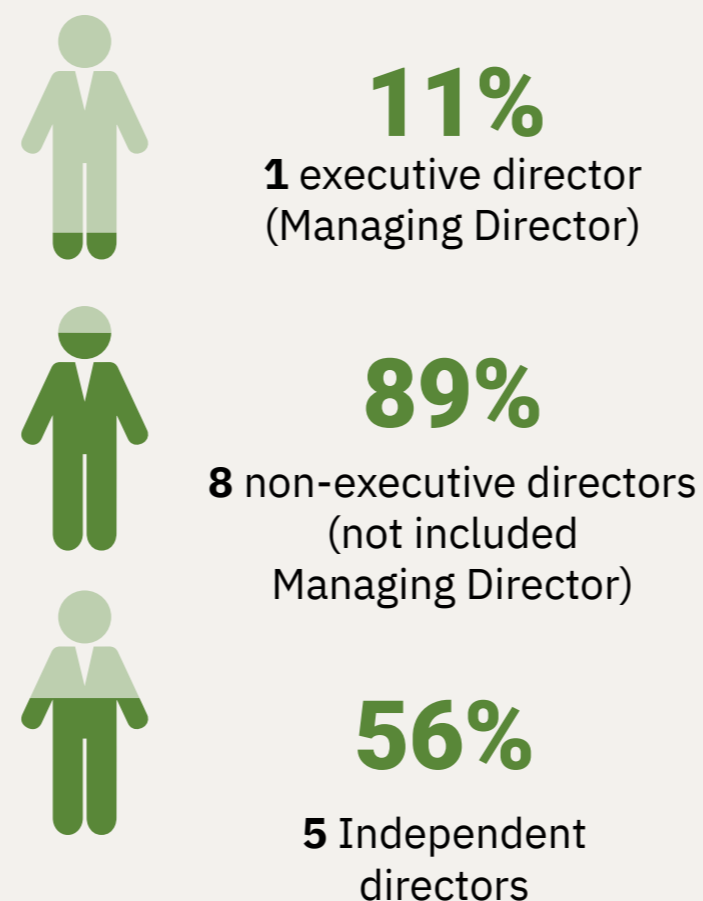
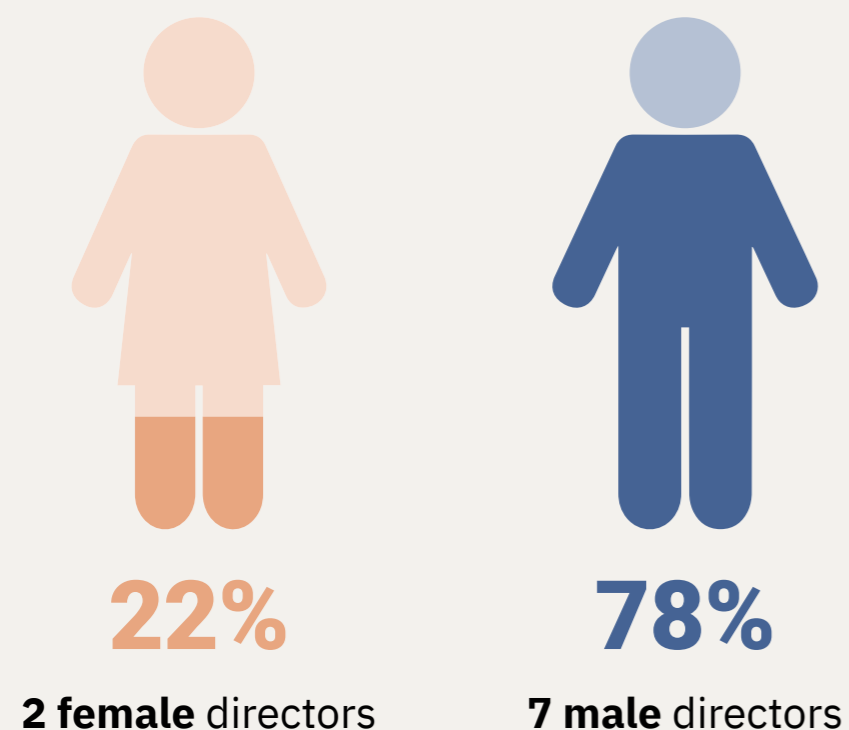
Additionally, The Company prioritizes transparent, comprehensive, and timely information disclosure to all stakeholders in compliance with laws and regulations. Information is disclosed through various channels, including the Stock Exchange of Thailand, annual general meetings, annual reports (Form 56-1 One Report), sustainability reports, and other communication channels. The Company also provides channels for feedback and complaints.



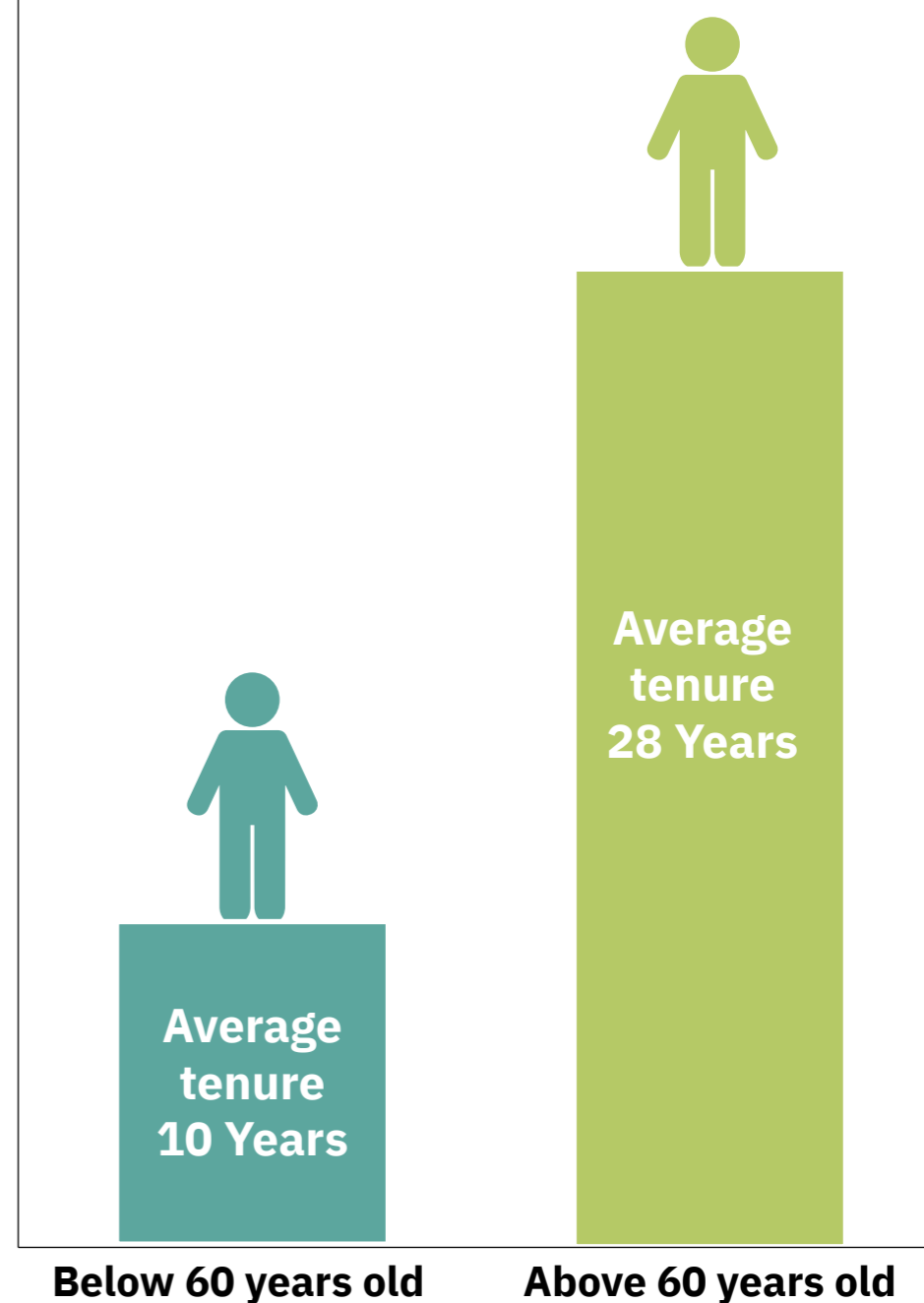
Composition of the Board of Directors

The Board consists of 9 members, including an executive director and 5 independent directors, 56% of the Board, which exceeds the requirement of at least one-third independent members. All directors meet the legal qualifications and professional skill requirements, with a diversity of expertise, gender, and age considered from the board skill matrix. In line with the Company's corporate governance policy and regulations, including the fact that the Board of Directors must consist of no less than 5 members, with no less than 50% of all directors being independent directors who must reside in Thailand. Additionally, the Company's directors must hold directorships in no more than 3 listed companies for efficient performance of duties.

The Board consists of 9 members



Average Board Tenure







Board Skills and Expertise



The Company has criteria for selecting and recruiting directors, considering the diversity of skills, professions, specialized expertise, knowledge, skills, and experience in various fields, including gender diversity, age, religion, race, or other limitations, as well as considering knowledge, skills, and experience related to the business to be consistent with the Company’s operational strategies. The Company also has prepared a board skill matrix of the Board of Directors and Managing Directors in accordance with the Global Industry Classification Standard (GICS) in the industrial category and materials sector.







Name	Position	Board Skills Matrix
Mr. Narong Suthisamphat	Chairman	                 
Mr. Kittiphat Suthisamphat	Vice Chairman, Chairman of Risk Management Committee, and Managing Director	                 
Mrs. Napaporn Suthipongchai	Vice Chairman, Risk Management Director	                 
Mr. Ninnat Olanvoravuth	Chairman of Audit Committee, Chairman of Corporate Governance and Sustainability Management Committee, Risk Management Director, and Independent Director	                 
Mrs. Chavida Srisangnam	Audit Director, Nomination and Remuneration Director, and Independent Director	                 
Mr. Surasak Kosiyachinda	Chairman of The Nomination and Remuneration Committee, Audit Director, and Independent Director	                 
Mr. Supote Tonurat	Nomination and Remuneration Director, Corporate Governance and Sustainability Management Director, and Independent Director	                 
Mr. Sakchai Patipampreechavud	Corporate Governance and Sustainability Management Director	                 
Mr. Kasemsit Pathomsak	Independent Director	                 









Skills and Expertise




































Accounting
Budgeting
Economics
Finance
Auditing
Marketing
Business administration
Data analysis
Packaging
Foods and Beverage
Engineering
Law
Petrochemicals and Chemicals
Industrial materials and Machinery
Leadership
Negotiation
Social responsibility
Corporate management
Strategy management
Change management
Risk management
Sustainability
Energy and Utilities
Governance

Managing Directors and Senior Executives Skills and Expertise

Name	Position	Board Skills Matrix
Mr. Kittiphat Suthisamphat	Managing Director	<div>                   </div>
Mr. Thosphol Chinandej	Deputy Managing Director and Company Secretary	<div>              </div>
Ms. Sonnattanan Srijundee	Assistant Managing Director	<div>                 </div>
Mr. Chanchai Kissaneepaiboon	Assistant Managing Director and Factory Manager	<div>            </div>
Mr. Anupan Tangphanitannan	Chief Financial Officer	<div>                 </div>

Skills and Expertise

Accounting
Budgeting
Economics
Finance
Auditing
Marketing
Business administration
Data analysis
Packaging
Foods and Beverage
Engineering
Law
Petrochemicals and Chemicals
Industrial materials and Machinery
Leadership
Negotiation
Social responsibility
Corporate management
Strategy management
Change management
Risk management
Sustainability
Energy and Utilities
Governance

Board Meeting Attendance

In 2024, the Board of Directors’ meetings were held a total of 6 times to supervise the business operation following law, rules, regulations of the Company. Additional details are in annual report (Form 56-1 One Report).

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

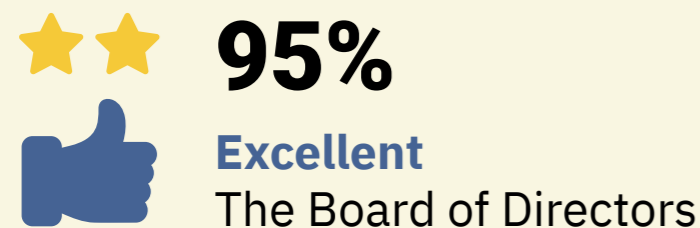
The Board and Managing Director Performance Evaluation

The Company conducts an annual performance evaluation for the Board and the Managing Director, following performance evaluation criteria and process, to review effectiveness and identify areas for improvement. Evaluations take place continuously in 4th quarter, each year.

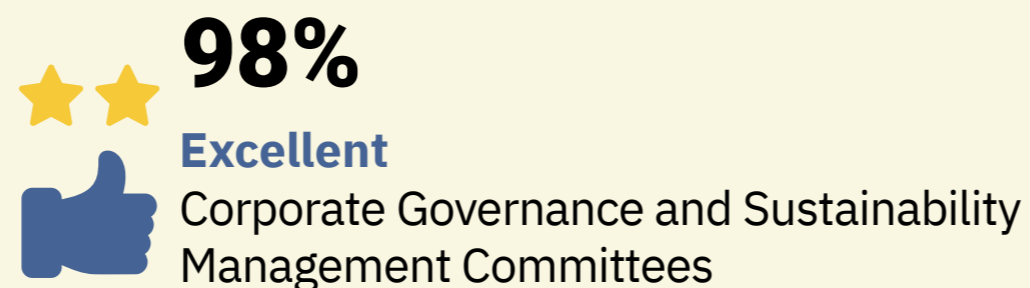
2024 Evaluation Results

Criteria for evaluating director performance consists of 7 topics, additional details in annual report (Form 56-1 One Report) for the year 2024, with average total scores as follows:

Board of Directors Performance



Subcommittee Performance



Evaluation Results of Managing Director's Performance

Criteria for evaluating the managing director's performance consists of 14 topics with average total scores as follows:



Code of Conduct and Compliance with Laws, Rules, and Regulations

The Company is committed to fairness and ethics in its operations to maximize benefits for stakeholders. It prioritizes good corporate governance and fosters trust among all stakeholder groups to ensure the organization's sustainability. Business operations adhere to the principles of fairness, integrity, transparency, and equality under the law, Company regulations, and other applicable requirements, ensuring that all stakeholders can trust the Company's operations. The Company's code of conduct cover the following areas:

- Human Rights
 - Non-Discrimination
- Responsibility to Stakeholders
 - Occupational Health and Safety
 - Product Responsibility
 - Environment
 - Communities and Society
- Confidentiality of Information
- IT Security
- Well and Safe Environment, and Well Being
- Anti-Corruption
- Conflict of Interest
- Antitrust and Anticompetitive Practices
- Intellectual Property Rights
- Insider Trading and Dealing

Whistleblowing Policy and Measures

The Company respects and values all stakeholder complaints, feedback, suggestions, or reports, whether from all groups of stakeholders, individuals, other external stakeholders, and members of the public. These are handled with integrity, ethics, transparency, and fairness, following good corporate, code of conduct, and anti-corruption policies. The Company has confidential or anonymous whistleblowing mechanism to protect whistleblowers and ensure fairness in a transparent and equal manner, in accordance with relevant legal regulations, policies and frameworks. Taking into account the safety and privacy of the informant, witnesses and related persons, the acceptance of the case, consideration, inspection and investigation will be carried out according to the framework of the policy and procedures in all respects, including acting under the Company’s measures to protect the informant, complainant and related persons, which will be carried out Confidentially or anonymously and disclose information only as necessary.

Code of Conduct Culture

The Company is committed to fostering an ethical business culture and integrating ethical values into its operations, extending these principles to internal stakeholders, including employees, partners, suppliers, contractors, and other external stakeholders and members of the public.

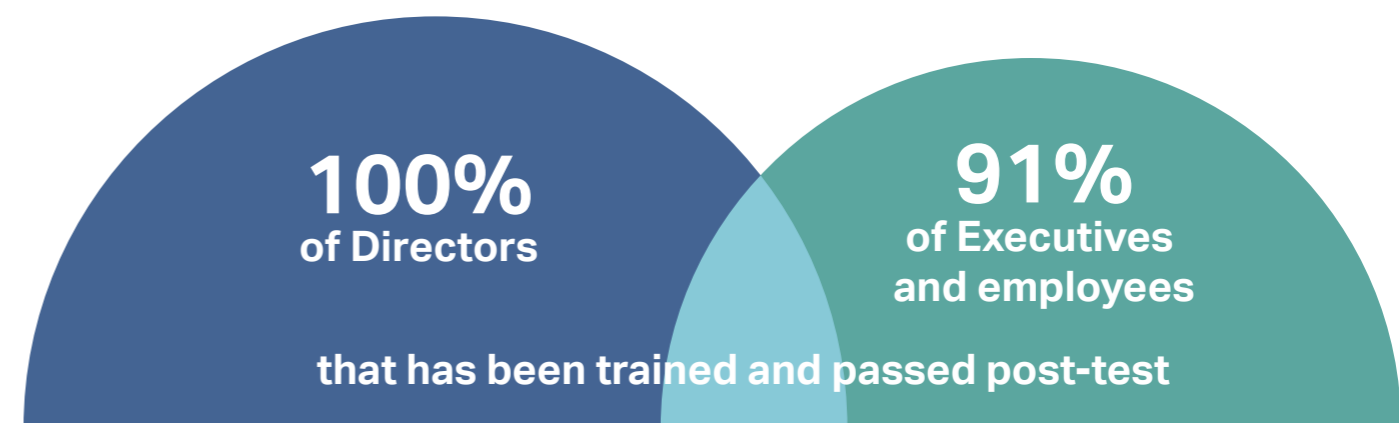
The Company has set a goal for all directors, executives, and employees to receive code of conduct training annually and must pass post-tests more than or equal to 80% of total score.

O

Target

- Incident of non-compliance with laws and regulations related to business operations
- Incident of non-compliance with code of conduct
- Incident of non-compliance with anti-corruption
- Incident of non-compliance with environmental, health, and safety laws and regulations
- Incidents of non-compliance with social laws and regulations
- Incident of non-compliance regarding product safety
- Significant fines and penalties for violating the law
- Significant fines and penalties related to corporate governance, environmental, or social violations

Code of Conduct Training



Implementation of The 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 place 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, subcommittees, as well as employees in the Company clearly, to be efficient in performing duties that are transparent, fair, and verifiable.

The Company’s Board of Directors, Executive Committee, Corporate Governance and Sustainability Management Committee, and various subcommittees oversee, review, and inspect the Company’s operations, policies, and measures regarding business ethics and compliance with relevant laws, rules, and regulations, as well as continuously creating and instilling a culture of ethics.

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 adequate and appropriate internal control system and having preventive measures and a mechanism to check. Controlling and balancing the authorities appropriately and clearly to prevent fraud and corruption.

To not seek personal benefits and those involved from disclosing inside information or confidential customer information to third parties to seek personal benefit or acts that cause conflict of interest.

Properly and prudently deal with 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.

Promoting respect and adherence to human rights based on humanity without 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.

Establishing clear and effective duties, rules, and regulations regarding the operations of the Company's directors, executives, and all employees. Set fourth corporate governance policies, anti-corruption policies, and the Company's business code of conduct to prevent the individuals from committing misconduct or causing damage to themselves, colleagues, external parties, or the Company.

Defining policies and procedures for reporting any fraud and corruption, suspected fraud and corruption, violations of the code of conduct, legal violations, or abnormal activities that may significantly affect the Company's reputation and financial status, as well as stakeholders. Such actions must be reported through whistleblowing and complaint channels for further action, investigation of the misconduct or deficiencies, and development of preventive measures to avoid recurrence.

The Company monitors and audits the conduct of its directors, executives, and employees in complying with the code of conduct, while actively promoting genuine adherence to it. This is to build stakeholder confidence and embed business ethics as part of the organizational culture.

The Company has a monitoring process to ensure compliance with the business code of conduct including anti-corruption and anti-bribery. It includes whistleblowing and complaint channels, whistleblowing mechanism, a follow-up process for complaint management, preventive measures to avoid recurrence, and protection measures for whistleblowers, complainants, and related parties.

The Company regularly communicates its business code of conduct to directors, executives, and all employees on an annual basis. It conducts training sessions on the business code of conduct and clarifies appropriate penalties for violations of the Company's policies, code of conduct, regulations, and relevant rules. Annual assessments of knowledge on business ethics are conducted, and the Company disseminates the code of conduct to internal and external stakeholders—such as investors, partners, and customers, ensuring widespread awareness and providing a framework to monitor the Company's business direction.



Code of Conduct Whistleblowing Mechanism and Compliance with Relevant Laws, Rules and Regulations.

The Company is committed to monitoring and managing stakeholders to comply with code of conduct. 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 channels.


2 Reporting offenses to the complaint recipient.

To be able to notify through the specified channels by the Company for receiving whistleblowing and complaints.

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

 +66 9 8960 2696 to contact the risk management unit

 whistleblow@ajplast.co.th

 The Company's whistleblowing box located at factories in Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5), Chonburi



and the annual employee performance evaluation, if there is any inappropriate disciplinary conduct or violation of code of conduct, the supervisor or manager may report the misconduct through the whistleblowing channels.

The Company will review and coordinate follow-ups with the complainant if additional information or details are required, as well as in other necessary cases. The Company will respond within 3 days to confirm the receipt, gather further information and evidence, and provide progress updates within 15 days. If there are reasonable grounds for suspicion regarding a complaint, the Company may take appropriate action based on applicable rules and regulations. The initial complaint information will be forwarded to the risk management unit, human resources department, or internal audit department for further processing and confidential or anonymous whistleblowing mechanism.

3 The risk management unit, human resource department and internal audit department

To collect, review, and verify the information based on the gathered evidence in an impartial manner while maintaining confidentiality. Forwarding verified whistleblowing reports and complaints for further consideration and establish a dedicated investigation unit.

4 The dedicated investigation unit

To verify information, investigate witnesses, and assess the impact of the complaint by evaluating damages in monetary, non-monetary, and other relevant aspects.

5 To consider the misconduct and approve disciplinary actions.

The dedicated investigation unit deliberates internally and prepares an impartial summary of the complaint, while also seeking approval for further actions from the authorized person.

6 To report ethical misconduct findings.

The risk management unit, human resources department, and internal audit department will provide results to the whistleblower, complainant, accused party, audit committee, management, managing director, or other relevant individuals as necessary. A summary report on misconduct cases will be submitted annually to the audit committee and the corporate governance and sustainability management committee.

7 To monitor results and establish preventive measures to prevent recurrence.

To ensure that actions align with the resolutions of the dedicated investigation unit and collaborate with the risk management unit to develop strategies for preventing future incidents. Additionally, review processes to ensure compliance with established preventive guidelines and implement procedural revisions to address any violations of code of conduct.

In the case of the managing director, complaints will be received through independent directors, who will oversee the investigation, inquiry, and approval of conclusions through the entire Board of Directors, excluding the managing director. The results will be summarized and presented during the Board of Directors's meeting.

Whistleblower, Complainant, and Related Party Protection Measures

- Whistleblowers and complainants will be provided with appropriate protection by the Company.
- The Company will handle all reports confidentially, disclosing information only as necessary, prioritizing the safety and fairness of the whistleblower and all parties involved.
- The collection and handling of information must remain confidential. Any unauthorized disclosure or leakage of information will be considered a violation of Company regulations.
- If a whistleblower feels unsafe or experiences harm due to their report, they may request protection from the Company, which will assess the situation on a case-by-case basis.
- The Company will not terminate, suspend, demote, penalize, or impose any other unfair consequences on whistleblowers, complainants, or involved individuals, provided they did not submit false information or act in good faith.
- The Company ensures fairness for all parties, including whistleblowers, complainants, and the accused.
- The Company will take appropriate and fair remedial actions for individuals who suffer damage or negative consequences from whistleblowing or complaints.
- Members of the risk management unit, the dedicated investigation unit, and the internal audit department must not have any involvement or conflict of interest with those implicated in the misconduct.
- Requests to review CCTV footage must be submitted in writing and require formal approval to ensure the privacy rights of all individuals involved.



Anti-Corruption and Fraud Prevention

The Company places 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 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.

Anti-Corruption Policy

The Company recognizes that corruption and bribery are significant issues affecting the sustainable operations of the organization, including at the national level. Therefore, it is mandated that all employees, directors, and relevant stakeholders must not engage in or neglect their duties, misuse their authority, or use their position to seek any form of personal gain, whether in the form of assets, money, items, rights, or other benefits, including all forms of bribery, to benefit the organization, themselves, their family, friends, acquaintances, or any individuals, government agencies, or private entities. Furthermore, the Company is committed to promoting and instilling a culture of anti-corruption within the organization for all employees, including directors. This commitment extends externally by encouraging partners to join the Thai Private Sector Collective Action Against Corruption (CAC) and disseminating the supplier code of conduct. The Company also emphasizes the importance of anti-corruption efforts in the overall organization continuously. The corporate governance and sustainability management committee, which has been authorized by the Board of Directors, has duties and responsibilities to supervise, control and review the operations in terms of ethics, anti-fraud and anti-corruption, monitor risk factors and related measures, including annual policy reviews.



Anti-Corruption Measures

- The Company's anti-corruption and anti-bribery practices encompass the entire human resources management process, including recruitment, promotion, training, performance evaluation, and employee compensation. It is mandated that all supervisors communicate, ensure understanding, and guide employees on applying these practices in their business activities under their responsibility, effectively monitoring and controlling operations to align with these practices and prevent recurrence.
- Employees should not ignore or overlook any suspected or observed acts of corruption or bribery. They are required to report such incidents to their supervisors, relevant departments, or through designated reporting channels and cooperate in fact-finding investigations.
- The Company does not have a policy of demoting, penalizing, or imposing negative consequences on employees who refuse to engage in corruption or bribery, even if such refusal results in the Company losing business opportunities.
- The Company conducts a corruption and bribery risk assessment every three years to mitigate these risks and develop solutions to prevent recurrence.
- The Company communicates its anti-corruption and anti-bribery policies, practices, measures, and reporting channels through various methods, such as orientation for new employees, training for all levels of staff, newsletters, and bulletin boards, to ensure all employees, partners, business associates, and customers understand and continuously comply with these practices.
- The Company has established an internal control system that reviews financial and accounting information, as well as key activities such as sales, marketing, procurement, contracting, and interactions with external agencies, to ensure that internal controls achieve their objectives. This includes verifying that operations adhere to procedures, requirements, and regulations related to anti-corruption and anti-bribery, and communicating internal control results to responsible person, audit committee, the Board of Director, including to provide guidance to improve operational efficiency.
- Individuals engaging in corruption or bribery are considered to have violated the Company's personnel management regulations and will face disciplinary actions as specified. They may also be subject to legal penalties if their actions are unlawful.



The Company is committed to combating all forms of corruption and has established the following guidelines:

1

Giving and Receiving Gifts, Souvenirs, or Other Benefits

Exchanging gifts and souvenirs as a tradition is permissible, provided it does not violate relevant laws in each area. The purpose of giving and receiving gifts is to maintain goodwill, friendship, and enhance the Company's image.

- Do not accept or give gifts, presents, items, or anything that may create undue influence, inequality, or pressure on the Company, groups, or individuals.
- To exercise caution when giving and receiving high-value gifts that are inappropriate for maintaining goodwill, friendship, and enhancing the Company's image. Consider the appropriateness of the occasion, regulations, customs, and relevant laws.
- To ensure that payment evidence is traceable.
- To record details on the Company's gift-giving and receiving form.
- In the case of giving, obtain approval from the supervisor or managing director.

2

Reception or Hospitality

Business-related entertainment expenses, such as meals, sports events, and other activities directly related to business operations or trade customs, are allowed but must be reasonable.

- Do not violate laws, regulations, Company policies, or guidelines.
- To avoid entertainment that may create undue influence, inequality, or pressure on the Company, groups, or individuals.
- To ensure that entertainment does not affect work decisions, cause conflicts of interest, or attempt to influence business decisions.
- Do not engage in entertainment involving pornography, sexual activities, or related services.
- To exercise caution with high-cost entertainment is unreasonable. Consider the appropriateness of the occasion, regulations, customs, and relevant laws.
- To ensure that payment evidence is traceable.

3

Giving for Other Events Such as Weddings, Funerals, Ordinations, Hospital Visits, Childbirth, and Other Occasions

- Be cautious when giving to officials, senior officials, or organizations that may have a high risk of corruption.
- Use the Company's giving or receiving form and attach clear evidence.

4

Sponsorship and Donations

- Charitable sponsorships and donations must be transparent and comply with the law.
- Record accurately with evidence, subject to review and approval, to ensure that donations or support are not used as a pretext for corruption.
- Support for travel expenses and other costs for government officials is permissible when appropriate, such as participating in social activities with the Company.
- The recipient organization must be reputable, legally established, and the donation or support must be conducted transparently, in accordance with the Company's policies and relevant laws. The Company does not pay money directly to government officials or individuals unless explicitly stated in a written request for support and will monitor the use of donations to ensure they are used for their intended purpose.

5

Political Contributions and Assistance

- The Company is politically neutral
- All employees have the right to participate in political activities in their personal capacity, such as voting in local and national elections, as per democratic principles. However, they must not do so on behalf of the Company, use the Company's name, or utilize Company assets for political purposes.
- To do not violate Company policies, regulations, or laws.
- Any political activities must be reviewed or approved by authorized persons.

6

Conflicts of Interest

- To be aware of the conflict of interest or conflict between personal and public interests of the Company, which may be a management problem that is the cause of fraud and corruption. Therefore, all employees at all levels must avoid actions related to conflicts of interest.
- Actions must be based on reason, for the benefit of the Company, and comply with Company policies and ethics.
- Report any conflicts of interest through the risk management department or designated reporting channels.

7

Facilitation Payments

- The Company does not make facilitation payments in any form, directly or indirectly, and does not engage in or accept actions in exchange for facilitating business operations.
- Any actions related to facilitation payments must be reviewed or approved by authorized persons.

8

Employment of Government Employees

- The Company does not employ government employees to benefit or provide compensation to the Company, subsidiaries, or joint ventures.



Corruption and Bribery Risk Assessment

Corruption is a significant issue in Thailand. In 2024, Thailand's Corruption Perceptions Index (CPI), ranking 107th* out of 180 countries, a decline from 2022's ranking of 101st*. The private sector should be one of the drivers and solve problems as much as possible.

Therefore, the assessment of corruption and bribery risks is one of the steps in managing and mitigating the problems to be reduced at the source. The Company conducts corruption and bribery risk assessments every 3 years. After the assessment, the risk management unit will adjust the plan and risk mitigation measures to be consistent with each risk issue, monitor each risk issue, and prioritize the risks. The risk management will be carried out first to manage risks with high risks, and the high risks will be mitigated until they can be controlled effectively. The medium and low risks will then be managed in sequence.

*Source: Corruption Perception Index. (2024). Transparency International. <https://www.transparency.org/en/>



Corruption and Bribery Risk Assessment

It was found that there are important risk factors as follows:

Concealment of wrongdoing

- Compliance with environmental laws and criteria

Facilitation

- Construction permit application
- Title registration application
- Import and export customs procedures

The factor of compliance with laws and environmental criteria is very high. The Company has measures in place to manage and continually reduce risks and impacts, with the following measures:

1. To review the water standard values before releasing into the central drainage system.
2. Training the staff of the environmental department in compliance with the code of conduct covering anti-corruption and fraud prevention, including the prohibition of giving or receiving bribes.
3. Internal audits are conducted to check the work of the environmental department
4. There is an anti-corruption policy covering bribery, with compliance audit.
5. There is a process for requesting a building permit, modifying or demolishing a building with the Industrial Estate Authority of Thailand (IEAT).
6. There is a whistleblowing channel for reporting clues or complaints in violation of code of conduct including corruption and Bribery.
7. To communicate the anti-corruption policy, including good practices, to employees and related parties regularly. If the Company’s operations are inefficient and cause environmental impacts, a fine must be paid to the industrial estate so that the industrial estate can properly treat the waste before reusing it in the industrial estate to prevent widespread impacts.
8. Arranging for an inspection of the work of employees and related parties to see if it complies with the operating procedures, regulations and policies of the Company by being included in the annual audit plan of the internal audit department.
9. To establish strict preventive and remedial measures for those affected to alleviate the possible impacts.

In addition, the Company is committed to fostering a culture of anti-corruption both internally and externally. Annual training on anti-corruption is provided to employees, executives, and the board of directors. Partners are also encouraged to join anti-corruption efforts, with the Company continuously disseminating code of conduct to partners.

Anti-Corruption Training





Thai Private Sector Collective Action Against Corruption (Thai CAC)



The Company is committed to conducting business with good governance and ethics, which places great importance on anti-corruption. The Company has been certified by Collective Action Against Corruption (CAC) of the Thai private sector and started to be CAC change agent to invite suppliers and business partners to join CAC.

The Company has established anti-corruption policies and measures, restructured the risk management unit 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 policy to listen to various whistleblowers. In addition, the Company has communicated with all suppliers by inviting them to become members of CAC of

the Thai Private Sector 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 for the stakeholders to be fully informed of information.

Creating a Culture of Anti-Corruption Throughout The Supply Chain

Partners and Suppliers

The Company invites its partners to join the Thai Private Sector Collective Action Against Corruption (CAC) and provides support to its partners by organizing training on anti-corruption for suppliers.

Customers

The Company supports the fight against corruption and all forms of corruption with its customers, and has clear policies, measures, and practices, as well as being aware of and committed to complying with customers' supplier code of conduct.

Service Providers and Contractors

The Company has public relations with service providers and contractors about channels for reporting clues and receiving complaints. The Company is committed to creating a culture of anti-corruption by not ignoring inappropriate behaviors, actions, and violations of ethics, both internally and externally, including service providers and contractors, and stakeholders.



Management of Compliance with Laws in Governance, Social, and Environmental Aspects

For the management approach regarding compliance with laws in governance, ethics, social, and environmental aspects, the Company assigns the internal audit department to review and verify the operations to ensure compliance with relevant laws governing the business. The department also continuously evaluates the effectiveness of the governance, ethics and whistleblowing processes annually. For transparency in auditing, the Company encourages the rotation of auditors and the appropriate tendering process for selecting audit firms. Additionally, the Company organizes training programs to educate internal departments about new or relevant laws to enhance their understanding and enable them to perform their tasks efficiently. The Company also provides communication channels to inform internal departments of new laws related to the business operations in line with legal changes to stay up to date.

Performance

0

Incident of non-compliance with laws and regulations for business operation

0

Significant fine and penalty

0

Incident of non-compliance with social laws and regulations

0

Incident of non-compliance with environmental, health, and safety laws and regulations

0

Significant fine in corporate governance, environmental and social implications

- 0 fine in code of conduct
- 0 fine in corruption and fraud
- 0 fine in environment, health and safety
- 0 fine in social

4

Incidents of non-compliance with code of conduct

- 1 Human rights violation
- 1 Employees penalized for human rights violations
- 3 Fraud and corruption
- 8 Employees penalized for fraud and corruption
- 0 Lobbying, Political assistance, Unfair competition, Conflicts of interest

4

Incidents where it has been checked and corrected

0

Incidents under investigation

0

Baht in Political contribution and assistance, lobbying, unfair competition, and conflicts of interest

66

Product safety complaints

Risk Management

Risk Management Policy and Plan

The Company recognizes the importance of risk management and an adequate and appropriate internal control system for business operations. This ensures that the Company can effectively manage operations, mitigate or prevent various risks and damage to the Company's assets, and comply with relevant laws. The Company has implemented a systematic risk management approach aligned with international standards and integrated it into business operations. It has established a risk management framework and operating system that covers all organizational activities, following the Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management (COSO - ERM) framework, combined with the International Organization for Standardization - Quality Management System (ISO9001: 2015). This enables the identification of risks and business opportunities appropriately and promptly, managing risks at acceptable levels or creating value-added opportunities for the organization to achieve its objectives, meet stakeholder expectations, support sustainable business operations, and align with good corporate governance principles.

The Company has established a risk management structure, including the risk management committee and an independent risk management unit that is not under any business line. Mr. Thosphol Chinandej, Deputy Managing Director and head of the risk management unit, holds the highest operational responsibility for corporate risk management. His scope of responsibility includes overseeing the risk management unit, establishing the organizational risk management framework, defining risk management processes, analyzing, assessing, and monitoring risks according to the defined policy framework, and linking operations with risk owners. Additionally, risk management results are reported to the risk management committee and the Board of Directors to oversight and review effectiveness of the risk management process, such as strategic risks, financial risks, operational risks, compliance risks and governance, social and environmental risks (ESG Risks), and considering the adequacy and appropriateness of the organization's risk management system.

Furthermore, the Board of Directors has established an independent Internal Audit Unit that reports directly

to the audit committee. Ms. Sarinthip Thanawadee, head of the internal audit unit, holds the highest operational responsibility for corporate internal audits. Her role includes auditing and reviewing the Company's internal control and risk management systems to ensure efficient and effective operations aligned with the Company's guidelines. The results are reported to the audit committee and the Board of Directors annually to assess the adequacy and appropriateness of the internal control system.

Risk Management Process

The Company emphasizes risk management to prevent and adapt to various risks while seeking business opportunities. It has adopted the COSO-ERM 2017 international risk management framework as a tool for managing risks across the organization, including corporate governance, social, and environmental (ESG) risks.

The framework consists of 5 components:

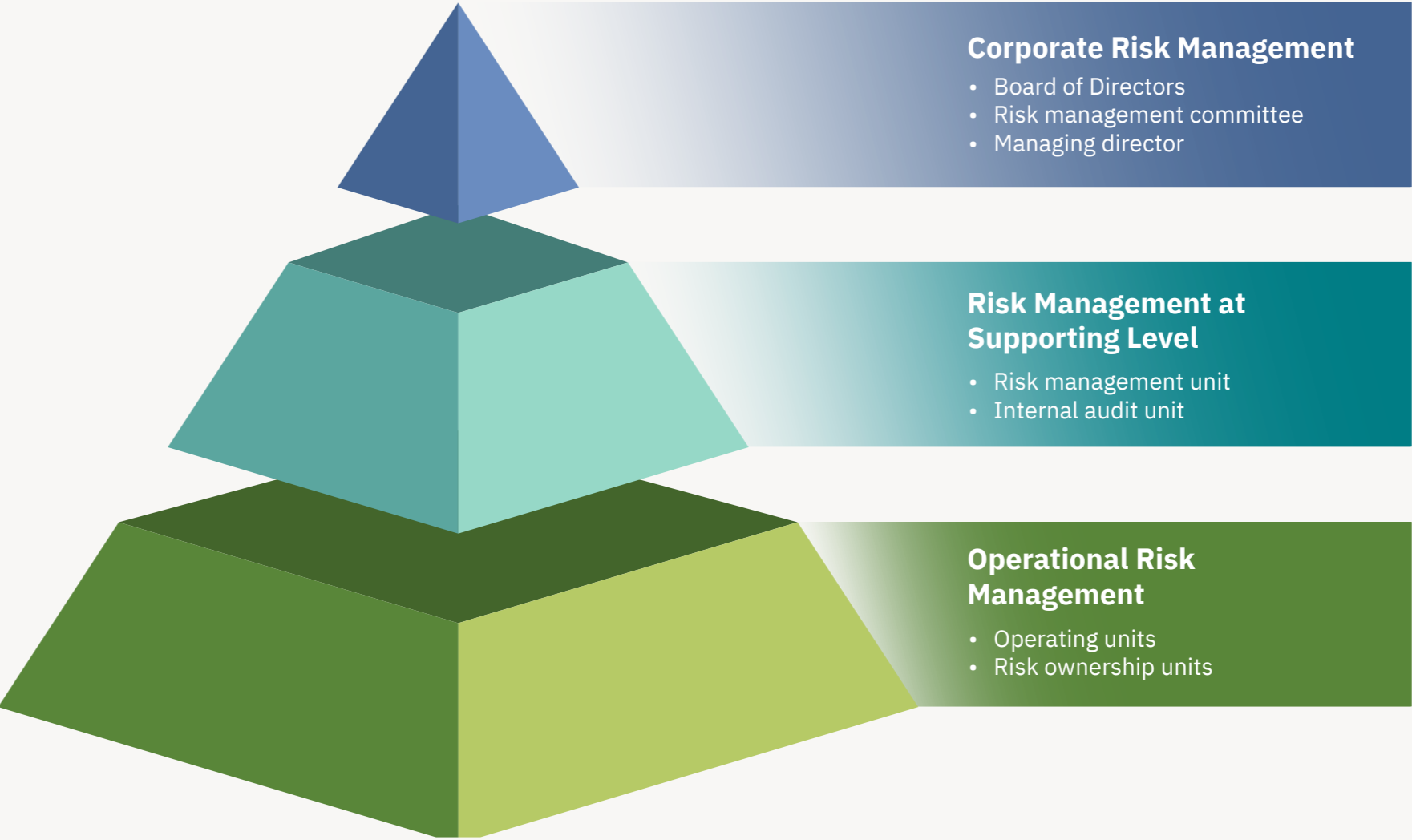
1. Governance and Culture
2. Strategy and Objective-Setting
3. Performance
4. Review and Revision
5. Information, Communication, and Reporting

The risk management process ensures that the occurrence of risk events, their impacts, or damage remains at an acceptable level. The risk management methods include:

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, supporting level, and operational level.

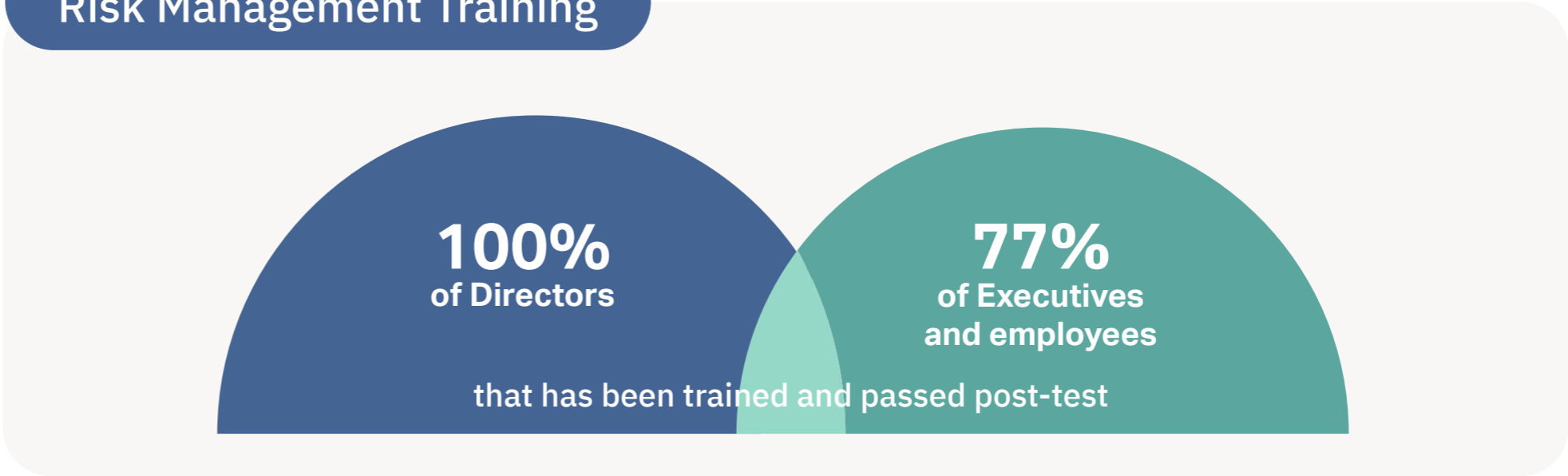


Risk Management Culture

The Company prioritizes fostering a risk management culture throughout the organization. This begins with establishing strong corporate governance, policies that emphasize risk assessment, prevention, and management to maintain risks at acceptable levels. The Board of Directors and executives actively support and closely monitor risk management operations through a structured approach that includes the Board of Directors, the risk management committee, and the risk management unit.

Risk management communication is extended to all employees at all levels to build awareness and ensure consistent integration into corporate culture. Moreover, risk management performance is designated as a key performance indicator (KPI) for risk owners and all supervisory and operational-level employees. Risk considerations are also incorporated into innovation, product, and service development criteria.

Risk Management Training



Risk Assessment

The Company identifies, analyzes, and prioritizes risks by evaluating the likelihood and impact of risk events based on factors such as event conditions, indicators, severity, and consequences. It develops risk management plans, executes risk mitigation actions, and reports risk management results to the risk management committee and the Board of Directors for review and monitoring.

Key Business Risk Factors

The main risk factors affecting the Company’s business operations, financial status, and performance are categorized into 2 groups:



Current Risks Factors



Emerging Risks Factors

Emerging Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Cap and Trade Risk in Industrial Zones	<ul style="list-style-type: none"> • In the case that the Company does not have proper greenhouse gas management, it results in very high greenhouse gas emissions and must purchase carbon credits from other sources to replace them • Industrial plants continuously emit more greenhouse gases, which results in disasters and may cause higher product costs 	<ul style="list-style-type: none"> • The Company has continuously managed its carbon footprint, resulting in the production of low-carbon products, expanding the new customer base for products with low carbon footprints and green products • lower cost than those of companies that do not manage greenhouse gases in the long term • Government and private organizations that are interested in becoming low-carbon organizations or producing products with low carbon footprints, resulting in the Company taking action to support and monitor regularly. 	<ul style="list-style-type: none"> • Participation in the Thailand Voluntary Emission Reduction Program (T-VER) • Following the Carbon Footprint of Organization (CFO) and Carbon Footprint of Product (CFP) by Thailand Greenhouse Gas Management Organization (TGO) • Managing the entire carbon footprint of the organization and products • Regularly monitoring emissions trading/cap and trade, both in Thailand and internationally

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Strategic Risks			
Risks from dependence on few raw material suppliers	<ul style="list-style-type: none"> • Impact on business continuity from distributors unable to deliver products on time • Higher production costs due to the cost of sourcing raw materials 	<ul style="list-style-type: none"> • Raw materials are sufficient for production while other companies cannot meet customer demand, resulting in customer base increasing and more competitiveness. • Production costs are lower than others that have higher volatility in raw material procurement 	<ul style="list-style-type: none"> • Reserve sources of raw material to support the risk of relying on large raw material suppliers • Finding additional raw material suppliers both domestically and internationally
Risks from dependence on major customers	<ul style="list-style-type: none"> • More bargaining power from customers affecting selling price • Customer concentration 	<ul style="list-style-type: none"> • Distributing products and generating a large amount of sales value per order • Customer management is easier and more efficient 	<ul style="list-style-type: none"> • Wide and diverse customer base • Code of conduct consistent with quality and price • Collaboration with customers to develop products to achieve maximum customer satisfaction • Delivering products correctly as customers require • Salesperson potential development training • Customer satisfaction surveys both domestically and internationally
Corporate image and reputation risks	<ul style="list-style-type: none"> • Business operation disruption and interruption due to protests and complaints • The reputation and credibility of the Company are diminished, and property is damaged 	<ul style="list-style-type: none"> • Effective community and social management, access truly address concerns, resulting in greater bonds between communities and societies with the organization • This results in good working environment, continuous business operations and no damage in any way 	<ul style="list-style-type: none"> • Annual community impact assessment • Continuous social development projects • Conducting business with code of conduct • Corporate governance policy • Business continuity plan

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Strategic Risks			
Risks from technological changes and cyber threats and the operation of server network and software/application	<ul style="list-style-type: none"> Due to the rapid development of technology, it helps to increase the speed and convenience of operations. On the other hand, it is also more vulnerable to cyber threats, data security reduced and data leaks, which may cause operations to stop Work and data transmission are disrupted due to the inability of the technology systems and data to respond and support Delays in product delivery, communication with suppliers, business partners, customers, etc., including internal support for the organization 	<ul style="list-style-type: none"> Stable network systems, software and devices are in use, resulting in a reduction in damage that may occur from threats, such as important data that must be stored, reduced employee working hours, etc The work within the organization is faster, working hours are reduced, efficiency is increased. The Company's data is stored on the cloud system, which has developed a cybersecurity system to prevent the risk of data loss Development of various software to increase work efficiency 	<ul style="list-style-type: none"> Daily system checking records Tracking and monitoring cyber threats Tracking and monitoring the operation of servers or networks and software or applications IT security system structure IT Helpdesk <p>Next-step plan</p> <ul style="list-style-type: none"> Cyber threat plan
Employee skills development risks	<ul style="list-style-type: none"> Most personnel are unable to work with diverse skills and expertise. People with limited abilities and expertise. In the case of production expansion, it is necessary to send employees from one branch to another, resulting in cost increased 	<ul style="list-style-type: none"> Developing personnel with expertise and the ability to pass on skills, knowledge, and understanding to colleagues The organization drives and develops employees with knowledge and skills, upgrading the knowledge of all employees Creating bonds between colleagues and departments 	<ul style="list-style-type: none"> Promoting more corporate training Training need analysis for each unit to analyze skills required Annual training plan from analysis Allocating training budgets separately for individuals and departments to encourage employees to have knowledge and expertise in their responsibilities or have diverse abilities that will benefit future business operations Activities to promote personnel skills development

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Strategic Risks			
Corporate engagement risks	<ul style="list-style-type: none"> Employee resignation increased Internal management is more complicated due to frequent resignations Work efficiency decreased The existing staff must spend more time teaching new staff, which results in a rush to work and a higher workload per hour, which may affect their mental state and work atmosphere Employees are less engaged with the organization because their skills are not developed appropriately and do not meet expectations 	<ul style="list-style-type: none"> Flexible organization for each department, unit and individual. Flexibility in working due to employee leaving at short notice and all employees must be prepared to cope. Employees with high engagement with the organization will gain skills and knowledge, have good work efficiency, and continuously develop their skills and knowledge Adaptability by using more technology and using less human labor Efficiency increased of automation systems 	<ul style="list-style-type: none"> Annual surveys of organizational happiness and engagement Activities to create happiness based on the analysis of survey results Internal party to strengthen relationships between departments, within the Company, subordinates and supervisors Annual performance evaluation to monitor work success, work characteristics, responsibilities and others. Supervisors discuss problems and solutions together with employees
Geopolitical risks	<ul style="list-style-type: none"> Raw material shortage due to higher raw material cost Higher production cost Production process disruption due to raw material shortage 	<ul style="list-style-type: none"> Opportunity increased to expand the customer base while other companies are unable to produce and deliver products to customers due to supply chain management. Good procurement results in continuous delivery of raw materials and no shortage of raw materials 	<ul style="list-style-type: none"> Supply chain management measures and guidelines Screening for new suppliers by ESG pre-risk assessment Annual risk assessment Annual supplier audit and on-site visit Raw materials are stored in warehouses to reduce the risk of sudden shortages

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Strategic Risks			
International transportation risks	<ul style="list-style-type: none"> • Transportation delays and disruptions, due to disasters, political instability and epidemics, of imported raw materials and goods • Transportation costs may increase due to lack of transportation, which may result in higher product costs 	<ul style="list-style-type: none"> • Reducing the purchase of raw materials and other imported products by purchasing domestically • Increasing the opportunity to deliver products when there is a shortage of raw materials and other products 	<ul style="list-style-type: none"> • Supply chain management measures and guidelines • Supply chain management strategy • Annual supplier risk assessment • Increasing the proportion of domestic raw material and product orders • Increasing the proportion of domestic customers
Transportation cost fluctuation risks	<ul style="list-style-type: none"> • Fluctuations in freight prices may occur due to natural disasters, political instability, epidemics, and freight prices may increase due to volatility 	<ul style="list-style-type: none"> • Increasing domestic procurement, to increase the proportion of domestic partners, and reducing international transportation • Increasing the domestic customer base, to increase the proportion of domestic customers, and reducing international transportation 	<ul style="list-style-type: none"> • Supply chain management measures and guidelines • Supply chain management strategy • Annual supplier risk assessment
Raw material and cost fluctuation risks	<ul style="list-style-type: none"> • The market mechanism of raw materials is volatile, resulting in the price of raw materials being volatile • Raw materials may be more expensive. • Product costs may be higher • It may affect consumers, causing them to have higher living costs 	<ul style="list-style-type: none"> • Controlling product costs, resulting in product prices not fluctuating much due to good supply chain management and procurement • Gaining customer confidence in consistent and on-time product delivery 	<ul style="list-style-type: none"> • Supply chain management measures and guidelines • Supply chain management strategy • Annual supplier risk assessment • Contract with raw material suppliers to control the price and purchase volume of raw materials

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Financial Risks			
Risks from exchange rate fluctuation	<ul style="list-style-type: none"> Exchange rates are difficult to predict and speculate on by the Company, which may cause the Company to lack stability, and have high production costs, resulting in low profits 	<ul style="list-style-type: none"> The exchange rate is more stable than other companies, resulting in the Company’s efficient cost and profit management 	<ul style="list-style-type: none"> Following exchange rates closely Strategy for short-term and long-term exchange rate forecasting

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Operational Risks			
<div>Risks of operational accidents</div>	<ul style="list-style-type: none"> • Production process interruption due to accident • Damage in production process • Surrounding educational institutions are affected • Loss of life or organs of employees or contractors in working area 	<ul style="list-style-type: none"> • Reduction in accidents when safety culture throughout the organization • Labor and production costs are reduced • Employees work in a better environment affecting engagement to the organization • Community and society have better environments and well-being • To maintain the Company’s image and reputation 	<ul style="list-style-type: none"> • Occupational health, safety and environment policies • Providing personal protective equipment (PPE) for all employees, including dress codes before entering the production area • Regularly inspecting and maintaining machinery and operation to ensure to be ready for use • Training in safety and work accidents, such as fire prevention training, and safety, occupational health and work environment training for new employees • Safety promotion projects such as safety week, safety talk, emergency response plan, etc • Corrective and preventive actions such as glass control, Kiken Yochi Training (KYT), etc • Disaster risk insurance for the Company’s assets and employees, including external people working in the Company area <div>Next-step plan</div> <ul style="list-style-type: none"> • Cultivating safety culture throughout the organization • Setting safety targets by specifying lost-time injuries frequency rate (LTIFR) as the KPI of the safety department

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Compliance Risks			
Risks in international trade from anti-dumping measures	<ul style="list-style-type: none"> • Business opportunity loss due to tariff • Sale revenue decreased 	<ul style="list-style-type: none"> • Increasing competitiveness by researching and developing value-added products including products not affected by anti-dumping measures 	<ul style="list-style-type: none"> • Clarification and declaration to not engage in dumping in customers countries • Policies to support and encourage throughout the supply chain as appropriate to prevent inequality and shortages of market • Legal advisors to provide advice and consultation • Production capacity expanded to countries affected by anti-dumping measures for increasing opportunities to sell more products
Risks from changes in laws and regulations	<ul style="list-style-type: none"> • Demand decreased for traditional plastic products leading to increase production costs. More research into new products to meet market demand and comply with legislation, tighter regulations and may affect the image of the organization 	<ul style="list-style-type: none"> • Complying with laws and regulations that change rapidly and can adapt to changes immediately, resulting in being flexible in managing various related aspects • More competitive than other companies 	<ul style="list-style-type: none"> • Regularly studying and monitoring relevant laws and regulations of both domestic and international to prepare for changes. • Modern innovative research in line with domestic and international market demands

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Compliance Risks			
Carbon tax risks from CBAM (Carbon Boarder Adjustment Mechanism)	<ul style="list-style-type: none"> Changes in international regulations, laws and regulations regarding carbon dioxide and/ or greenhouse gas emissions, resulting in the payment of related taxes The cost of production, distribution and export are increased Trade barriers from countries that issue regulations, laws and regulations 	<ul style="list-style-type: none"> Being able to access the increasingly regulated European (EU) market, which requires ongoing management and monitoring of carbon footprint reduction plans Sales increased in countries with more regulated, legal and regulatory requirements 	<ul style="list-style-type: none"> Innovating and improving processes and methods to help reduce carbon dioxide and greenhouse gas emissions Participation in the Carbon Footprint of Organization (CFO) and Carbon Footprint of Product (CFP) verified by the Thailand Greenhouse Gas Management Organization (TGO) Managing the entire carbon footprint of the organization, including that of the product. Monitoring and complying with CBAM, second phase Monitoring and complying with EU environmental and greenhouse gas emission standards and regulations

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
ESG Risks			
Risk of drought	<ul style="list-style-type: none"> Drought or insufficient water demand may cause disruption of production processes or may result in higher production costs due to higher water sourcing costs 	<ul style="list-style-type: none"> Sufficient water volume for business operations and production processes can continue Opportunities increased to reach customers or expand the market base while others are unable to deliver products 	<ul style="list-style-type: none"> Water usage management for production with reduction measures and closed loop system Sufficient water reservation Water reuse project Water usage reduction to change from cooling water chiller to use air cooled chiller Reserving water use guidelines in a crisis

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
ESG Risks			
Risk from climate changes	<ul style="list-style-type: none"> Global climate change, which causes global temperatures to rise, has caused water disasters and droughts that are getting more severe, to the point that international organizations must come out and find a way to slow down global temperatures increased, leading to international cooperation and industry groups. The national policies provide support, regulations, guidelines, and frameworks for cooperation to cope with such crises, resulting in changes in human behavior that may affect production costs and competition in market changing for sustainable business growth. 	<ul style="list-style-type: none"> Awareness of climate change, resulting in flexibility and readiness to cope with disasters that may occur Finding and expanding new market bases in addition to the current market base, such as green products, etc More collaboration with stakeholders, creating a bond between each other to drive the issue of global climate change and require actions from parties throughout the value chain 	<ul style="list-style-type: none"> Alternative energy by installing solar rooftop Greenhouse gas emission reduction projects and measures Energy management Joined environmental parties such as Thailand Carbon Neutral Network (TCNN) to strive reduction of greenhouse gas Following up, inspection, implementation of environmental management such as air pollution quality inspection, water reduction control, waste and hazardous waste reduction management, and green products development Green office project Environmental policy and targets Certified with environmental management system standards (ISO 14001: 2015) Certified with International Sustainability and Carbon Certification (ISCC PLUS) Certified with Circular Economy Management Systems of organization part 2: Requirements (CEMs)

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
ESG Risks			
Risks from changes in consumer behavior due to the trend of the circular economy	<ul style="list-style-type: none"> • Market changes, customer needs changing, new normal lifestyles of customers • Changes in sales revenue for each product • Customers' needs changes • Business competition in sustainability trend • Environmental awareness increased • Changes in communication and sales channels 	<ul style="list-style-type: none"> • Increasing new customer base in line with the concept of circular economy, such as green products • Expanding customer base and existing customers may order more products and increase the proportion of trading • Opportunity increased to be supported for investment because of sustainable products and operations, which investors see as long-term stable operations for the Company, increasing the Company's credibility 	<ul style="list-style-type: none"> • Innovation to meet people needs changes in the current • Negotiation with customers and coordination for research of products in line with the market • Awareness raising campaign of plastics to society and community • Raising sustainability development by linking materiality topic of organization • Supporting Sustainable Development Goals (SDGs) • Policies emphasizing sustainable development, such as sustainability management policy, corporate governance policy, etc • Developing green products and innovations to meet customer needs, increasing market competitiveness • Innovation development project for recycling plastic leftovers from production process, and reducing waste of production • Systematic investment allocation process, giving importance to generate good performance from investment in a short period • Consideration of sources of funds with expertise, skills and experience to negotiate a joint approach for sustainable business growth

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

Business Continuity Plan (BCP)



Innovation Management

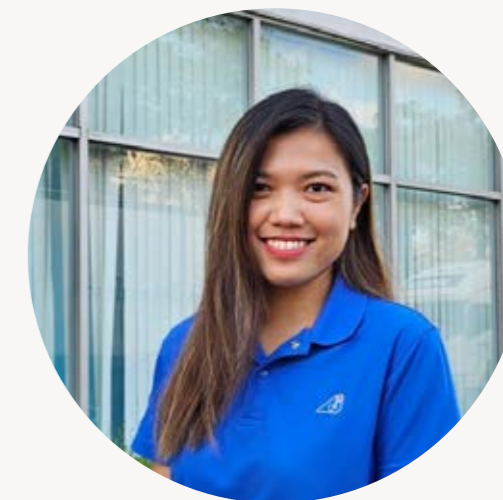
Technological advances in today's global society are the main factors that stimulate change in many fields, economic, social and environmental. In addition, consumers are increasingly aware of the impact on the environment in terms of the cost-effective use of products, storage, inefficient disposal, and resource shortages including climate change problems. In addition, import taxes, carbon taxes, etc, are likely to become stricter. These factors may affect the business operations in the medium and long term, such as changes in sales of each product due to the trend of demand for more environmentally friendly products. The Company therefore recognizes the importance of limited natural resources and aims to develop product quality and innovation to meet current and future market demands.

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.

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We develop our green products, with an awareness of using resources to their maximum benefit, in line with the principles of circular economy

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Ms. Kamonchanok O-Rak
Research and Development Manager

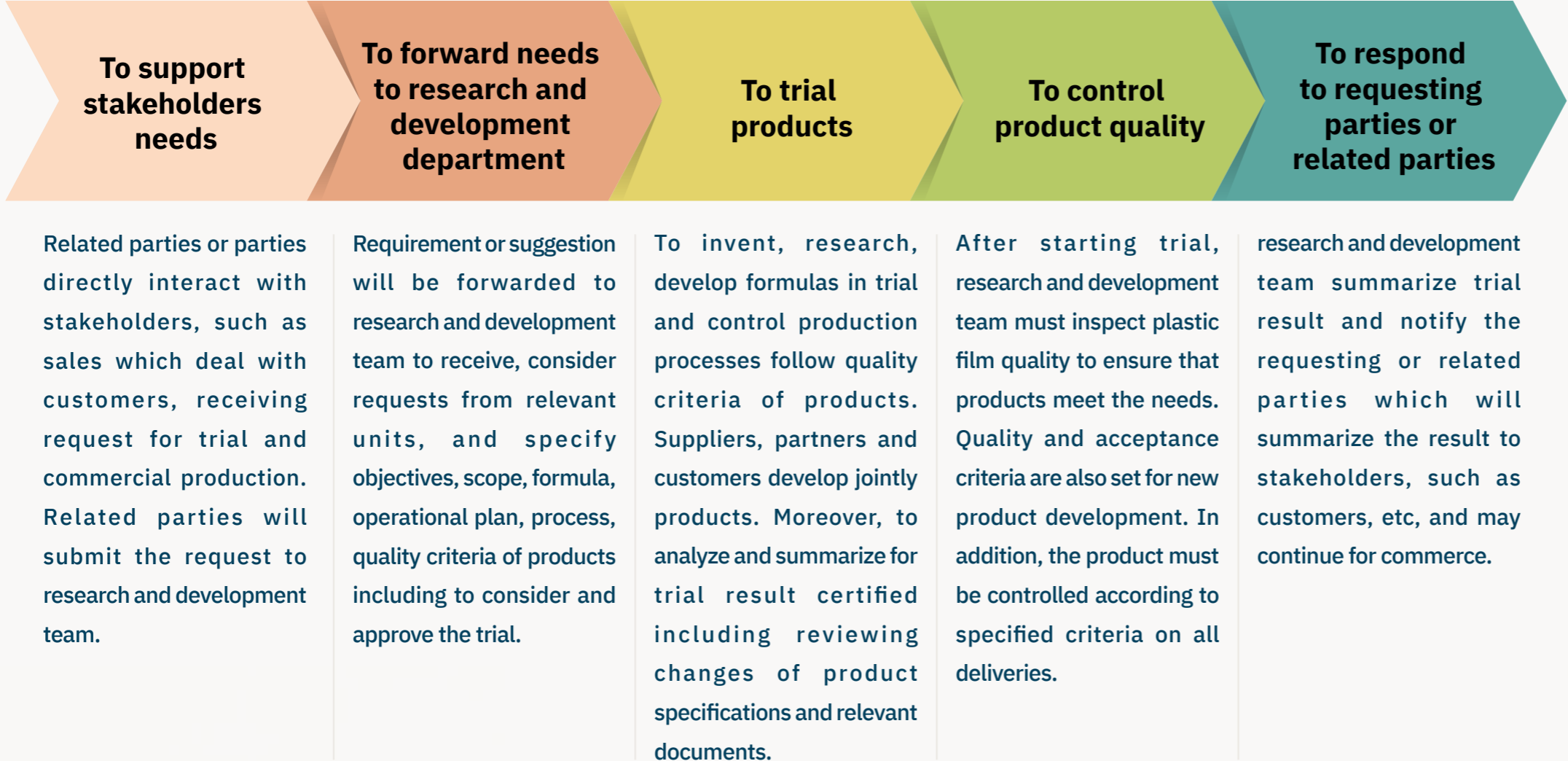
Research and Innovation Unit

The Company has a unit to promote, research and develop product innovation, which is the research and development department. The research and development team reports directly to the managing director and supports maintaining competitive business advantage by comparing products in the market and strengthening in research and development. Additionally, competition is increasing to meet customer needs and follow the current trends.

Business Innovation Development Policy

The Company sees the needs of customers, society and the world that change rapidly and give importance to research, development and innovation by focusing on promoting new innovative production processes and products including promoting research and development collaborating with stakeholders and external agencies to meet the convenience consumer safety and environmental conservation.

Innovation Management Process



Target

1
New Green Products

46
million Baht
Research and Development Budget

1
million Baht
Sustainability Budget



Guidelines for Innovation Management in Production and Product Processes

The Company continuously organizes innovation management projects to create business value, improve the quality of life of communities and society, be environmentally friendly, and respond to customer needs in line with the organization’s sustainable development principles through the guidelines for developing innovations in the organization’s production processes and products. In 2024, the Company aims to develop green products throughout the supply chain, in line with international standards, and implement the production process to improve efficiency.

Investment in Expert Personnel



Controlling and supervising operations according to international standards and helping develop internal personnel to have more potential, raising the efficiency of operations while strictly controlling standards according to the organization’s measures.

Investment in Product Research and Development



Developing and inventing new innovations and products that meet market demands, both domestically and globally, reducing the use of fossil-based raw materials, using bio-based material or products, including recycled plastics, to grind, melt and process to be reused as raw materials in the production process, in order to reduce plastic waste and greenhouse gas emissions, in line with the principles of a circular economy.

Investment in New Technologies



To be a leader in production technology, including developing and improving the production process to be consistently efficient. The Company has new machinery that is highly efficient and safe and can reduce greenhouse gas emissions, reduce energy use, reduce environmental pollution, support renewable energy and install direct flake dosing (DFD) to reduce the use of plastic resins by recycling directly into the process.

Investment in Expanding Production Bases Domestically and Internationally



Due to the increasing demand from customers, it is necessary to expand the production base. Currently, the Company currently has 2 production bases in Thailand and a production bases in Vietnam.



Product Innovation Management

The Company has been continuously developing and producing environmentally friendly films for many years, with a commitment to convey environmental concepts to both internal and external stakeholders, fostering a culture, and developing alternative products that meet customer needs. The Company's green products include bio-based films, biodegradable films, post-consumer recycled films (PCR films), post-industrial recycled films (PIR films), and mono-material films. The Company also develops products by the research and development department, emphasizing the control of product properties of all film types. Environmentally friendly films must have properties sufficient for use and the needs of customers, including end-users. It also emphasizes sustainable product design, considering environmental, social, and corporate governance responsibilities.



1. Bio-Based Film

Bio-based films that the Company continuously develop are divided into 4 types: Bio-based BOPP film, Bio-based CPP film, Bio-based BOPA film and Biodegradable film.

Bio-Based BOPP and CPP Film	Bio-Based BOPA Film	Biodegradable Film
<p>BOPP and CPP Bio-based films containing polyethylene (PE) resins coming from ethanol extracted from sugarcane as a renewable raw material source, reducing the use of fossil-based plastic resins and reducing greenhouse gas emissions. BOPP and CPP films differ in the production processes.</p> <ul style="list-style-type: none">• Bio-based BOPP resin by plant-based plastic• Reduction of greenhouse gas emissions• 100% recycled in the case of single-layer packaging• Commonly used to produce bread, fresh fruits and vegetables packaging <p>In 2024, the Company uses plant-based plastic resins to produce plastic films, which can reduce the use of fossil-based resins by approximately 676.29 tonnes, reducing greenhouse gas emissions by 127.24 tCO₂eq, and sales of bio-based BOPP films equal to 55.55 million Baht.</p>	<p>Bio-Based BOPA film (BIOPA) is made from biomass polyamide (PA) plastic resins in collaboration with the BASF Group, which is made from used cooking oil and all organic waste using innovative extraction and synthesis of high-purity raw materials. In addition, the Company is the only manufacturer that can stretch bio-based BOPA film with sequential and simultaneous technologies, where the two stretching methods give different good properties.</p> <ul style="list-style-type: none">• Resin is produced from used cooking oils after food production processes.• Renewable raw materials reducing the use of fossil fuels.• Reduction of greenhouse gas emissions.• 100% recycled in the case of single-layer packaging	<p>The Company has studied BOPLA (Biaxially Oriented Polylactic Acid) film in collaboration with the National Science and Technology Development Agency (NSTDA) and other organizations, the first in Southeast Asia to successfully produce it. It is made from over 99% PLA plastic resins, which are bioplastics that can be naturally decomposed by microorganisms at the right temperature and humidity, turning them into biomass, water, and carbon dioxide that can be returned to nature again without any toxic residues. PLA is made from natural raw materials that can be produced as renewable products, such as corn, sugarcane, and cassava. BOPLA film can be used to produce flexible packaging that requires high transparency, printed with color, or coated with aluminum. It is popularly used for vegetables, fruits, bread, or tube packaging, etc.</p> <ul style="list-style-type: none">• Made from natural raw materials that can be replaced.• Biodegradable, free from microplastic debris

2. Post-Consumer Recycled Film: PCR Film

The garbage problem is a major problem worldwide, causing pollution of garbage, both on land and in water, affecting living things. Reusing consumer waste is another option to reduce waste. The Company recognizes the importance of the circular economy concept, so it has developed Post-Consumer Recycled film products. The Company produces 4 types: Post-Consumer Recycled Biaxially Oriented Polyethylene Terephthalate film (PCR BOPET film) and Post-Consumer Recycled Biaxially Oriented Polyamide film (PCR BOPA film), including Post-Consumer Recycled Biaxially Oriented Polypropylene film (PCR BOPP film) and Post-Consumer Recycled Cast Polypropylene film (PCR CPP film).

PCR BOPET Film

The problem of plastic waste is a global problem, and Thailand is a country with a problem of releasing waste into the sea. The Company has collaborated with Indorama Ventures Public Company Limited, which is a major partner of the Company and a major producer of recycled polyethylene terephthalate (RPET) plastic resins in the world. Used PET plastic is collected and recycled through the process of washing, sorting, grinding, heat melting, and extrusion into recycled plastic resins which reduces the problem of plastic waste from consumption by bringing plastic waste into the system as raw materials for producing plastic films, as well as supporting the concept of a circular economy.

In 2024, the Company had total sales value of PCR BOPET film of approximately 4.55 million Baht and was able to reduce the use of fossil-based plastic resins by switching PET plastic resins from used plastics by approximately 63.10 tonnes, which is equivalent to reducing greenhouse gas emissions by 42.47 tCO₂eq.

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 circulating to the production process to form plastic films again. This will also reduce the problem of plastic waste from consumption and reduce greenhouse gases.

In 2021, 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 substituted with recycled PA plastic resin.

PCR BOPP and PCR CPP Film

Due to the concept of circular economy, it has promoted the use of resources to the maximum benefit, including the use of recycled plastic resins by using polypropylene (PP) plastic resins in collaboration with HMC Polymers Company Limited in joint development. PCR BOPP film helps reduce the use of plastic resins from fossils and supports the development of mono material packaging to circulate. The Company successfully developed PCR-BOPP film in 2024, starting sales for trials of PCR BOPP plastic film from the 3rd quarter of 2024, with sales of 0.13 million Baht, volume of 0.92 tonnes, equivalent to a reduction of greenhouse gas emissions of 1.56 tCO₂eq, and PCR CPP plastic film started to sell in the 3rd quarter of 2024 with sales of 0.14 million Baht, volume of 1.15 tonnes, equivalent to a reduction of greenhouse gas emissions of 1.51 tCO₂eq.

3. Post-Industrial Recycled Film (PIR Film)

The plastic film manufacturing process always creates plastic waste. Therefore, the Company is committed to bringing plastic waste back into the plastic film manufacturing process as much as possible to reduce plastic waste from the manufacturing process, reduce waste outside the factory and surrounding communities, and add value to plastic waste, which can be reused as raw materials to produce various products again. It also reduces the raw material cost of the product. In 2024, the Company reduced the use of plastic resins from fossil plastic waste within the factory by 18,329.14 tonnes, and the total sales value of PIR plastic film were approximately 826.77 million Baht, which is equivalent to a reduction in greenhouse gas emissions of 32,837.91 tCO₂eq.

4. Mono-Material Film for Mono-Material Packaging

The Company is committed to and continuously supports customers in the concept of circular economy. Most of the Company's plastic films are mono-material films, which can be used to produce packaging or other products and can be used to produce mono-material packaging. In addition, the Company has also developed BOPP film products in collaboration with customers, such as customers who produce packaging for companies that produce and distribute snacks, etc, by cooperating in supporting the concept of mono-material in accordance with the use and needs of customers, so that customers can produce it. It also promotes the main concept of circular economy, helping to reduce plastic waste and allow more plastic to be recycled. In 2024, mono-material plastic films that were sent to produce mono-material packaging amounted to 4,072.20 tonnes, with sales of 387.32 million Baht. If waste is properly disposed through the recycling process and mono-material plastic packaging is recycled back into 100% recycled plastic resins, it will be found that greenhouse gas emissions can be reduced by 7,661.44 tCO₂eq.

5. High-Barrier BOPP Film

High-barrier film is developed to reduce or replace the use of metallized film that has high water vapor and gas barrier properties. This plastic film is a type of BOPP film that has been developed to have high barrier properties. When combined with other layers of film such as PP and PE, it becomes mono-material packaging which is classified as Polyolefins (PP, PE), allowing for recycling and further reducing plastic waste.

6. Straight Cut Retort Film

BOPA plastic film with the development of plastic film properties that help tearing the packaging easier and in a straight line, more convenient to use. It was successfully developed in 2024 and began selling for trials in the 4th quarter of 2024.

Process Innovation Management

The Efficiency of Production Line Project

The new BOPP and BOPET plastic film production lines, which have a 20% increase in machine width, result in higher hourly output and reduced energy consumption, resulting in 60% increase in production efficiency, equivalent to 0.35 kWh/kg, reduction in energy consumption of 42.72 kWh, equivalent to 165.31 million Baht and a reduction in greenhouse gas emissions of 21,353.32 tCO₂eq.

Direct Flake Dosing (DFD) Project

Direct Flake Dosing (DFD) for sucking back plastic left over from cutting process and sent back into the production process to mix with plastic resins and re-enter the plastic film production process. In 2024, direct flake dosing (DFD) will help to reduce the use of plastic resins and reduce energy consumption by 11.35 kWh, equivalent to 236.30 million Baht, and reduce greenhouse gas emissions by 20,700.65 tCO₂eq.

Project to Develop Dust Collectors in 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 2024, the Company save the cost equal to 3.78 million Baht due to a decrease in machine downtime.

Performance of Innovation Management

Product Innovation

5

New Green Products

227

million Baht

Research and Development Budget

8

persons

Research and Development
Department

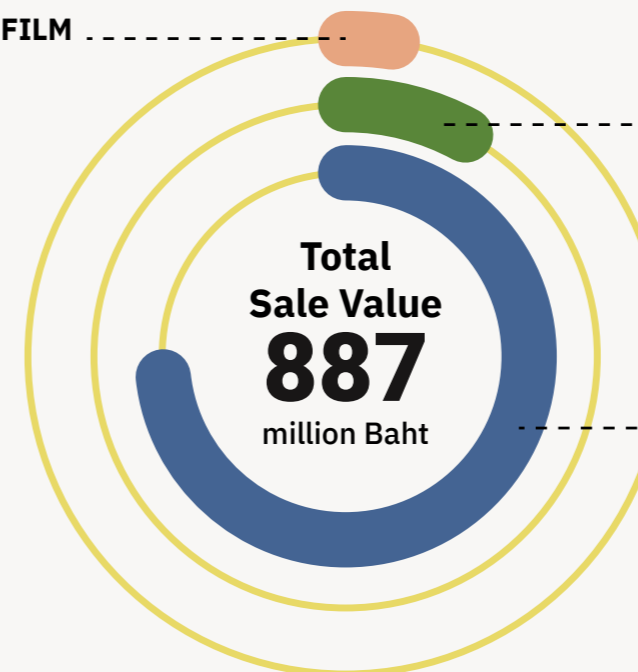
Remarks:

- Green products include Bio-Based BOPP, Bio-Based CPP, Post-Industrial Recycled (PIR) BOPP, Post-Consumer Recycled (PCR) BOPET, BOPP, CPP film, and Mono-Material film.
- Emission Factor for calculation refer to Thailand Greenhouse Gas Management Organization (TGO).

Sales Value of Green Products

PCR BOPET, BOPP & CPP FILM

5 million Baht



BIO-BASED BOPP & CPP FILM

56 million Baht

PIR BOPP FILM

827 million Baht

Reduced Carbon Footprint of Green Products

PIR BOPP FILM

32,838

BIO-BASED
BOPP & CPP FILM

127

PCR BOPET,
BOPP & CPP FILM

46

33,011 Total Carbon Footprint Reduced
tCO₂eq.

Supply Chain Management

Business operations face challenges, risks and opportunities such as geopolitical competition and trade wars, which affect transportation volatility, raw material volatility of the Company including raw materials price. Therefore, the management of raw materials of the Company is very important, including procurement and supply chain management of business operations that have joint responsibility throughout the supply chain. In addition, to meet the needs of customers, The Company should carry out responsibly and consider to economic, environmental and social concept, such as respecting for human rights, Innovation management for green products, anti-corruption etc, which includes consideration of supplier code of conduct following corporate governance policy, rules, regulations, measures and related laws. Additionally, responding to the Sustainable Development Goals (SDGs) in goals 9 and 16.

Procurement Policy

Effective procurement Responsibility, transparency, fairness and consideration of sustainable supply chain management are considered for procurement from sourcing processes, screening process which search for potential suppliers concerning in quality, price, value, service quality, business continuity and sustainability. The potential of supplier and the maximum benefit are considered. In addition, the Company supports and promotes domestic procurement with ethics based on accuracy, transparency, honesty considering the environment, social and governance including social responsibility. The Company delivers products and services with responsibility, as well as products and services delivered on time.



Supplier Code of Conduct

Business operations with responsibility, transparency, fairness, legal according to good corporate governance and code of conduct of the Company, there is respecting suppliers with fairness and honesty by the agreement or conditions that both parties have specified. The Company provides the supplier code of conduct to be as a guideline for suppliers consisting of:



“

Fluctuating raw material prices affect production costs and our supply chain, so we are trying to reduce the risk and impact through supply chain management

”



Ms. Sonnattanan Srijundee
Assistant Managing Director



Vision for 2023 - 2026

**Good business model of plastic film industry
in the field of supply chain management**

Targets



25 %

of Suppliers code of conduct
signed and acknowledged



83 %

of On-site critical suppliers
audited and visited

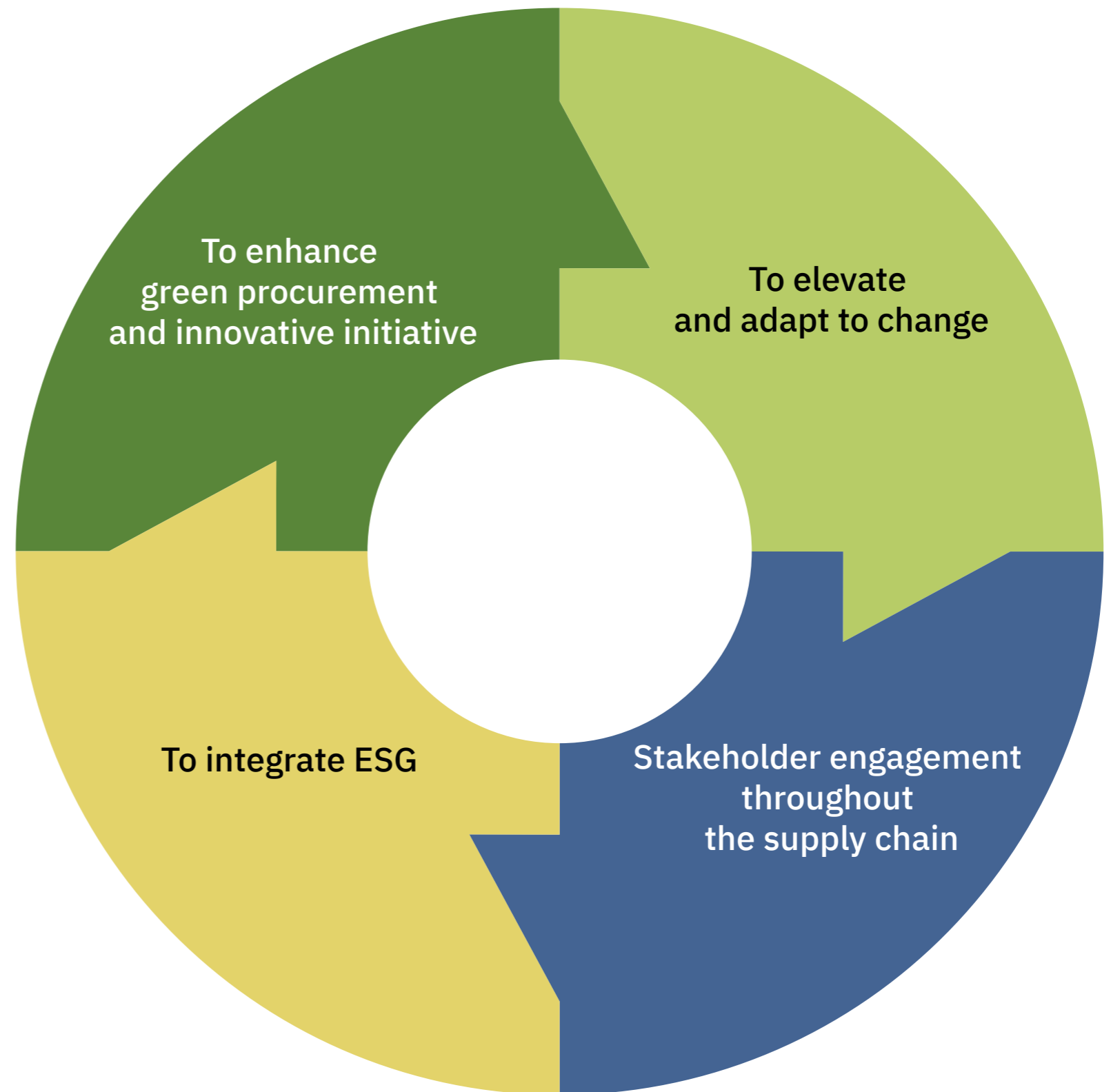
Targets	2023	2024	2025	2026	2027
On-site supplier audited and visited	1 Critical Supplier	5 Critical Suppliers	6 Critical Suppliers	100% of Critical Supplier	-
Supplier risk assessment	-	100% Critical and High-Risk Suppliers	50% of Tier 1 Suppliers*	80% of Tier 1 Suppliers*	100% of Tier 1 Supplier *
Suppliers code of conduct signed and acknowledged	80% of Critical Supplier	25% of Tier 1 Suppliers	50% of Tier 1 Suppliers	100% of Tier 1 Suppliers	-

*100% of Critical suppliers and high-risk suppliers since 2024 must be assessed the ESG risk and should be completed within the same year and continuously every year.

Supply Chain Management

Sustainable Supply Chain Management Strategy

The Company conducts a supply chain strategy to enhance the supervision of business and sustainable development throughout the supply chain with the procurement policy and supplier code of conduct. The Company operates business by allocating resources efficiently, creating sustainable growth, and continuously responding for social and environmental. Consisting with sustainable business operation strategy, the Company aims to create sustainable growth to enhance the competition and meet the needs of customers as follows:



1 To Enhance Green Procurement and Innovative Initiative

Procurement and sourcing of quality raw materials from quality sources, including joint development of innovations related to raw materials with suppliers, business partners, and possibly the Company's customers throughout the supply chain, designing and developing innovations based on the principles of the circular economy, including sourcing raw materials that take into account ethics, equality, and respect for human rights, conducting business based on correctness, transparency, honesty, no conflicts of interest, respecting intellectual property, protecting the Company's confidential information, and joining in the fight against corruption and Bribery, as well as being responsible for society by respecting human rights, labor protection, non-discrimination, not specifying race, nationality, ethnicity, gender, language, age, skin color, physical differences, religion, culture, religious beliefs, political opinions, education, and social status as factors determining the credibility of the business partner and affecting the decision to do business together, including not forcing labor, paying fair compensation and benefits, giving importance to occupational health and safety of workers, and working environment throughout the Company's supply chain.

2 To Elevate and Adapt to Change

Risk management and monitoring are carried out continuously covering environmental, social and governance (ESG). There are measures to mitigate risks in related areas that affect the cost of doing business, including adjustments in the management of trading partners, starting from managing the volatility of raw material prices and shortages of raw materials, procuring quality materials, analyzing suppliers, both critical suppliers, tier-1 suppliers and others, assessing risks and having measures to reduce risks of critical suppliers and high-risk suppliers at the same time, as well as managing customer relationships, responding to customer needs, including delivering products within the specified period and being ready to accept changes according to the circular economy principles, following closely the changing trends of customers and consumers.

3 Stakeholder Engagement Throughout The Supply Chain

Raising the level of management throughout the supply chain from upstream to downstream. Since suppliers, the Company's employees, customers, business partners and others create cooperation throughout the supply chain. The Company is committed to passing on the principles of the circular economy throughout the supply chain. Setting up procurement of raw materials, production, and development of innovations in efficient production. Environmental product development Product delivery as scheduled including managing partner relationships with business partners and customers continuously.

4 To Integrate ESG

Increasing the Company's overall capabilities and efficiency, integrating environmental, social and governance (ESG), business operations are essential and a foundation for sustainable growth. Operating a business responsibly throughout the supply chain will build capabilities and efficiency on a broad scale, creating continuous and significant changes. The Company is committed to and drives the integration of ESG into the supply chain as much as possible and will continue to do so.

Supply Chain Management Plan

2023

Process improvement

- Supplier assessment
 - Supplier ESG risk assessment
 - New supplier ESG screening
 - On-site audit and visit

2024-2025

Engagement and improvement processes

- Supplier ESG self-assessment
 - Supplier risk assessment
 - New supplier screening
 - Critical supplier on-site audit and visit
 - Following up improvement plan
- monitoring critical and high-risk suppliers that need to improve ESG and give correction

2026

Expected goals

- Sustainable value of supply chain management
- Sustainable supplier relationship management

Supplier Assessment Plan

To assess risks and create sustainable value in management throughout the supply chain through risk assessment process that is consistent with environmental, social, and governance (ESG).

Targets	2023			2024			2025			2026			Onward		
On-site audit and visit															
Supplier risk assessment															
Monthly supplier evaluation															
Review of development plans and improvements															
Critical non-tier 1 and non-tier 1 suppliers risk assessment															

Evaluation Process for New and Existing Suppliers

Supplier Selection and Pre-Risk Assessment

- Supplier selection and screening through prequalification process
- Integrating responsible business practices with ESG into supplier assessments

Suppliers Analysis and Assessment

- Spending analysis
- Critical supplier identification
- ESG risk assessment

Supplier ESG Risk Comprehensive

- Sustainable supplier audit and assessment for gaps and opportunities for improvement

Supplier Risk Following Up and Mitigation

- Supplier risk mitigation and improvement to increase supplier efficiency by risk management and continuous following up

New Supplier Selection

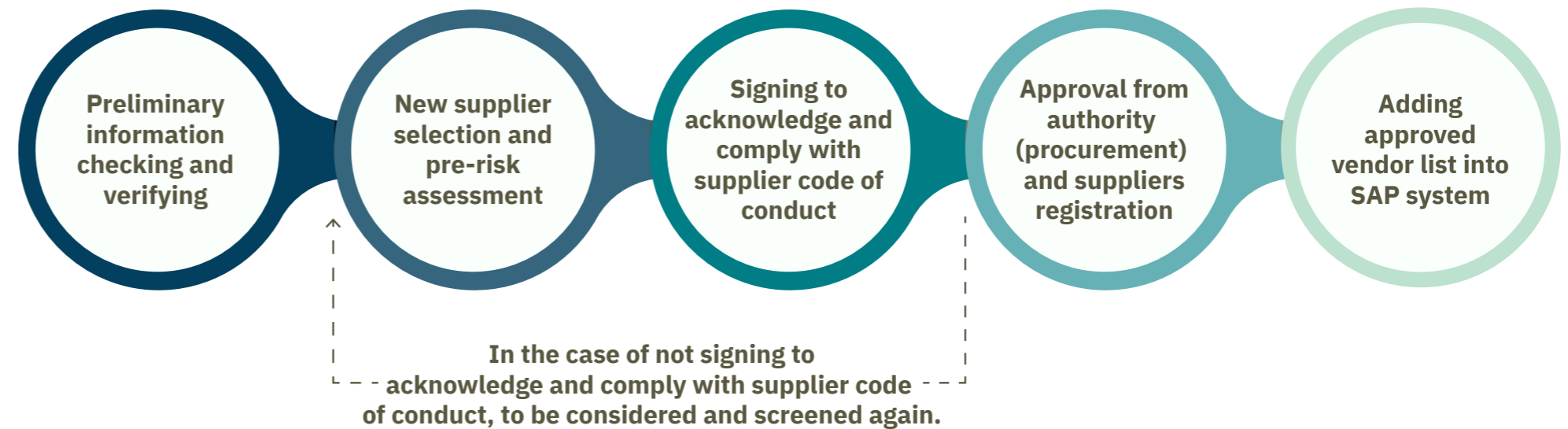
The Company selects new suppliers by the procurement department checking and verifying preliminary Company information. Finding potential suppliers for new business partners that are reliable and have policies and practices consistent with the Company. The Company screen suppliers according to the Company's criteria consistent with environmental, social and economic (governance) factors to analyze and assess preliminary risks.

Pre-Risk Assessment for New Suppliers

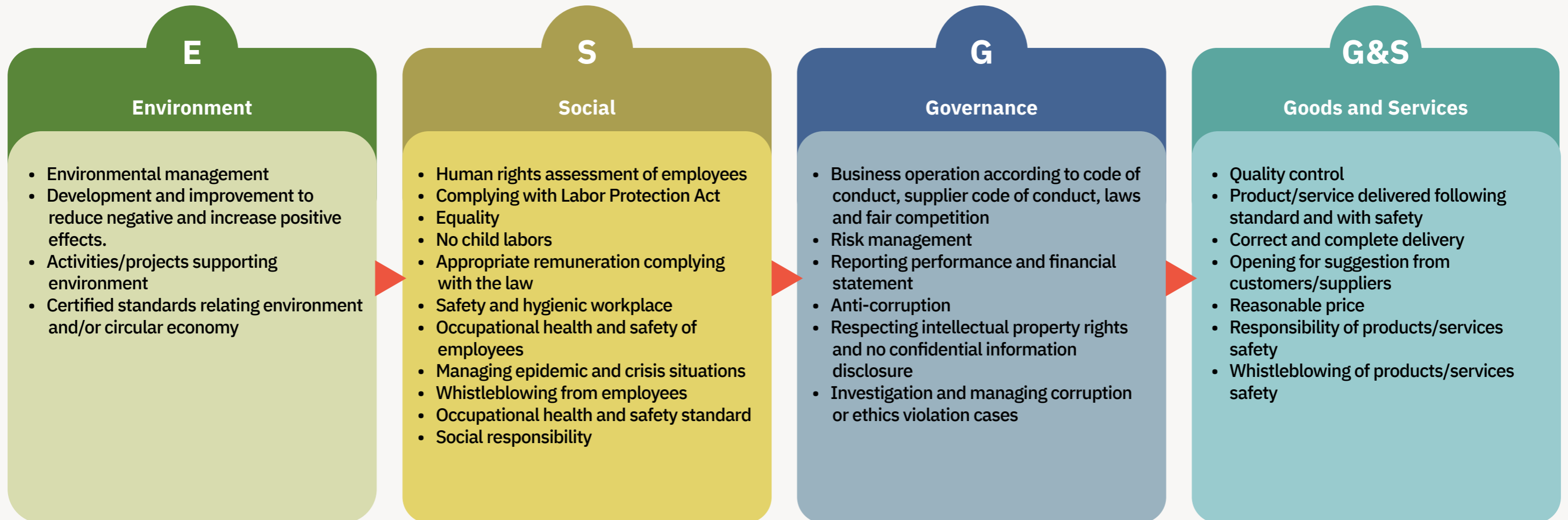
The Company is committed to and encourages new suppliers to be aware of conducting business with responsibility in terms of environment, society and economy including corporate governance. The new suppliers must be assessed risks by themselves and be screened for pre-risk assessment of the Company, to consider and inspect new suppliers, with **score at least 50%** to pass the pre-risk assessment and be approved for registration of new suppliers and import into the Company's system.

Pre-Risk Assessment Process for New Suppliers

To assess risks and co-create sustainable value in management throughout the supply chain through a risk assessment process that is consistent with environmental, social and corporate governance aspects.



New Suppliers Selection Criteria



Supplier Identification and ESG Risk Assessment

The Company identifies, analyses, ranks and assesses the risks of suppliers, including analysis of the importance and classification of critical tier 1 and tier 1 suppliers. To integrate ESG in business operation is part of risk assessment factors to monitor and mitigate supplier risks continuously, as well as to create sustainable growth for suppliers.

**Spending
Analysis**

**Critical
Analysis**

**ESG Risk
Assessment**

Supplier Identification

The Company has established criteria for supplier identification by analyzing and determining strategies for systematic procurement operations and using it as information to effectively assess risks related to suppliers. The criteria for supplier identification are as follows:

1 Critical Tier 1 Suppliers

Suppliers with continuous orders and high orders value, which are difficult to substitute and in critical product or service group, including few players in the market. The Company has evaluated suppliers by self-assessment in the form of pre-qualification questionnaire, serving as criteria for identifying potential suppliers, and on-site visit based on monthly supplier evaluation and annual supplier on-site audit and visit plan.

2 Non-Critical Tier 1 Suppliers

Suppliers with average orders and moderate-low order value and plenty of players in the market. The Company has evaluated suppliers by self-assessment in the form of pre-qualification questionnaire, serving as criteria for identifying potential suppliers, and on-site visit based on monthly supplier evaluation and annual supplier on-site audit and visit plan.

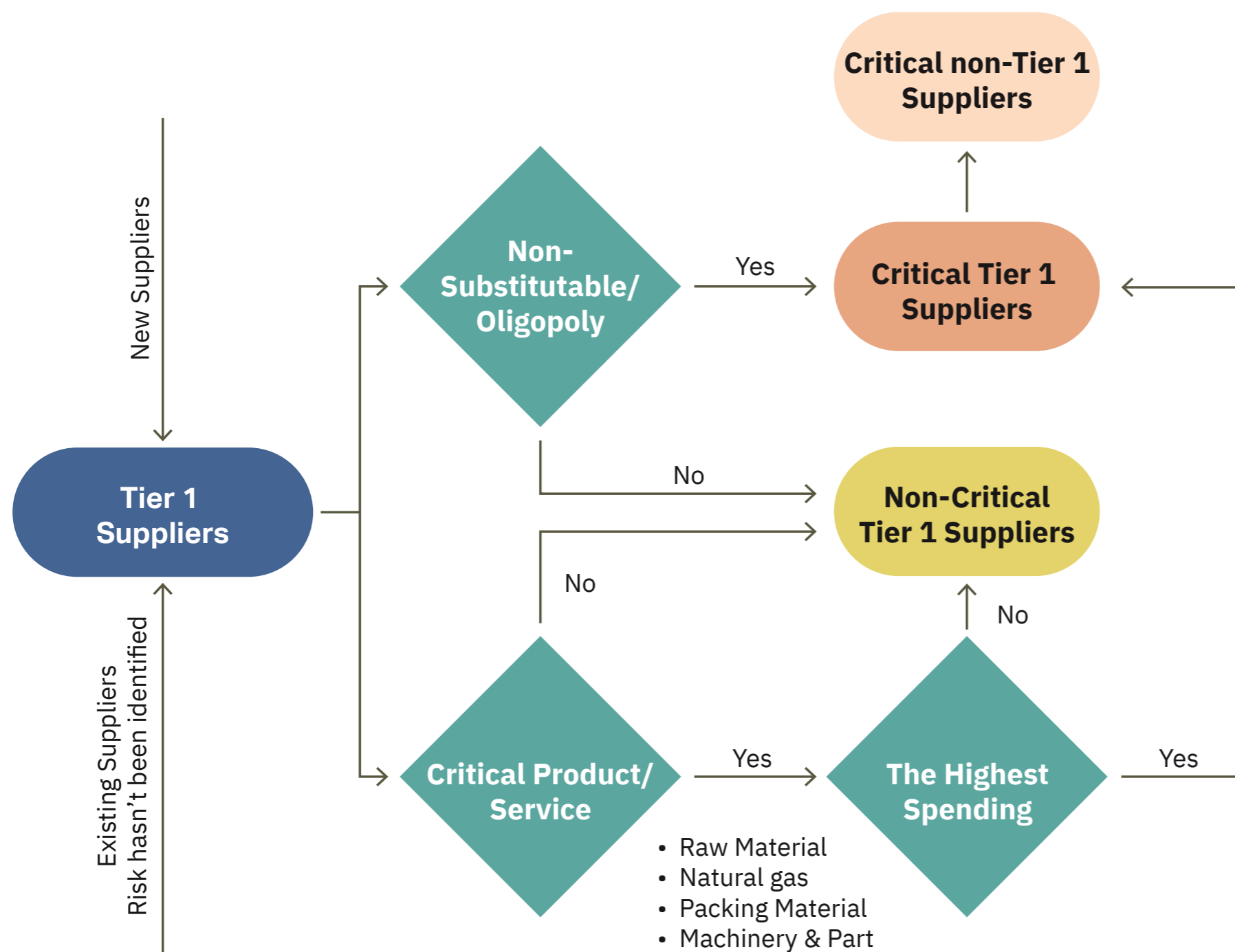
3 Tier 1 Suppliers

Suppliers with continuous orders every year and are approved in the vendor list of the Company detailing in information management system. The Company has evaluated suppliers by self-assessment in the form of pre-qualification questionnaire, serving as criteria for identifying potential suppliers, and on-site visit based on monthly supplier evaluation and annual supplier on-site audit and visit plan.

4 Critical Non-Tier 1 Supplier

Critical suppliers' critical suppliers of the Company, which do not trade or have purchase orders or do business with the Company directly but are important suppliers to the Company's critical suppliers.

Supplier Identification Workflow



Supplier Risk Assessment

The Company is aware of the importance of supply chain management considering various risks and opportunities whether it is geopolitical competition, war between Russia-Ukraine, raw material fluctuations price. Raw material management and supplier risk assessment are important to monitor and prevent risks including seeking opportunities that may increase the capabilities and limits of the Company to grow sustainably.

The Company has established criteria for identifying and evaluating risks for suppliers, including economic, environmental and social factors for upgrading and developing suppliers. The Company identifies risks, analyses risk, prioritizes risks by evaluating the likelihood and impact of events.

Supplier Risk Assessment Process



Supplier Risk Identification

The Company identifies risks considering risk factors based on the supplier self-assessment data which are 4 main risks as follows:

Risks	Risk Issues
Risks about products and services	<ul style="list-style-type: none"> • Pricing • Delivery • Raw material • Product/Service quality
Business operation risks	<ul style="list-style-type: none"> • Anti-corruption • Code of conduct • Supplier code of conduct
Environmental risks	<ul style="list-style-type: none"> • Energy management • Water management • Waste management • Air pollution management • Environmental responsibility • GHG emission
Social risks	<ul style="list-style-type: none"> • Human rights • Fair competition • Labor relations • Child labor/Forced labor • Privacy and intellectual property rights • Fair compensation • Occupational health and safety

Identification of Risk Level

Likelihood Criteria

	Likelihood				
	5: Severe	4: High	3: Moderate	2: Minor	1: Highly Possibly
Frequency	> 6 times/year	4-6 times/year	2-3 times/year	Once a year	Once/2-3 years
% Possibility	≥ 80	< 80 to ≥ 60	< 60 to ≥ 40	< 40 to ≥ 20	< 20



Identification of Risk Level

Impact Criteria

	Impact				
	5: Severe	4: High	3: Moderate	2: Minor	1: Highly Possibly
Economy	<ul style="list-style-type: none"> Causing high cost and huge business losses Affecting the production and products are delivered reducing > 15% 	<ul style="list-style-type: none"> Causing high cost and high business losses Affecting the production and products are delivered reducing 5% - 15% 	<ul style="list-style-type: none"> Causing cost and some disruptions in the production process Affecting the production and products are delivered reducing 1% - <5% 	<ul style="list-style-type: none"> Causing cost, but no disruption in the production process Affecting the production and products are delivered reducing 0.1% - <1% 	<ul style="list-style-type: none"> No impact on operating costs Affecting production and products are delivered reducing < 0.1%
Environment	<ul style="list-style-type: none"> Causing severe effects that can remain for long time, or the impact can expand widely and cannot be restored. Mitigation period for > 2 years 	<ul style="list-style-type: none"> Causing severe effects that can remain for a long time, or the impact can expand widely and take a long time to recover. Mitigation period for 1 - 2 years 	<ul style="list-style-type: none"> Causing impacts on the surrounding environment and taking a long time to recover Mitigation period for 6-12 months 	<ul style="list-style-type: none"> Causing limited impacts on the surrounding environment and taking a short time to recover Mitigation period for < 6 months 	<ul style="list-style-type: none"> No identifiable impacts on surrounding social and environment No need to mitigate and not exceeding the criteria specified in licenses, regulations, laws, or other related matters.
	<ul style="list-style-type: none"> Contract canceled/business license revoked 	<ul style="list-style-type: none"> Investigated by government agencies and found evidence of offenses related to the environment 	<ul style="list-style-type: none"> To be required to submit evidence and provide clarification to investigation agency 	<ul style="list-style-type: none"> Offense that may be warned of or adjusted for fees with insignificant value. 	<ul style="list-style-type: none"> No identifiable impact and no excess the criteria specified in the license, regulations, laws, and other relevant regulations.
Social	<ul style="list-style-type: none"> Causing loss of life of employees or people living around 	<ul style="list-style-type: none"> Accidents resulting in loss of working time for employees, causing disability that affects operational life, or receiving complaints about health effects that require a long time to recover 	<ul style="list-style-type: none"> Severe injury or accident resulting in loss of working time for the employee, or receiving complaints about health effects 	<ul style="list-style-type: none"> Minor injuries or illnesses to employees or surrounding citizens that have no need to leave from work 	<ul style="list-style-type: none"> No identifiable impact on individuals, including employees working in the area
	<ul style="list-style-type: none"> Directly affecting permission to conduct business closed due to community disapproval % Supplier satisfaction < 20 	<ul style="list-style-type: none"> Severe impact on the Company's image at the local, national, and international levels, as well as making it the focus of international media. % Supplier satisfaction $\geq 20 - \leq 40$ 	<ul style="list-style-type: none"> Affecting the Company's image from the perspective of stakeholders at the local and national levels. This may influence the decision to invest as well as attract the attention of the media. % Supplier satisfaction > 40 - 60 	<ul style="list-style-type: none"> Limited impact on the Company's image, namely, some neighboring communities and related stakeholders that are of little importance % Supplier satisfaction > 60 - 80 	<ul style="list-style-type: none"> No impact on the Company's image % supplier Satisfaction > 80

Risk Matrix

Likelihood \ Impact					
	1 Highly Possibly	2 Minor	3 Moderate	4 High	5 Severe
5 Severe	Medium	High	Extremely High	Extremely High	Extremely High
4 High	Medium	Medium	High	Extremely High	Extremely High
3 Moderate	Low	Medium	High	High	Extremely High
2 Minor	Low	Medium	Medium	Medium	High
1 Highly Possibly	Low	Low	Low	Medium	Medium

Extremely High Risk Level
(15-25 scores)

High Risk Level
(9-14 scores)

Medium Risk Level
(4-8 scores)

Low Risk Level
(1-3 scores)

Monthly Supplier Evaluation

Supplier evaluation and potential development of suppliers by procurement department. The evaluation is assessed monthly, and the scoring criteria are divided into 4 grades as follows:

Grade	Evaluation Score (%)
A	90 – 100
B	80 – 89
C	60 – 79
D	0 - 59

- Grade A:** great suppliers which the Company will buy as the first group
- Grade B:** to be notified verbally of defects
- Grade C:** to be notified in writing of defects for improvements and corrections and must report back corrective action and plan including commitment completion schedule to the Company.
- Grade D:** to not pass the evaluation and request to complete self-assessment and on-site visit including reporting back corrective action, plan and commitment completion schedule. The Company will not buy any orders from grade-D suppliers until the defects are corrected. In case of not passing 2 times of evaluation in a row, the Company will stop buying any order immediately.

For monthly supplier evaluation, the Company’s suppliers should maintain standard and **scores to minimum 60% or Grade C**. In the case of grade-D suppliers with below 60%, the Company will evaluate to be high-risk suppliers and required to assess risks by on-site audit and visit. Additionally, to score grade D for 2 times of evaluation in a row, the Company will remove from vendor list and immediately stop buying orders.

* Suppliers must not conceal, hide or present false information to the Company for on-site visit and self-assessment including acknowledgment and compliance with related policies, requirements, guidelines and others such as procurement policies and supplier code of conduct, etc.

Monthly Supplier Evaluation Criteria

Economic

- Quality and safety of material, packaging and products/services
- Delivery
- Before and after services
- Pricing
- Code of conduct

Environment

- Environmental policies, regulations and measures
- Environmental management
- Green products and circular economy

Social

- Human rights
- Occupational health and safety
- Social and community

On-Site Audit and Visit

On-site audit and visit of suppliers will take critical and high-risk suppliers to be assessed and visited as first group and will continue to visit the next group of tier 1 suppliers. When visited and assessed, suppliers are required to report back corrective plans and actions for non-conformities and corrective action requests to the Company. In 2024, the Company set target to audit and visit 6 critical suppliers and achieved 3 critical supplier audit and visit equal to 50% of total critical suppliers

On-Site Audit and Visit of 2024



Supplier Audit : HMC Polymers Company Limited.
บริษัท เอช เอ็ม ซี โพลีเมอร์ จำกัด

14 November 2024
คณะผู้ตรวจสอบบริษัท เอ.เจ.พลาสติก จำกัด (มหาชน) ตรวจสอบผู้ขายประจำปี 2567
Supplier ผู้ผลิตวัตถุดิบเม็ดพลาสติก PP Resin
วัตถุประสงค์ของการตรวจสอบผู้ขาย
ตามระบบ มาตรฐาน เพื่อความมั่นใจในประสิทธิภาพ
ของสายการผลิตคุณภาพผลิตภัณฑ์ และการดำเนินงานด้วยความยั่งยืน

Evaluation (%) : 92.53%
Grade : A ผ่าน (ดีมาก)

PP Plant

จัดทำโดย ฝ่ายจัดซื้อ ร่วมกับฝ่ายบริหารระบบคุณภาพ และ
ทีมงานผู้ตรวจสอบประจำปี บริษัท เอ.เจ.พลาสติก จำกัด (มหาชน)



Audit Supplier Indorama Polyester Industries, PLC
บริษัท อินโดรามา โพลีเอสเตอร์ อินดัสตรี จำกัด (มหาชน)

16 August 2024
คณะผู้ตรวจสอบบริษัท เอ.เจ.พลาสติก จำกัด (มหาชน) ตรวจสอบผู้ขายประจำปี 2567
Supplier ผู้ผลิตวัตถุดิบเม็ดพลาสติก
วัตถุประสงค์ของการตรวจสอบผู้ขาย ตามระบบ มาตรฐาน เพื่อความมั่นใจในประสิทธิภาพ
ของสายการผลิตคุณภาพผลิตภัณฑ์ และการดำเนินงานด้วยความยั่งยืน

Evaluation (%) : 98.71%
Grade : A ผ่าน (ดีมาก)

IPIN Site Presentation
16th August 2024

IPIN team Welcomes!! AJ Plast Audit Team

จัดทำโดย ฝ่ายจัดซื้อ ร่วมกับฝ่ายบริหารระบบคุณภาพ และ
ทีมงานผู้ตรวจสอบประจำปี บริษัท เอ.เจ.พลาสติก จำกัด (มหาชน)



Audit Supplier Paul & Co (Thailand) Co., Ltd.
บริษัท พอล แอนด์ โค (ประเทศไทย) จำกัด

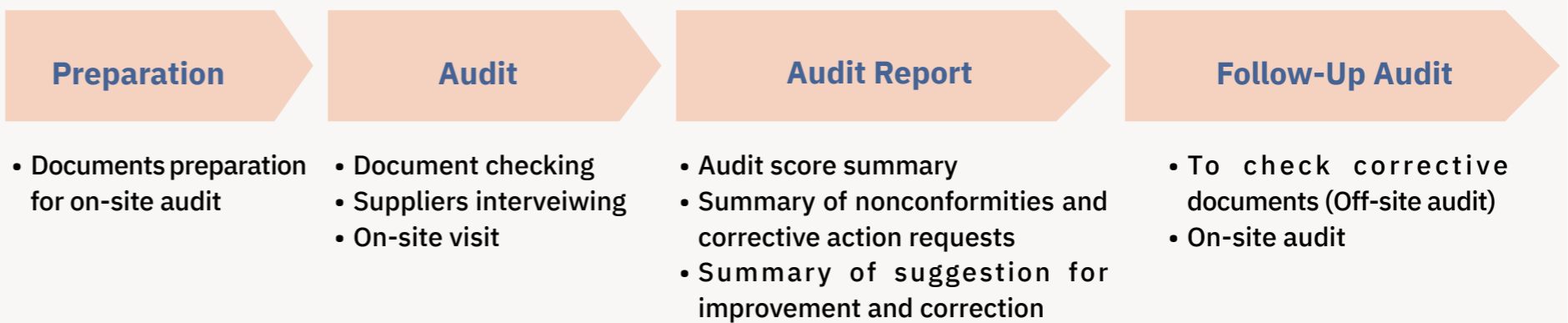
10 October 2024
คณะผู้ตรวจสอบบริษัท เอ.เจ.พลาสติก จำกัด (มหาชน) ตรวจสอบผู้ขายประจำปี 2567
Supplier ผู้ผลิตแผ่นพลาสติก
วัตถุประสงค์ของการตรวจสอบผู้ขาย ตามระบบ มาตรฐาน เพื่อความมั่นใจในประสิทธิภาพ
ของสายการผลิตคุณภาพผลิตภัณฑ์ และการดำเนินงานด้วยความยั่งยืน

Evaluation (%) : 90.21%
Grade : A ผ่าน (ดีมาก)

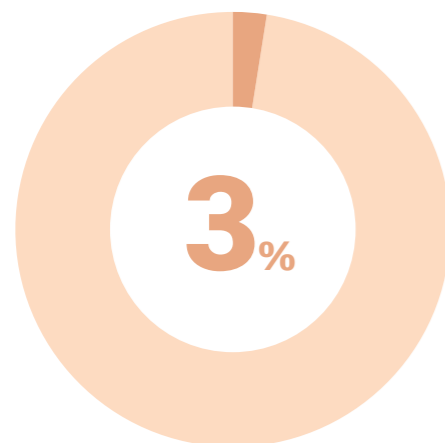
Paul & Co
บริษัท พอล แอนด์ โค (ประเทศไทย) จำกัด

จัดทำโดย ฝ่ายจัดซื้อ ร่วมกับฝ่ายบริหารระบบคุณภาพ และ
ทีมงานผู้ตรวจสอบประจำปี บริษัท เอ.เจ.พลาสติก จำกัด (มหาชน)

Process of On-Site Audit and Visit



New Supplier Selection



New suppliers approved to vendor list

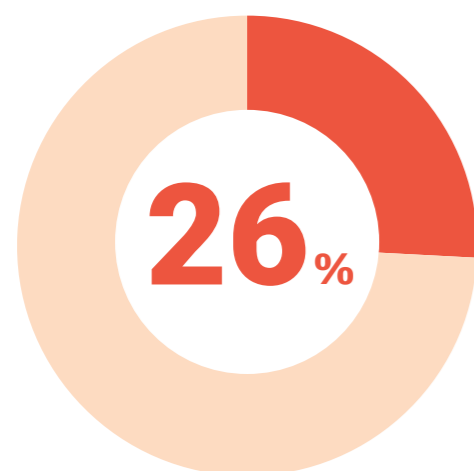
Supplier Identification

To identify suppliers which are difficult to substitute with and in critical products or services, as well as there are few players in the market and spending analysis of the highest spending amount. Critical products or services can be classified as below:

- Raw material suppliers (PP PET PA resin and additives)
- Machinery and parts suppliers
- Natural gas
- Packing material suppliers

Suppliers	Number of Suppliers	Spending Amount (MB.)	Spending Proportion (%)
Tier 1 Suppliers	588	6,976	100%
Critical Tier 1 Suppliers	6 Raw Material: 3 Natural Gas: 1 Packing Material: 1 Machinery and Parts: 1	2,622 Raw Material: 2,446 Natural Gas: 137 Packing Material: 39 Machinery and Parts: 21	38% Raw Material: 35% Natural Gas: 2% Packing Material: 1% Machinery and Parts: 0.3%
Non-Critical Tier 1 Suppliers	582	4,333	62%

Supplier Risk Assessment



The number of suppliers to be assessed risks



of Critical suppliers to be assessed risks

3%

Proportion of high-risk suppliers from risk assessment

3% Suppliers with corporate governance risks

25% Suppliers with environmental risks

1% Suppliers with social risks

0

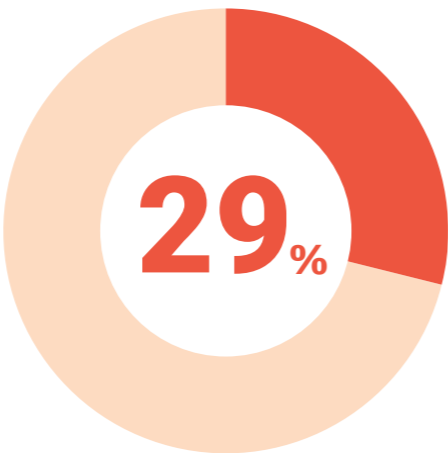
Number of high-risk critical suppliers from risk assessment

0 Critical suppliers with corporate governance risks

0 Critical suppliers with environmental risks

0 Critical suppliers with social risks

Supplier Code of Conduct Acknowledgement and Compliance



The number of suppliers signing to acknowledge and comply



The number of suppliers following code of conduct

On-Site Supplier Audit and Visit of 2023-2024



Number of critical suppliers to be audited and visited



Proportion of critical suppliers to be audited and visited
* Foreign critical suppliers will be assessed by self assessment.



Number of high-risk suppliers from on-site audit and visit

- 0 Suppliers with corporate governance risks
- 0 Suppliers with environmental risks
- 0 Environmental and greenhouse gas management
- 0 Suppliers with social risks

Collaboration Project with Suppliers

The Company places importance on developing sustainable business operations of its partners to enhance partners' potential in terms of safety, skills development, and innovation development. The guidelines are based on sustainable raw material management standards so that the Company can maintain the standards and safety of its products and services and continuously receive quality raw materials from its partners that are environmentally friendly and can promote the quality of life of communities and society.

Sustainable Capacity Building for Suppliers and Business Partners

Work Safety Training Program for Contractors

The enhancement project training the work of contractors in the Company's area safely and reducing the rate of accidents within the factory area.

Innovation Development Project for Recycling Plastic Leftovers from Production Process

The Company is collaborating with Ampacet (Thailand) Company Limited in jointly developing the use of plastic leftovers from production process recycled into plastic resins, where the Company uses such plastic resins as raw materials returning to the production process again consisting with the principles of the circular economy. The use of fossil raw materials is reduced.

Skills and Expertise Upgrading Project for Contractors

Training programs for working with heat and sparks for contractors by providing knowledge about working with heat and sparks to contractors who come to work in the Company's areas to prevent accidents and fires.

PCR-BOPP and PCR CPP Film Development Collaboration

The BOPP and CPP film produced from used plastic waste through to polypropylene (PP) plastic resin again, from HMC Polymer Company Limited, which can reduce the use of fossil-based raw materials and reduce greenhouse gas emissions more details in [Innovation Management](#)



Creating Cooperation to Increase Production Efficiency with Business Partners

Collaboration in Modern Technology to Increase Production Efficiency

The Company has created a partnership with Brückner Group Asia-Pacific Company Limited by introducing BO plastic film production line, which is the latest technology for BO film production, helping to increase high speed production capacity. As a result, production efficiency increased by 60% and more details in [Innovation Management](#)



Creating Value Added and Circulating Products with Suppliers and Business Partners



Recycling Plastic Cup Project

The Company collaborates with business partners to develop plastic cups from leftover plastic from the Company's production process. Sending to produce plastic cups and circulating and sending back to the Company using as packaging. There is the use of fossil raw materials reduction by 52.36 tonnes and the reduction of greenhouse gases equal to 172.66 tCO₂eq.

Plastic Strapping Band from Leftovers of Production Process

The Company collaborates with business partners to develop plastic straps from plastic leftovers from the Company's production process and send plastic straps and circulate and send back to the Company use as packaging. There is the use of fossil raw materials reduction by 17.43 tonnes and the reduction of greenhouse gases equal to 98.63 tCO₂eq.



Plastic Pallet Exchange Project with Partners

The Company collaborates with pallet partners to take unusable plastic pallets and recycle them by returning them to the Company's partners and circulating them back to the Company for use as packaging, which reduces the use of fossil raw materials by 4.69 tonnes, equivalent to a greenhouse gas reduction of 15.47 tCO₂eq.



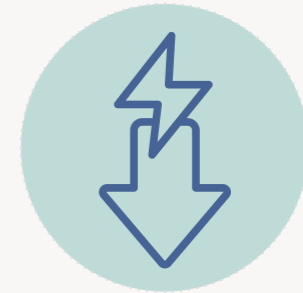
To Conduct Business Responsibly for The Environment

Energy Management

Energy is a critical resource for business operations, and the Company recognizes that energy consumption significantly contributes to climate change. In response, the Company has implemented energy management practices based on its energy conservation policy. It continuously monitors Thailand's commitments to greenhouse gas reduction and climate action outlined in the Nationally Determined Contribution (NDC) submitted to the United Nations Framework Convention on Climate Change (UNFCCC). The NDC aims to reduce greenhouse gas emissions by 30–40% compared to business-as-usual levels by 2030. The Company actively supports the industrial sector's efforts to meet Thailand's national greenhouse gas reduction targets outlined in the country's action plan, particularly in the energy sector. Its energy reduction initiatives align with: The Energy Conservation Plan (2018-2037): Targeting a 30% reduction in energy intensity by 2037. The Renewable and Alternative Energy Development Plan (2018-2037): Aiming to increase renewable energy's share including electricity, heat, and biofuels to 30% of final energy consumption by 2037.

Recognizing the challenges of energy management in combating climate change, the Company has assessed both the direct and indirect risks and impacts of energy use. It collaborates with employees at all levels to promote energy efficiency and contribute to Thailand's NET ZERO goal by 2065. These efforts are carried out in compliance with the Energy Conservation Promotion Act of 1992 (as amended in 2007).

Energy Management Target



Electricity consumption reduced by

5%

compared to the previous year

“

We are dedicated to harnessing solar energy to lessen dependence on non-renewable electricity sources. Additionally, we continuously implement energy efficiency initiatives aimed at reducing energy consumption.

”



Mr. Chanchai Kissaneepaiboon

Head of Factory Energy Management Working Group
at Factory in Pinthong Industrial Estate (Project 5), Chonburi Province

Energy Management

Most of the energy consumption will occur at Factories in the Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) in the Eastern Economic Corridor, Chonburi Province, falling within the scope of the controlled plant as per the Royal Decree on the Control Factory 1997. These plants are equipped with a transformer of 1,500 kVA each, 6 transformers of 2,000 kVA each, 8 transformers of 2,500 kVA each, 15 transformers of 3,000 kVA, and a transformer of 25,500 kVA. In total, there are 103,500 kVA of all transformers.

The Company has established a working group on energy management with qualifications and responsibilities outlined in accordance with the Ministerial Regulation defining qualifications, duties, and the number of persons responsible for energy in 2009, as follows:

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

Energy Intensity

A.J.Plast defines specific energy consumption by comparing the ratio between electricity consumption (Megajoules) and natural gas consumption (Megajoules) in Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) to plastic film production (tonnes) within annual period. This calculation can be expressed as follows:

Specific Energy Consumption (SEC) =
$$\frac{(\text{Electricity Consumption (kWh)} \times 3.6 \text{ (Megajoules per hour)}) + \text{Calorific Value (Megajoules)}}{\text{Plastic Film Production (tonnes)}}$$

Table Shown Specific Energy Consumption

Details	Units	Laem Chabang Industrial Estate Factory	Pinthong Industrial Estate (Project 5) Factory
Electricity Consumption	kWh	109,059,402.89	52,347,719.06
Calorific Value	MJ	205,092,822.90	114,807,210.00
Plastic Film Production	tonnes	83,783.54	74,156.34
Specific Energy Consumption	MJ/tonne	7,133.94	4,089.45

Remarks:

- The data shown is certified by Mr. Bandit Chaipranitthan, who is an energy auditor accredited by the Act of Energy Conservation.
- The data on electricity consumption within the Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) factories are specific to consumption within the plant and does not include consumption outside the plant.

Reduction of Energy Consumption

The Company is actively focused on reducing energy usage from fossil fuels, prioritizing energy as a top concern, and supporting alternative or renewable energy. Aligned with the principles of the circular economy and energy conservation policy, aiming to achieve NET ZERO by 2065.

Performance

Annual energy management report will be submitted to the Department of Alternative Energy and Energy Conservation, Ministry of Energy. The 2024 energy consumption of the Company as follows:

Table Shows 2024 Energy Consumption at Laem Chabang Industrial Estate Factory

Details		Megajoules
A	Total fuel consumption within plant from non-renewable sources	205,092,822.90
	Natural gas consumption	205,092,822.90
B	Total fuel consumption within plant from renewable sources that generated from Plant	4,968,356.00
	Electricity consumption from solar generated	4,968,356.00
C	Total electricity consumption within plant	387,645,494.40
	Electricity consumption, meter number 208205633	376,569,878.40
	Electricity consumption, meter number 23049353	11,075,616.00
D	Total electricity sold from plant	-
Total energy consumption within plant ((A+B+C)-D)		597,706,673.30

- Remarks:
- The data shown represents the Laem Chabang Industrial Estate factory only.
 - Information on electricity and natural gas consumption is derived from the Energy Management Report 2024, certified by Mr. Bandit Chaipranitthan, an energy auditor for Laem Chabang Industrial Estate factory.
 - All information has been initially verified by Thailand Greenhouse Gas Management Organization (TGO).
 - Conversion factors have been referenced from the Thailand Energy Statistic Report 2024, Ministry of Energy, page 228, item no. 5

Table Shows 2024 Energy Consumption at Pinthong Industrial Estate (Project 5) Factory

	Details	Megajoules
A	Total fuel consumption within plant from non-renewable sources	114,807,210.00
	Natural gas consumption	114,807,210.00
B	Total fuel consumption within plant from renewable sources that generated from Plant	20,166,188.62
	Electricity consumption from solar generated	20,166,188.62
C	Total electricity consumption within plant	168,285,600.00
	Electricity consumption, meter number 6500202294	168,285,600.00
D	Total electricity sold from plant	-
Total energy consumption within plant ((A+B+C)-D)		303,258,998.62

Remarks:

- The data shown represents the Pinthong Industrial Estate (Project 5) factory only.
- Information on electricity and natural gas consumption is derived from the Energy Management Report 2024, certified by Mr. Bandit Chaipranitthan, an energy auditor for the Pinthong Industrial Estate (Project 5) factory.
- All information has been initially verified by the Thailand Greenhouse Gas Management Organization (TGO).
- Conversion factors have been referenced from the Thailand Energy Statistic Report 2024, Ministry of Energy, page 228, item no. 5

Table Shows The Proportion of Electricity Consumption at Laem Chabang Industrial Estate Factory

System	Energy Consumption	
	kWh/Year	%
Lighting	839,562.01	0.77
Air conditions in the office area*	4,322,657.74	3.96
Cooling	14,185,040.63	13.01
Film Production	81,819,617.94	75.02
Air pressure	5,350,279.50	4.91
Others	2,542,245.07	2.33
Total	109,059,402.89	100.00

* Only split-type air conditioners.
Remarks: The data presented only pertains to the Laem Chabang Industrial Estate factory.

In 2024, the Company established an energy conservation target and plan, aiming to reduce energy consumption by 0.02% compared to the original baseline. Successfully achieving this goal, the Company reduced energy usage by 0.02% in 2024. The significant savings were attributed to change 28W fluorescent bulbs to 16W LED bulbs for the project to reduce energy usage in 2024. Details are shown in the topic of the project to promote energy reduction.

Table Shows The Proportion of Electricity Consumption at Pinthong Industrial Estate (Project 5) Factory

System	Energy Consumption	
	kWh/Year	%
Lighting	152,896.78	0.29
Air conditions in the office area*	536,814.82	1.03
Cooling	3,985,156.14	7.61
Film Production	42,709,184.22	81.59
Air pressure	1,760,234.40	3.36
Others	3,203,432.70	6.12
Total	52,347,719.06	100.00

* Only split-type air conditioners.
Remarks: The data presented only pertains to the Pinthong Industrial Estate (Project 5) factory.

In 2024, the Company established an energy conservation target and plan, aiming to reduce energy consumption by 11.13% compared to the original baseline. Successfully achieving this goal, the Company reduced energy usage by 11.13% in 2024. The significant savings were attributed to the solar rooftop project. Details are shown in the topic of the project to promote energy reduction.

Energy Reduction Projects

BOPP Production Line Machinery Project at Pinthong Industrial Estate (Project 5)

A new machinery project is underway for the BOPP production line at the Pinthong Industrial Estate (Project 5). The machines can produce more plastic film per hour, increasing production efficiency by 60%. They have a maximum speed of 625 meters per minute, resulting in a total production capacity of 46,505.60 tonnes per year. By 2024, energy use can be reduced to 30.22 MWh per year, which will lower electricity costs by up to 116.98 million Baht per year and reduce greenhouse gas emissions by 15,111.30 tCO₂eq.



Solar Floating Project with 1 MWh

The Company is implementing a 1 MWp floating solar power generation project at the Pinthong Industrial Estate (Project 5). From January to December 2025, this project is expected to generate 1.38 MWh per year, replacing electricity from the grid. This will result in cost savings of 3.75 million Baht per year and a reduction in greenhouse gas emissions by 499.90 tCO₂eq.

Rooftop Solar Cell Project with 5 MWh

The Company has implemented a 5 MWp solar power generation project on the rooftops of the Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5), with a total installed capacity of 5.26 megawatts. In 2024, this project generated electricity, replacing grid power usage by 6.98 MWh per year. This resulted in cost savings of 26.18 million Baht per year and a reduction of greenhouse gas emissions by 3,490.21 tCO₂eq.



Machinery and Electrical Equipment Efficiency Improvement Project

The Company consistently enhances the efficiency of appliances and electrical equipment, incorporating energy-saving technologies. Initiatives include the replacement of air conditioning units and electric bulbs.

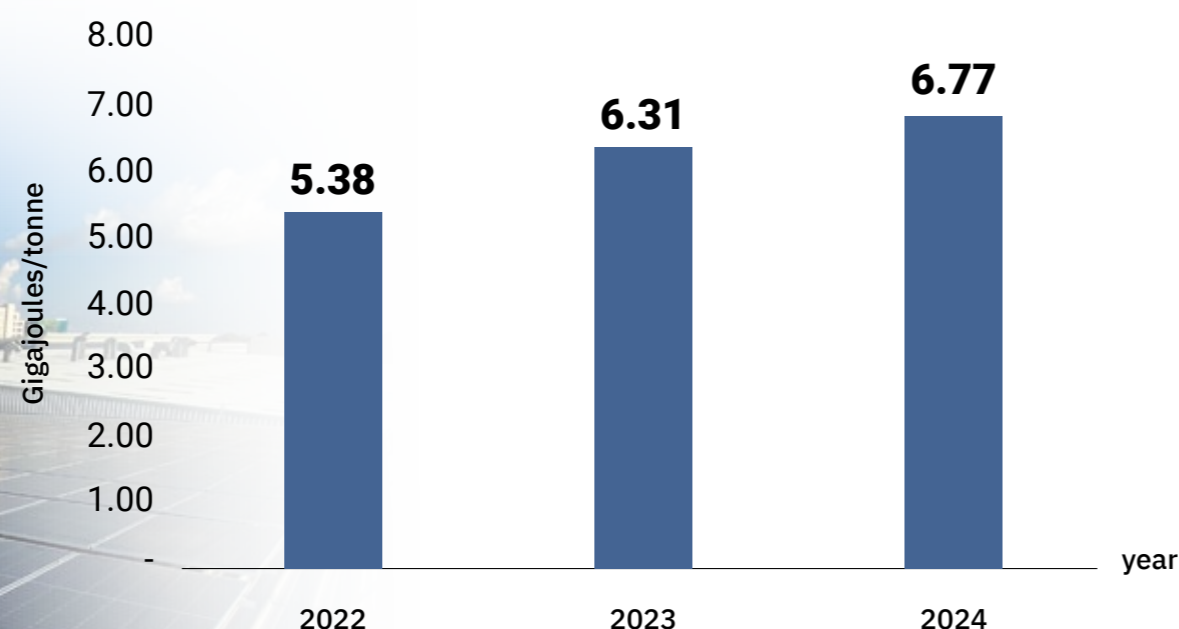
In 2024, the Company changed to using 345 LED bulbs within the Laem Chabang industrial area has led to a reduction in energy consumption by 33,395.31 kWh. This project saved 143,338.96 Baht and reduced greenhouse gas emissions by approximately 16.69 tCO₂eq.

Renewable Energy Initiative

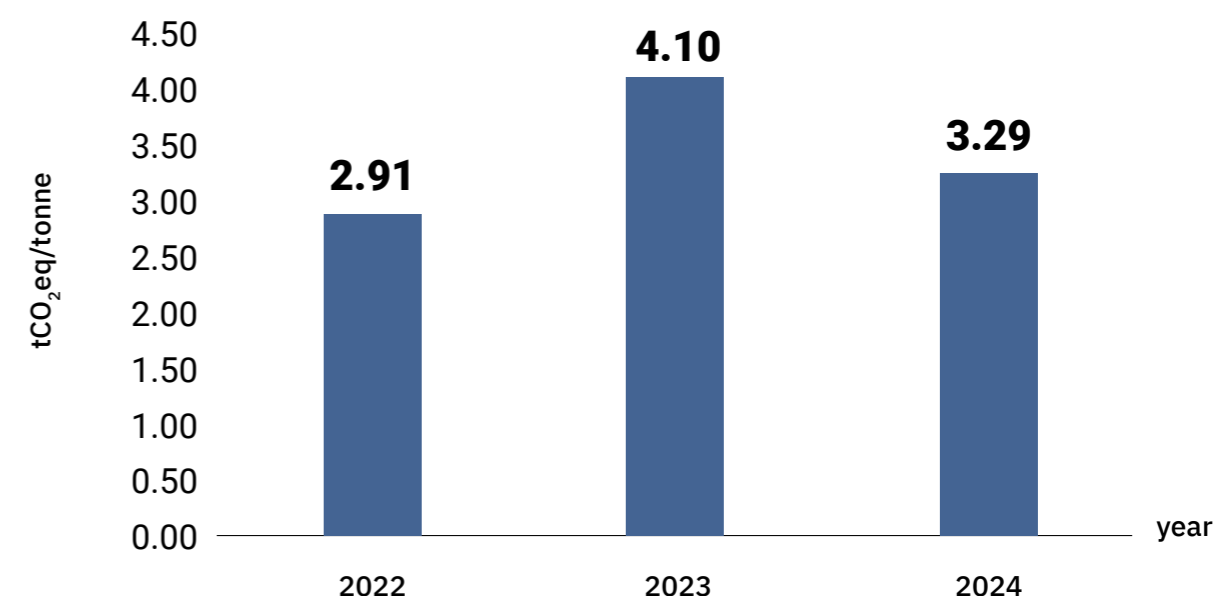
The Company's plastic film production processes require substantial electricity. At its Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5), electricity is sourced from both the Provincial Electricity Authority (PEA) and private entities. The emission factors, or the carbon dioxide equivalent per unit of electricity consumed, vary between these electricity providers, reflecting the company's consideration of emissions in energy sourcing decisions.

The Company is considering purchasing electricity from suppliers with lower greenhouse gas emission coefficients. This supports the use of renewable energy and involves selecting sellers certified under Renewable Energy Certificates (RECs) or the International Renewable Energy Certificates Standard (I-REC) by the Netherlands, a certification agency. The electrical energy would be used in place of electrical energy produced from biomass, such as coal, natural gas, and crude oil. This shift aims to contribute to the country's greenhouse gas reduction goals and Nationally Determined Contribution by targeting a 30–40 % reduction in emissions compared to normal cases by 2037.

Energy consumption per product unit



Greenhouse gas emissions per product unit



Water Management

The continuous rise in global surface temperatures is a significant factor contributing to the melting of polar ice, rising sea levels, and the increased occurrence of natural disasters. These phenomena, combined with the intensification of climate change in various regions, are causing changes in the quantity and quality of water in natural sources due to fluctuations in rainfall patterns. These changes may result in water shortages. The Company acknowledges the risks posed by potential water scarcity, especially since water is essential for industrial processes, agriculture, and other human activities.

Thailand is considered a high-risk area for water stress due to its geographical location. Therefore, managing water resources effectively and ensuring their sufficiency for both business operations and employee needs is a priority. To address this, the Company has implemented

water management projects and plans to optimize water usage in production processes, ensuring efficient and sustainable resource utilization. Wastewater is treated to meet legal discharge standards before being released and is integrated into processes for recycling or reducing water consumption.

The Company is also committed to collaborating with the public and private sectors, as well as other industries, to take an active role in water management at both local and national levels. These efforts aim to promote sustainable water management and contribute to the conservation and restoration of water sources. This aligns with the United Nations Sustainable Development Goal (SDG) 6: “Ensure availability and sustainable management of water and sanitation for all.”

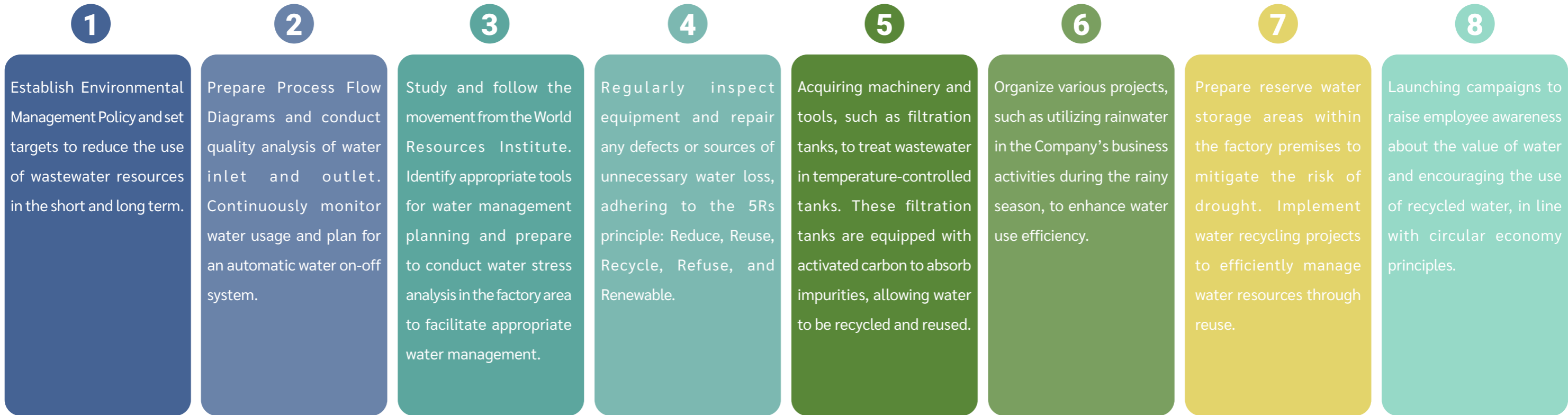
Water Management Target

The Company has set short-term and long-term goals for sustainable water management as follows:

Target 2024	Long-Term Target
<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.	<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.



Water Management



Water Withdrawal Reduction

The Company manages water resources efficiently through the following initiatives:

- 1

Utilization of Surface Water
Rainwater is collected during the months of July to October each year and filtered through a treatment system and used for various operational activities within the Company.
- 2

Water Recirculation
In the production lines, water is used for cooling purposes remaining within the machinery and is continuously recirculated throughout the system to minimize consumption.

Surface Water Management

The Company has a rainwater storage pond with a capacity of 10,000.00 m³, used as a source of recycled water within the factory. Measures to monitor and improve the quality of surface water include:

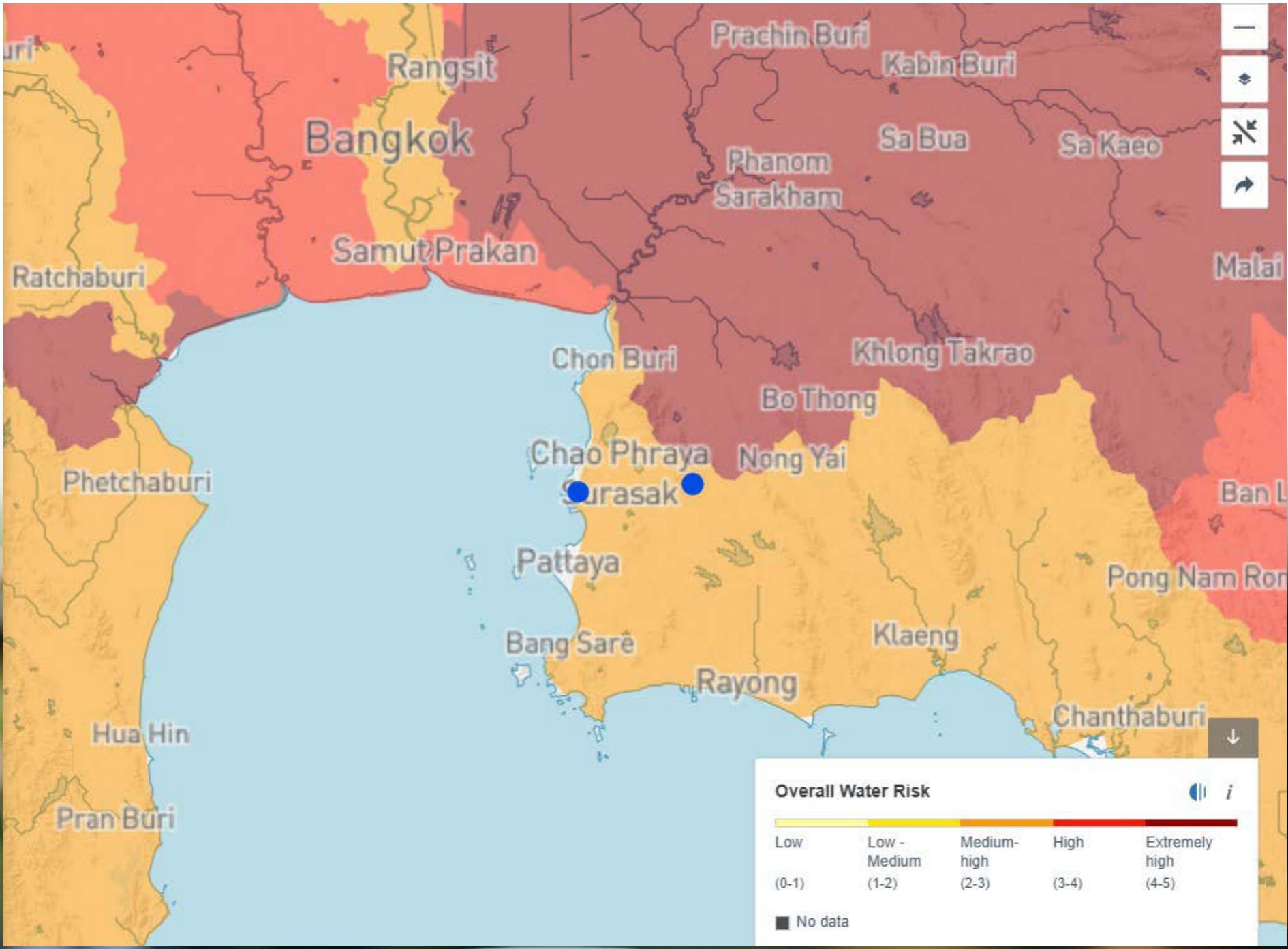
Details	Units	2024 Performance
Potential of Hydrogen ion (pH)	-	7.37
Biochemical oxygen demand (BOD)	mg/L	72.33
Total dissolved solids (TDS)	mg/L	99.53

Water Stress Analysis

According to assessments from the World Resource Institute (WRI) Aqueduct Water Risk Atlas and the WWF Physical Risk Quality Water Stress Filter, the water stress level in the areas surrounding both factories and headquarters ranges from 20% to 40% (classified as Medium-high). Furthermore, there have been zero instances of water allocation crises or shortages in film production operations. The Company manages the risk that may arise from water stress by utilizing recycled water from the rainwater storage.

Locations	Low	Low-Medium	Medium-High	High	Extremely High
	(<10%)	(10-20%)	(20-40%)	(40-80%)	(>80%)
Laem Chabang Industrial Estate Factory	-	-	×	-	-
Pinthong Industrial Estate (Project 5) Factory	-	-	×	-	-

Reference: <https://www.wri.org/applications/aqueduct/water-risk-atlas>



The Table Shows Water Withdrawal and Product Production Ratios by The Level of Water Stress on Resources

Location	Level of Water Stress	Water Consumption (m³)	Production Volume (tonne)	Water Consumed Per Production Unit (m³/tonne)
Laem Chabang Industrial Estate Factory	Medium-high (20-40%)	200,763.00	83,783.54	2.40
Pinthong Industrial Estate (Project 5) Factory	Medium-high (20-40%)	79,396.00	74,154.34	1.07

Remarks:

1. Water withdrawal (m³) sorted by equipment: UT cooling water system, UT chiller system, and production remelting process.
2. Production volume (tonnes) pertains to the cumulative film roll production volume from the production department at A.J. Plast Public Company Limited.

Corporate Water Stewardship

The Company has implemented measures to address water stress levels as follows:

- To conduct a process flow diagram and analyze data on water inflow and outflow quality. Continuous monitoring of water consumption is also facilitated through an automatic water on-off system and an automatic water monitoring system.
- Water resource risks in the Company’s business areas are assessed using the tools and methods of the World Resource Institute (WRI) to evaluate water impacts on core business operations in Thailand, it was found that the water stress was medium-high (20-40%). Consequently, the Company has established measures to mitigate and prepare for such situations based on the 5Rs principle: reducing water consumption, recirculating and recycling water, reducing and eliminating hazardous chemicals causing wastewater contamination, reusing improved quality treated wastewater, and developing projects to

increase water efficiency by setting measures for water management in business operations, consist of;

- Application of the 5Rs principle to the maintenance process, involving maintenance planning, inspection of pipeline system leakage points in factories, and checking the condition of water distribution systems during production to minimize water loss.
- Internal communication of the 5Rs principles within the factory to reduce water loss in the production process.
- Promoting responsible water usage to reduce water consumption per tonne of production effectively.
- Establishment of a reserve water storage area within the factory premises, totaling 1418.20 m³, with regular checks on water quantity every week.

- Utilization of water reuse, totaling 10,000.00 m³, to increase the use of alternative water sources and reduce water consumption at Pinthong Industrial Estate (Project 5). These reserves also serve firefighting and emergency purposes.
- Implementation of a skimming tank project to filter water from a 1.5 m³ temperature-controlled water bath, recycling and reusing filtered water to reduce overall water usage.
- Introduction of a project to recycle brine water used in the production process for cooling machine systems.
- Continuously monitoring water resource risks, especially those affecting the Company and the surrounding community in the industrial park.

Table Shows Water Withdrawal

Location	Location Water supplier	Water sources ¹	2024			2023			Compared to previous year
			Water purchase volume	Surface water volume	Total	Water purchase volume	Surface water volume	Total	%
Laem Chabang Industrial Estate Factory	Industrial Estate Authority of Thailand	Tap water from Bang Pakong River	200,763	0	200,763	226,432	0	226,432	Reducing 11.34
Pinthong Industrial Estate (Project 5) Factory	Industrial Estate Authority of Thailand	Tap water from Bang Pakong River and Surface water	23,050	56,346	79,396	24,617	21,114	45,731	Increasing 73.62

Remarks:

1. Unit in m³
2. Data shown represented Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) in Chonburi province.

The Table Shows Water Consumption Per Product Unit and Recycled Water Consumption

Location	Description	Target (compared to previous year)	2024	2023
Laem Chabang Industrial Estate Factory	Water withdrawal per product unit (cubic meters per tonne)	1%	2.40	2.20
	Recycled water compared to water withdrawal in the same year (%)	1%	69.51	63.34
Pinthong Industrial Estate (Project 5) Factory	Water withdrawal per product unit (cubic meters per tonne)	1%	1.07	1.05
	Recycled water compared to water withdrawal in the same year (%)	1%	100	25.33

Remarks:

1. Data shown represented Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5).

In 2024, the Company's water usage rate per product unit at the Laem Chabang Industrial Estate was 200,763.00 m³, reducing a 11.34% compared to 2023. The total amount of recycled water used was 139,553.00 m³, accounting for 69.51% of total water usage for the year. Recycled water was sourced primarily from the machinery cooling system, with 79,396.35 m³ used at the Laem Chabang Industrial Estate and 56,346.35 m³ at the Pinthong Industrial Estate (Project 5) factory.

The Company has not achieved its goal of reducing water usage and increasing the use of recycled water as planned. Additionally, rainwater collected during the rainy season is utilized for business activities, further supporting sustainable water management efforts.

Water Discharge Management

The Company tracks and monitors wastewater emissions throughout the production chain by setting and implementing safety, occupational health and working environment policy or environmental plan. This ensures that the quality always remains within wastewater standards. Parameters for checking wastewater quality include pH, temperature, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Total Suspended Solids (TSS), oil and grease, as well as heavy metals such as mercury (Hg), arsenic (As), etc. Additionally, the Company measures the quality of wastewater drainage every day through an online system to monitor and improve operational efficiency.

The Table Shows The Amount of Water Discharge

Details	Units	2024 Performance
pH	-	7.13
BOD	mg/L	128.48
SS	mg/L	290.39
COD	mg/L	75.22

In 2024, it was observed that certain parameters such as pH value, Chemical Oxygen Demand (COD), Total Suspended Solids (SS), and Biochemical Oxygen Demand (BOD) complied with regulations.



Water Management Project

Water Reuse

In 2024, the Company implemented a 10,000.00 m³ rainwater storage system, equipped with a filtration mechanism to remove debris and leaves before water enters the tank. Water reuse is utilized for various public utility purposes within the facility. Since the project's implementation, the Company has reduced its tap water consumption by approximately 56,346.35 m³ per year, resulting in annual cost savings of around 1.49 million Baht per year. This initiative has also contributed to a reduction in greenhouse gas emissions by 14.51 tCO₂eq per year.

Skimming Tank

In 2024, the Company initiated the use of a skimming tank, which incorporates activated carbon to filter and collect impurities from the water surface. Activated carbon has a special property of high absorption due to its porous structure, allowing it to capture and retain impurities while purifying the water. After use, the contaminated activated carbon undergoes a backwashing process to efficiently circulate and be reused. When it reaches the end of its service life, the activated carbon is disposed of in accordance with proper procedures. The implementation of the water filtration tank for treating wastewater from the temperature control tank has led to a reduction in the use of high-purity water by 8,196.00 m³ per year, saving approximately 0.23 million Baht annually. This also results in a reduction of greenhouse gas emissions by 2.11 tCO₂eq per year.



ECO Green Network

The Company partnered with the Industrial Estate Authority of Thailand and surrounding communities to visit Global Utility Service Company Limited to study their wastewater treatment processes. During the visit, the Company gained insights into the various stages of wastewater treatment, including sludge removal. The filtered water is further processed through a reverse osmosis (RO) filtration system before being recycled or safely discharged back into natural water sources.



Pollution, Light, Noise, and Heat Management

The Company prioritizes pollution management by monitoring environmental changes and their potential impacts. Recognizing the environmental effects of production processes, resource use, waste generation, and transportation, the Company emphasizes sustainable business practices, efficient resource utilization, and responsible management of emissions and by-products. This approach ensures that the Company’s operations align with sustainable growth while maintaining a balance between the community, local ecosystems, and business interests.

Environmental Policy

A.J. Plast Public Company Limited, a leading manufacturer and distributor of plastic films, places environmental management at the core of its business operations. The Company is committed to sustainable practices, supporting the research and development of eco-friendly products, and promoting environmental awareness in society. To achieve these objectives, the Company adheres to the following environmental policies:

- 1. Compliance with the law and regulations including the contractual obligations that the Company is involved with.
- 2. Preventing pollution that may arise from the operations related to production processes and activities of the Company to minimize the environmental impacts.
- 3. Environmental protection and participation to stop

global climate change by reducing greenhouse gas emissions and development of environmentally friendly products.

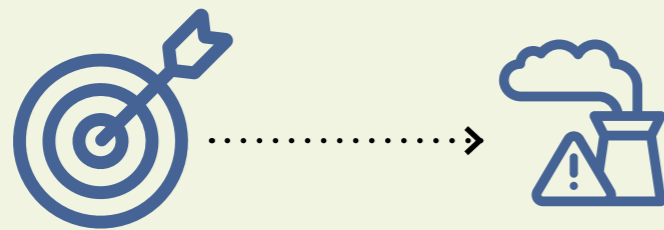
- 4. Continuously improve the environmental management system to increase environmental efficiency.
- 5. Use resources and energy in the most valuable and beneficial manners applicable to the circular economy principles.
- 6. Cultivating the organization culture focusing on environment both internally and externally including stakeholders throughout the supply chain emphasizing continuous annual training, presenting, promoting, cooperating, and developing environmentally friendly innovations and products for stakeholders and other relevant projects.

Pollution, Light, Noise, and Heat Management Target

The Company has established environmental goals, both short-term and long-term, in alignment with its environmental policy. These goals encompass compliance with environmental laws and regulations, aimed at controlling environmental impacts. The Company’s environmental goals are congruent with its core values that prioritize environmental protection, encompassing aspects such as climate change, waste management, energy efficiency, water management, and biodiversity conservation. Stakeholder groups play a significant role in shaping the Company’s environmental management strategies.

Air Pollution Target

Aligned with the ISO 14001: 2015 standard system, the Company conducts measurements of dust values (Particulate Matter, Carbon Monoxide, Nitrogen Dioxide, and Sulfur Dioxide) within the factory area.



Target to reduce air pollution emissions
by 1 % by 2024

Light, Noise, Heat, and Chemical Targets



The target is to control environmental quality
and ensure workplace safety in accordance
with the Law

Pollution, Light, Noise, and Heat Management

Air Pollution Management

The Company prioritizes air pollution management, focusing on monitoring air quality in the vicinity to ensure its compliance with regulations stipulated by the Ministry of Industry. This involves determining the concentration of pollutants released from the factory, for example, particulate matter, carbon monoxide, nitrogen dioxide, sulfur dioxide, etc.

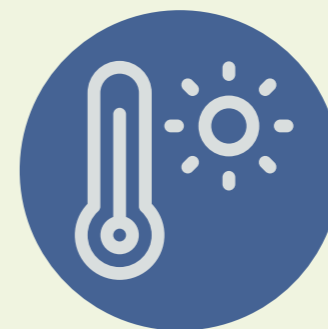
Management of The Working Environment

The Company ensures environmental conditions and workplace safety adhere to legal requirements, covering aspects such as heat, light, noise levels, and chemical exposure within the work area. Comprehensive emergency management protocols, including regular drills to prevent and mitigate adverse impacts from potential incidents, are conducted at least once a year.



Light Management

The Company has established goals to regulate lighting quality across all areas, in accordance with the Department of Labor Protection and Welfare's standards for lighting intensity announced in 2018. Corrections and enhancements are made to ensure compliance with regulations.



Heat Management

The Company aims to manage heat levels in all areas, following the Ministry of Labor's standards for occupational health and working environment related to heat, light, and sound. Differentiated according to the nature of work, personal protective equipment sets are provided to employees accordingly.



Noise Management

The Company has set the target to control noise levels throughout the Company premises, aligning with the Ministry of Labor's regulations on occupational health and working environment related to heat, light, and sound in 2016, as well as the Department of Labor Protection and Welfare's standards for permissible noise levels for employees in 2018. Personal protective equipment is provided, and training is organized to raise awareness of the risks associated with exposure to loud noises.



Chemical Management

The Company has established goals to regulate chemical concentrations across all areas, as per the Department of Labor Protection's regulations on hazardous chemical concentration limits in 2017 and the standards set by the National Institute of Occupational Safety and Health, United States. Personal protective equipment sets are provided to employees accordingly.

Performance in Pollution, Light, Noise, and Heat

Performance on Air Pollution

The Company has prioritized quality production while also being attentive to assessing exposure to the working environment and monitoring environmental emissions. Consequently, environmental quality is measured and analyzed in compliance with legal regulations, with efforts made to develop and enhance efficiency beyond legal requirements.

The Company measures and analyzes air quality in ventilation shafts, covering parameters such as Total Suspended Particulates, Sulfur Dioxide, Nitrogen Oxide, and Carbon Monoxide. The results of the analysis are as follows:



The Table Shows The Measurement and Analysis of Air Quality in 2024

Measurement list	Standard	Units	Boiler Stack			
			No.2 Coater area	No.9 BOPET area	No.10 B5 B6 area	No.11 BOPA area
Total Suspended Particulate	320	mg/m ³	4.50	4.30	1.50	1.45
Sulfur Dioxide	60	ppm	<1.30	<1.30	<1.30	<1.30
Oxides of Nitrogen	200	ppm	<1.00	<1.00	<1.00	<1.00
Carbon Monoxide	690	ppm	59.85	42.60	23.45	23.30

Remark:

- 1. The measurement and analysis of air quality emitted from boiler stack, 30 March, 2024, by Vcare Environment Services Company Limited
- 2. Data showed only the Laem Chabang industry estate factory

Performance in Light Management

The Company conducted lighting quality measurements across all areas of its premises, categorized based on visual tasks: rough work (200-300 lux), slightly detailed work (400-500 lux), and highly detailed work (800-1200 lux), as per the Department of Labor Protection and Welfare’s 2018 lighting intensity standards.

Table Showing Light Intensity Quality Measurement in 2024

Category	Standard (Lux)	Amount	Average Measurement Results (Lux)
Rough work	≥200-300	10	280.10
Slightly detailed work	≥400-500	31	353.55
Highly detailed work	≥800-1200	3	522.33

- Remark:
- 1. The measurement and analysis of air quality emitted from boiler stack, March 30, 2024, by Vcare Environment Services Company Limited
 - 2. Data showed only the Laem Chabang industry estate factory

In 2024, certain areas did not meet the required standards. Specifically, 31 points under the “slightly detailed work” category and three points under the “highly detailed work” category were non-compliant. The highest average illumination values in these areas were 353.55 lux and 522.33 lux, respectively, below the required levels. To address these deficiencies, the Company added 345 additional light bulbs and cleaned existing light sources in both production and office areas to ensure compliance with standards.



Performance in Noise Management

The Company has measured the noise level in all areas, ensuring that the average noise level over 8 hours does not exceed 85 decibels. Additionally, the maximum noise level does not surpass 115 decibels, as per the Ministry of Labor’s announcements: “Setting standards for administration, management, and safety operations, occupational health, and working environment related to heat, lighting, and sound in 2016”, and the Department of Labor Protection and Welfare’s standards for permissible noise levels for employees throughout the working period each day in 2018. The results of the analysis are as follows:

Table Showing Sound Pressure Level Quality Measurement in 2024

Standard	Amount	Unit	Average Leq8-Hour Measurement Results (dBA)
≤85	22	dBA	83.55

- Remark:
- 1. The measurement and analysis of air quality emitted from boiler stack, March 30, 2024, by Vcare Environment Services Company Limited
 - 2. Data showed only the Laem Chabang industry estate factory

In 2024, we discovered that the sound quality did not meet the standards set by the Ministry of Industry. It was observed that in certain areas, all 22 points showed average sound level values that deviated from the standards, with the highest average sound level reaching 83.55 dBA. As a result, the Company will implement management measures, including strict control of sound quality, through the Hearing Conservation and Noise Control Project, as follows:

- (1) Identify the personal protective equipment (PPE) necessary for employees before entering areas with high noise levels, such as the production process. This includes hearing protection devices, like earplugs, to mitigate noise levels and prevent potential hazards that could affect employees’ hearing.
- (2) Foster a culture of awareness regarding sound quality control and the risks associated with loud noises among employees at all levels. This involves creating warning signs for the mandatory use of personal protective equipment (PPE) before entering the production process and providing training on the dangers of loud noises, as well as proper operation and use of hearing protection equipment.



Performance in Heat Management

The Company measured heat levels across all areas in accordance with the Ministry of Labour’s 2016 standards for managing occupational health, safety, and environmental conditions related to heat, light, and noise. Work was categorized as light (0-200 kcal/hour), moderate (201-350 kcal/hour), and heavy (over 350 kcal/hour) the measurement of heat level as follows:

Table Showing The Measurement of Heat Level Quality in 2024

Category	Standard		Amount	Temperature (°C)	Workload (kcal/hr)
	Workload (kcal/hr)	Temperature (°C)			
Light work	0-200	≤30	4	26.30	160.00
Moderate work	201-350	≤32	15	31.01	245.77
Heavy work	>350	≤34	1	35.90	353.00

- Remark:
- 1. The measurement and analysis of air quality emitted from boiler stack, March 30, 2024, by Vcare Environment Services Company Limited
 - 2. Data showed only the Laem Chabang industry estate

In 2024, it was found that the heat level according to the type of light work, moderate work and heavy work as equal as 4, 15 and 1 points respectively, and the average heat level in the type of light work, moderate work and heavy work as equal as 160.00, 245.77 and 353.00 kcal/hour, Including the average temperature in light work, moderate work and heavy work as equal as 26.30, 31.01 and 35.90°C respectively. It was noted that heavy work temperatures exceeded the standards. In response, the Company implemented engineering improvements to control heat levels, reduced employee workloads, and provided personal protective equipment (PPE). Training sessions on the proper use of PPE were also organized.



Performance in Chemical Management

The Company conducted chemical concentration measurements in accordance with the Ministry of Labor’s 2017 notification on permissible concentration limits for hazardous chemicals, as well as the standards set by the National Institute for Occupational Safety and Health (NIOSH) and the Occupational Safety and Health Administration (OSHA) and the measurement as follows:

Table Showing Chemical Quality Measurement in 2024

Standard ¹	Standard ²	Standard ³	Amount	Details	Units	Measurement
-	-	-	10	VOCs	mg/m ³	0.39
≤1000	≤250	≤1000	3	Acetone	ppm	1.40
-	≤5	-	5	Fume aluminum	mg/m ³	0.01
≤1000	≤1000	≤1000	1	Ethanol	ppm	<5.31
≤50	≤25	≤50	2	Ammonia	ppm	0.43
≤10	≤10	≤10	1	Acetic acid	ppm	0.02
≤1	≤1	≤1	1	Sulfuric acid	mg/m ³	0.02

Remark:

- 1. The source of the report on air quality measurement and analysis from the stack, 30 March, 2024, by We Care Environment Service Company Limited
- 2. Data specific to the Laem Chabang factory area.
- 3. Standard¹ refers to the Ministry of Labor’s notification on permissible concentration limits for hazardous chemicals (2017).
- 4. Standard² refers to the National Institute for Occupational Safety and Health (NIOSH) standards.
- 5. Standard³ refers to the Occupational Safety and Health Administration (OSHA) standards of the United States.

In 2024, measurements confirmed that the levels of 7 monitored chemicals complied with all applicable standards, which are Announcement of the Department of Labor Protection and Welfare Regarding the Limit of Harmful Chemical Concentration B.E. 2560, National Institute for Occupational Safety and Health (NIOSH), and Occupational Safety and Health Administration (OSHA). Based on these results, the Company provided personal protective equipment for employees working in monitored areas, ensuring their safety while maintaining compliance with regulatory requirements.

Projects or Activities on Pollution, Light, Noise, and Heat Management

From the Company's business operations, it was determined that the values were within the normal range according to relevant legal requirements in the areas of air, water, light, and noise quality. The Company is also receptive to receiving environmental feedback and complaints from relevant stakeholders. In 2024, no complaints related to air pollution or working conditions were reported, and the Company will continue to prioritize production quality and the development of environmentally friendly plastic film without negatively impacting stakeholders.



Air Pollution Control Project at Emission Points and Survey of Additional Monitoring Locations

The Company has implemented air pollution control filters at emission points, which have successfully reduced air pollutant emissions in line with the established targets. Additionally, the Company has collaborated with environmental monitoring service providers to assess and identify potential pollution sources within the factory. This effort aims to ensure comprehensive coverage of areas likely to emit air pollutants. Regular maintenance and inspections are also carried out to minimize potential impacts on employees, the surrounding environment, and nearby communities.



Hearing Conservation Projects

The Company has implemented measures to install signs in areas with high noise levels, always mandating the use of personal protective equipment (PPE) for individuals working in noisy environments. Additionally, educational materials about noise hazards and the importance of wearing PPE have been developed to prevent potential risks associated with exposure to loud noises during work. For further details see on the [Safety, Occupational Health, and Working Environment](#).



Project to Improve The Efficiency of Electrical Equipment

The Company has transitioned to using LED light bulbs within the Laem Chabang Industrial Estate factory area. For further details see on [Energy Management](#).

Waste Management

Waste management is a critical issue for the Company, which is dedicated to developing environmentally friendly plastic film production processes. This includes maximizing the utilization of waste and unused materials. The Company acknowledges that its products may contribute to waste generation during consumption, and improper waste management can lead to environmental impacts. To address this, the Company prioritizes sourcing sustainable raw materials, minimizing waste during production, and implementing effective waste management practices. Efforts are also focused on enhancing competitiveness and elevating products and services to national standards, emphasizing the efficient use of natural resources. Waste reduction initiatives follow the 5Rs process (Refuse, Reduce, Reuse, Recycle, and Renewable), aligning with the principles of the circular economy to meet international standards.

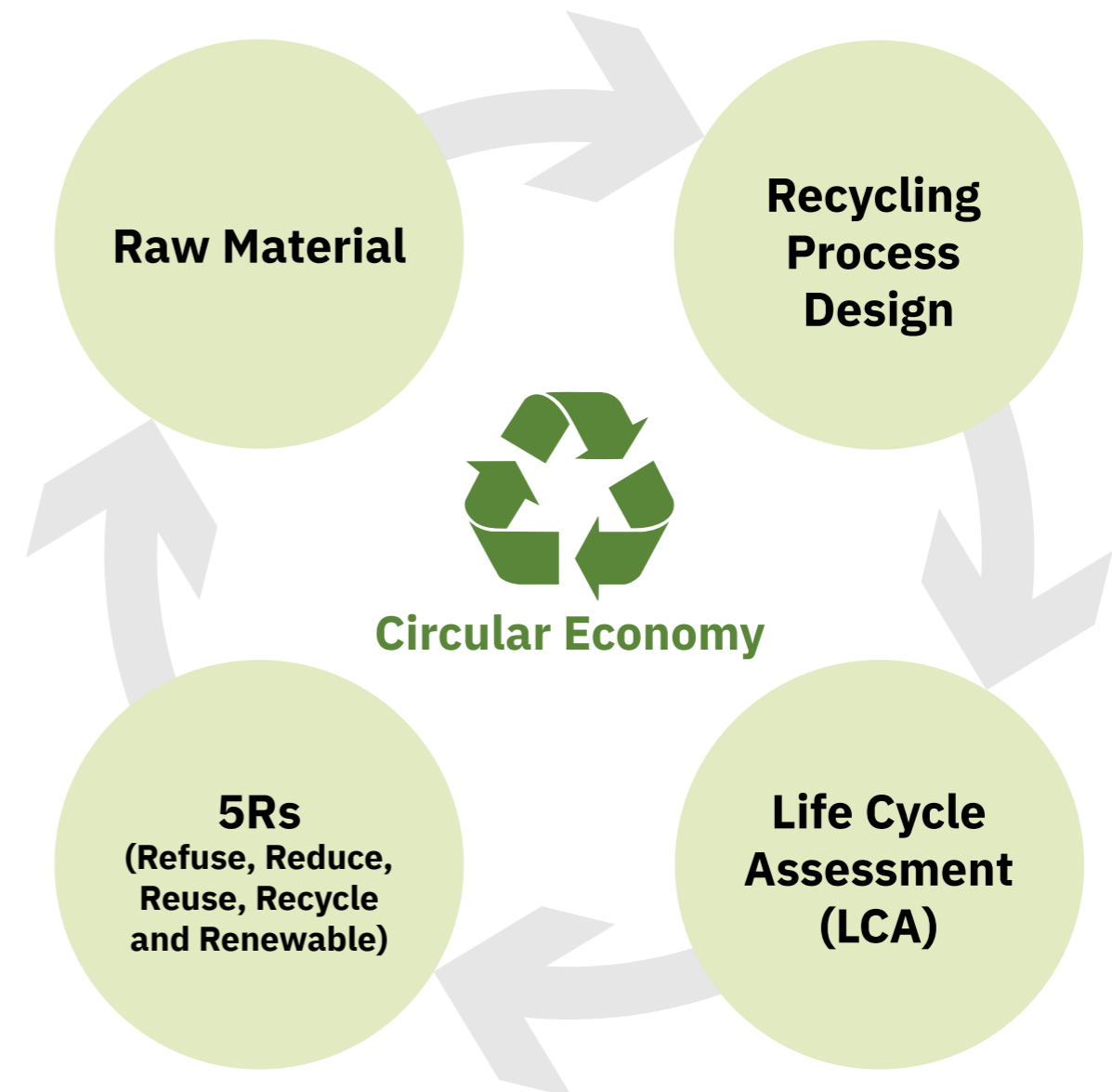
Waste Management Guidelines

The Company manages its operations comprehensively, integrating environmental, social, and governance (ESG) principles while adhering to environmental policies to mitigate potential impacts on business operations. To promote sustainable practices, the Company raises awareness among executives and employees about the consequences of waste, engaging them in waste management initiatives through various projects. These efforts aim to control waste management and minimize environmental impacts.

Additionally, the Company has developed innovative and environmentally friendly plastic film products, including Post-Consumer Recycled Film (PCR Film) made from materials that have been used and recycled, Post-Industrial Recycled Film (PIR Film) made from leftover materials generated during the Company's production process, and Bio-Based Film made from renewable biological resources. These innovations contribute to reducing waste and ensuring efficient resource use.

The Company places great importance on maximizing resource efficiency and minimizing waste generation from all processes. The focus is on resource circulation, reuse, and recycling to maintain materials within the system for as long as possible. Additionally, the Company is committed to fostering an organizational culture by instilling awareness among employees at all levels, management, directors, and stakeholders to understand and align with the goals of applying circular economy principles both in work practices and daily life. This is part of the Company's effort to drive positive environmental change on a global scale.

Waste Management Process



Waste Management Target and Performance in 2024

Issues	2024 Target	2024 Performance	
		Amount (tonnes)	%
The utilization rate of recycled and natural plastic resins	20%	43,061.59	16.13%
Reducing the amount of general waste that needs to be disposed of in landfills	≤ 120 tonnes/month	164.60	36.56% Increased
Reduction of hazardous waste	≤ 264 tonnes/month	129.92	44.94% decreased
Number of new green products	1 product / year	5 products / year	

In 2024, the Company reported using 43,061.59 tonnes of plastic resins made from recycled and natural materials, accounting for 16.13 % of total plastic usage. The Company generated 164.60 tonnes of general waste and 129.92 tonnes of hazardous waste for disposal. Despite an increasing rate of 36.56% and a reduction of 44.94 %, respectively, waste levels increased due to the expansion of production at Pinthong Industrial Estate (Project 5) factory. Based on past performance, the Company met its targets for using recycled and natural plastic resins and reducing general waste and hazardous waste. However, the 2024 target was not fully achieved. Nevertheless, the Company successfully developed 5 new green products, meeting the goals set for these initiatives.

Waste Management Projects

Direct Flake Dosing (DFD) Project

The Company has implemented a direct plastic recycling project, which reduces the process of melting and reprocessing plastic waste into recycled plastic resins. This initiative helps to reduce the use of fossil-based raw materials by 7,694.82 tonnes, resulting in savings of 236.30 million Baht. Additionally, it reduces greenhouse gas emissions by 15,025.84 tCO₂eq, and decreases electricity consumption by 11.35 M kWh per year, leading to cost savings of 43.93 million Baht per year. This also contributes to a reduction in greenhouse gas emissions equivalent to 5,674.80 tCO₂eq.

Packing Circulation Projects

Pallet Circulation Project

The Company retrieves and recycles wooden and plastic pallets, repairing damaged wooden pallets for reuse. This initiative reduces landfill waste by 100% or 1,212.99 tonnes saving costs by 8.41 million Baht and the greenhouse gas emissions equivalent to 112.72 tCO₂eq.



Project to Utilize Food Waste for Fish Food Production

The Company has implemented measures to separate food scraps for use as fish food in ponds located in Bang Pakong District, Chachoengsao Province. This initiative has resulted in a reduction of food waste disposal by 28.80 tonnes, which accounts for 17.49% of the waste previously sent to landfills. Additionally, this action is estimated to have reduced greenhouse gas emissions by 3.17 tCO₂eq.

Food and Drink Single-Use Packaging Reduction Project

The Company supports the “Food and Drink Single-Use Packaging Reduction Project” project to encourage employees to become more aware of and responsible for reducing single-use packaging waste within the organization. Employees are encouraged to bring their own personal food and drink containers to earn one point per purchase. 20 points to redeem for a free meal and 15 point to redeem for a free drink.



Sideboard Circulation Project

Wooden sideboards are accepted back for recycling, reducing disposal volume by 100% or 24.69 tonnes, and cutting disposal costs by 3.95 million Baht and the greenhouse gas emissions equivalent to 9.49 tCO₂eq.



Plastic Cup Circulation Project

The Company collects plastic cups from customers for reuse, reducing disposal by 100% or 52.36 tonnes and lowering disposal costs by 4.23 million Baht and the greenhouse gas emissions reduction of 172.66 tCO₂eq.

Strapping Band Circulation Project

The Company has implemented measures to reuse strapping band made from recycled raw materials. This initiative has successfully reduced the disposal of strapping band materials by 17.43 tonnes, effectively eliminating 100% of the waste sent to landfills. Additionally, these efforts have resulted in a cost saving of 0.61 million Baht, which is equivalent to a reduction in greenhouse gas emissions of 98.63 tCO₂eq.

Plastic Pallet Exchange Project with Partners

The Company collaborates with pallet partners by exchanging unusable plastic pallets for new ones, which are then returned to the Company for use. This initiative reduced plastic pallet disposal by 4.69 tonnes and lowered greenhouse gas emissions by 15.47 tCO₂eq.

Collaborative Projects with Partners

The Company has partnered with The Plastic Company Limited to recycle production waste into plastic resins, which are then sold for the production of items such as baskets and boxes. This initiative has successfully reduced waste by 53.90 tonnes, equivalent to a reduction of 1.15 tCO₂eq.

Improvement Project to Reduce The Thickness of Fabric Sheets Used to Absorb Oil and Chemicals in Production Process

The Company has implemented a project to reduce the thickness of the oil and chemical absorbent pads used in the production process. This project involves thinning the used sections of the pads so that they can be reused, allowing for a reduction of 11.30 tonnes in the use of new pads for absorbing oil and chemicals. This corresponds to a reduction of 22.95 tCO₂eq in greenhouse gas emissions.

Recycling Community Competition Project

The Company promotes employee participation in waste segregation to create value from materials that would otherwise be discarded. This initiative fosters awareness among employees about waste management and supports efforts to reduce global warming by minimizing waste.

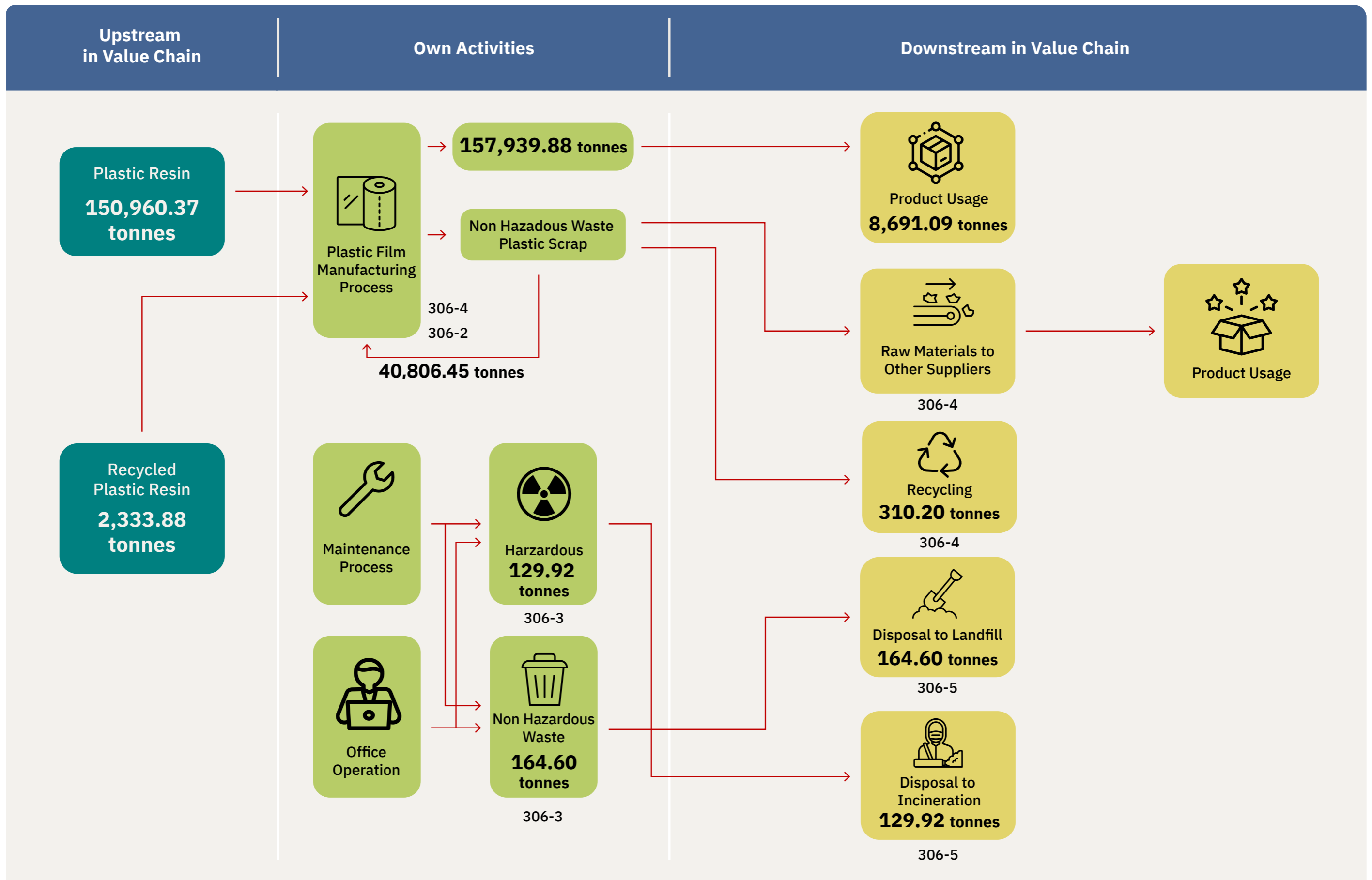


Eco School Project

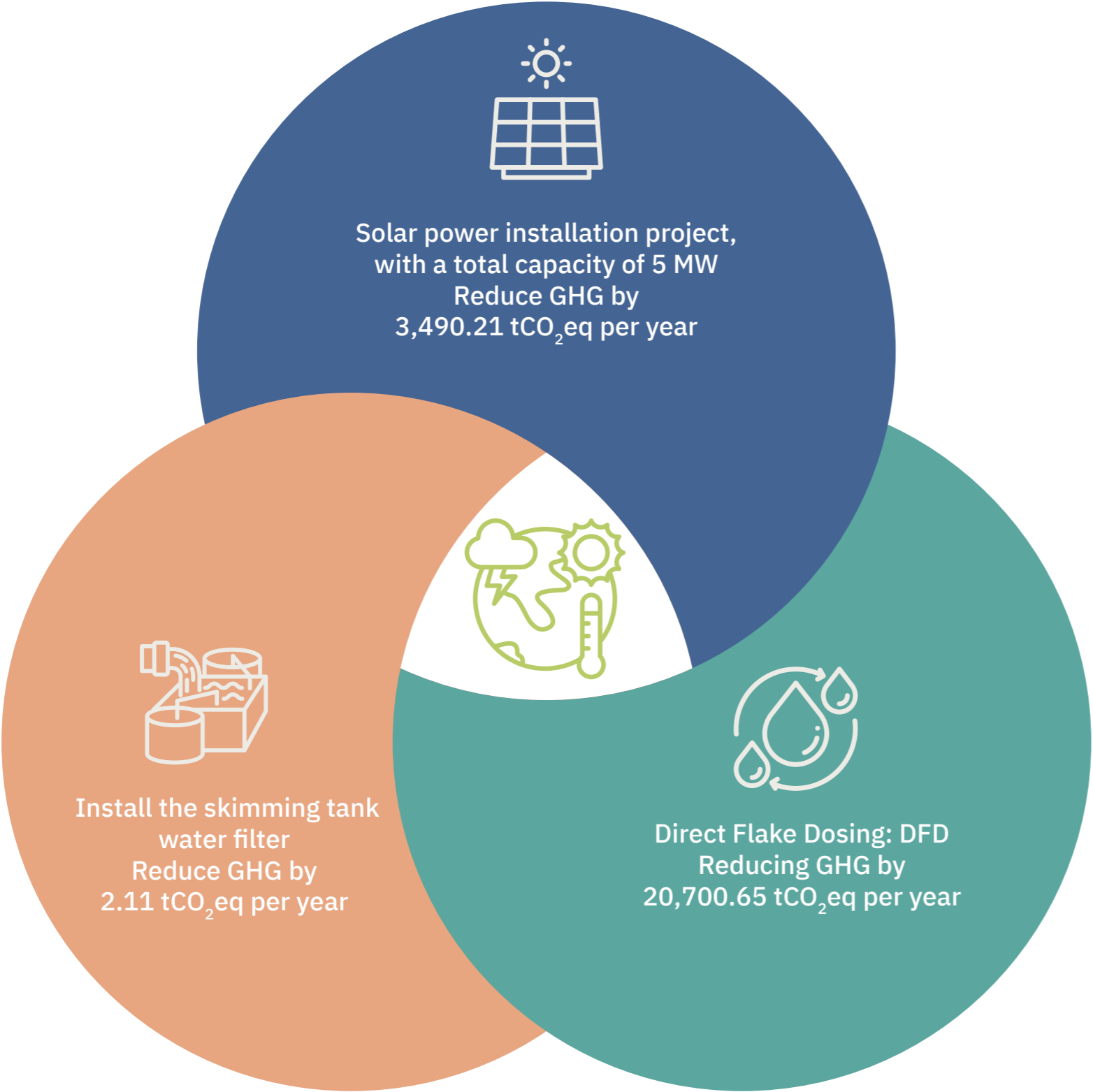
The Company has partnered with Laem Chabang Municipality School 3, along with surrounding communities and businesses in the area. At the school, the Company conducted a lecture on waste recycling and demonstrated how to create added value from waste by making plant pots from plastic bottles.



Waste Process Flow



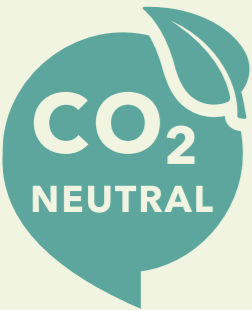
Climate Change Management



Climate change, driven by rising global temperatures, has intensified alongside current economic growth, resulting in an environmental crisis. This situation has significantly impacted the plastic packaging film industry. As a Company operating in this high-energy-consuming sector, we are committed to reducing greenhouse gas emissions while maintaining the production of high-quality films. Our approach focuses on minimizing environmental impact by ensuring low energy consumption in our production processes, reducing waste, and utilizing resources efficiently at every stage. Furthermore, we collaborate with customers and partners to reduce greenhouse gas emissions, working toward achieving NET ZERO by 2065.

Targets

Short-Term Target	Middle-Term Target	Long-Term Target
<ul style="list-style-type: none"> The Company aims to reduce greenhouse gas emissions by 5 % compared to the emissions recorded in 2023. 	<ul style="list-style-type: none"> The Company has set a target to reduce greenhouse gas emissions by 30% within 2030. 	<ul style="list-style-type: none"> The Company has set targets to reduce greenhouse gas emissions by aiming to achieve Carbon Neutrality by year 2050. The Company has set targets to reduce greenhouse gas emissions by aiming to achieve NET ZERO Emissions by year 2065.



The Company has set targets to reduce greenhouse gas emissions by aiming to archive Carbon Neutrality at the corporate level by year 2050

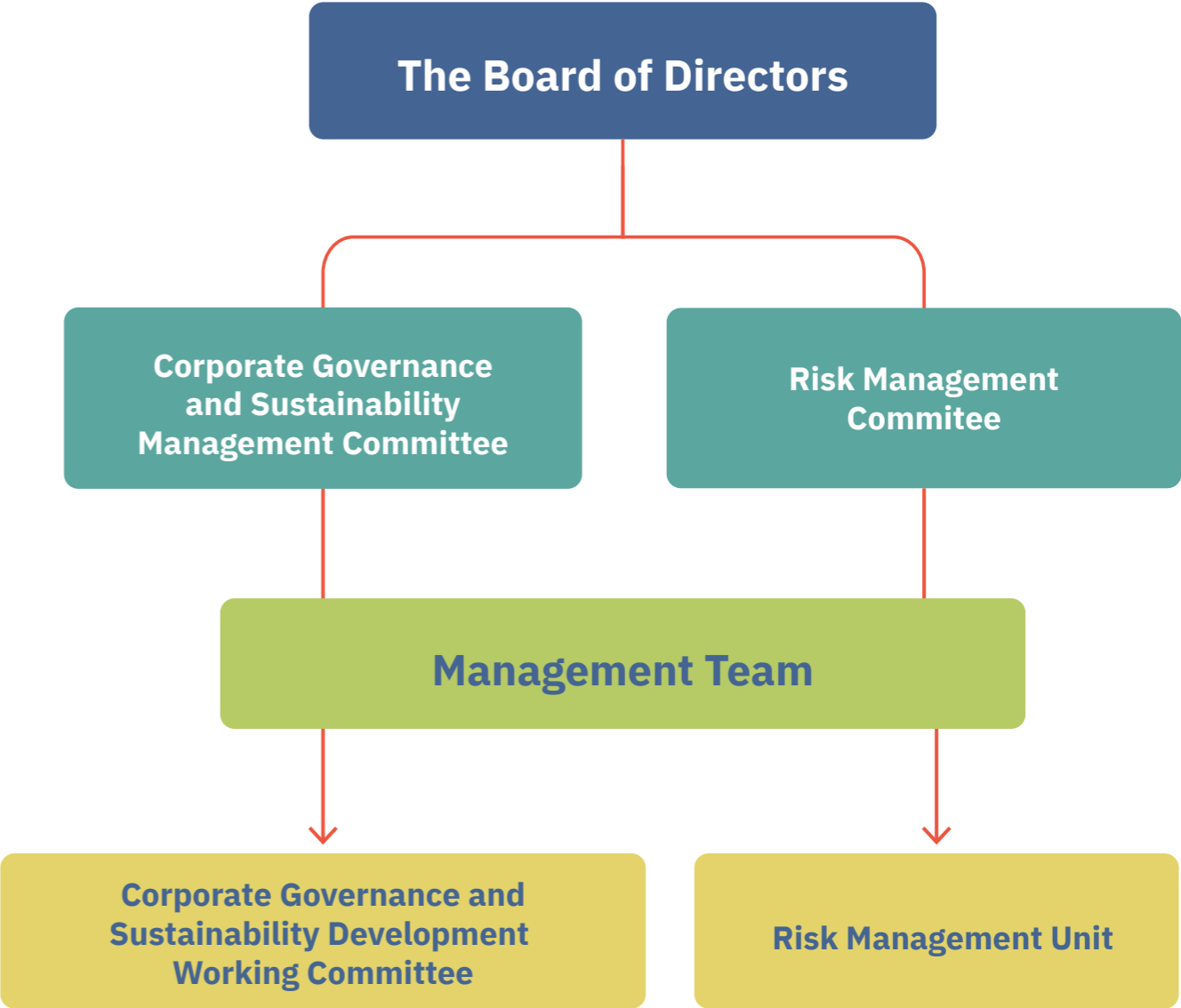


The Company has set targets to reduce greenhouse gas emissions by setting targets to achieve net-zero carbon (NET ZERO) Emissions by year 2065

Greenhouse Gas Emissions Management

Organizational Structure of Climate Change Governance

The Company has established a structure for the governance and management of climate change, which encompasses the Company directors’ level and extends down to the operational level. This framework is designed to ensure that operations are managed in alignment with the Company’s vision.

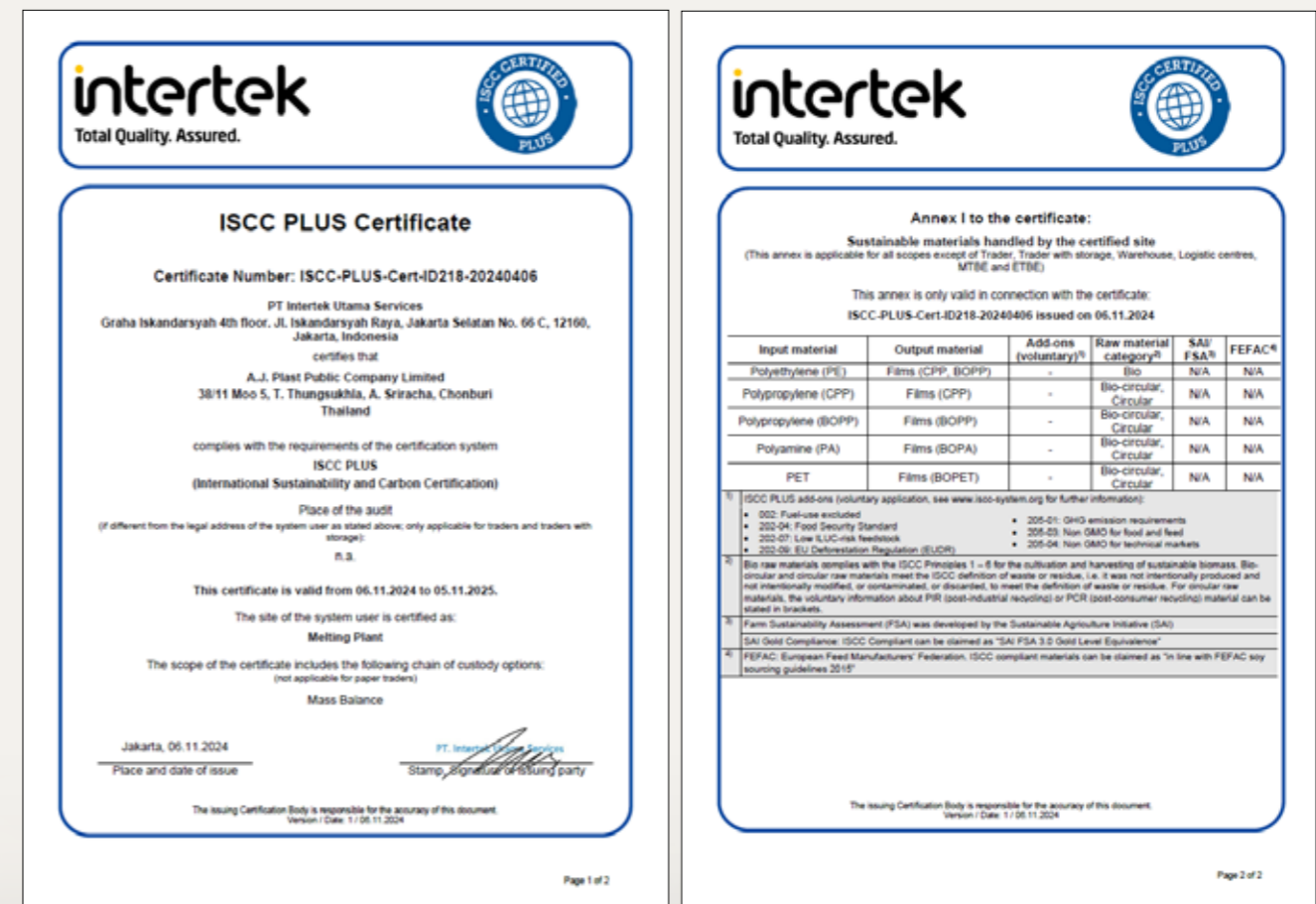


Greenhouse Gas Management Certification

The Company has received certification for the Circular Economy Management System for Organization (CEMS).



The Company has received certification for International Sustainability and Carbon Certification (ISCC PLUS).



Greenhouse Gas Emissions
(Scope 1-3)

The Company conducts operations to measure the amount of greenhouse gas emissions within the organization resulting from its business activities. The report encompasses solely the activities of factories located in Thailand and does not yet include the operations of joint venture companies.

The calculation of greenhouse gas emissions follows the GHG Protocol Corporate Accounting and Reporting Standards and the organization’s greenhouse gas assessment guidelines, as per the Greenhouse Gas Management Organization, utilizing the Operational Control Approach. Greenhouse gases within the scope of monitoring include:

- Carbon dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)
- Hydrofluorocarbons. (HFC)
- Perfluorocarbons (PFC)
- Sulfur hexafluoride (SF₆)
- Nitrogen fluoride (NF₃)

In 2024, the Company has identified business activities with significant greenhouse gas emissions of Scope 3, which now include purchasing raw materials and services, waste disposal, waste transportation, raw material transportation, and distribution of goods in addition to the previous year’s activities. This encompasses raw material transportation, distribution of goods, and other relevant processes within the Value Chain that contribute significantly to greenhouse gas emissions. Data collection for these activities is conducted systematically. Additionally, the Company has undergone verification of its carbon footprint data by the organization to ensure transparency and reliability in reporting information.



Scope 1 (Direct)
18,877
tCO₂eq



Scope 2 (Indirect)
61,165
tCO₂eq



Scope 3 (Other Indirect)
440,234
tCO₂eq

The Table Shows 2024 GHG Emissions Scope 1-3

Scope	Target Value (compared to previous year)	Amount	
		2023	2024
Scope 1	Reducing 2.04%	19,271	18,877
Scope 2	Reducing 11.08%	68,790	61,165
Scope 3	Reducing 14.00%	511,938	440,234
Total	Reducing 13.29%	599,999	520,276

Remarks:

1. Unit: tCO₂eq
2. All emissions amounts are verified by the accredited body under the Thailand Greenhouse Gas Management Organization (TGO) scheme.
3. The reporting boundary covers A.J. Plast Public Company Limited, excluding joint venture companies

The Table Shows 2024 GHG Emissions Scope 3

Scope 3	Percentage Compared to The Previous Year	GHG Emission	
Categories		2023	2024
Category 1: Purchased goods and services	Reducing 14%	509,497.85	438,042.78
Category 2: Capital goods	Increasing 100%	0	1.78
Category 3: Fuel-and energy-related activities	-	-	-
Category 4: Upstream transportation and distribution	Increasing 12%	55.42	62.14
Category 5: Waste generated in operations	Increasing 6%	371.64	394.32
Category 6: Business travel	-	-	-
Category 7: Employee commuting	-	-	-
Category 8: Upstream leased assets	-	-	-
Category 9: Downstream transportation and distribution	Reducing 14%	2,012.17	1,732.55
Category 10: Processing of sold products	-	-	-
Category 11: Use of sold products	-	-	-
Category 12: End-of-life treatment of sold products	-	-	-
Category 13: Downstream leased assets	-	-	-
Category 14: Franchises	-	-	-
Category 15: Investments	-	-	-

- Remarks:
- 1. Unit: tCO₂eq
 - 2. All emissions amounts are verified by the accredited body under the Thailand Greenhouse Gas Management Organization (TGO) scheme.
 - 3. The reporting boundary covers A.J. Plast Public Company Limited, excluding joint venture companies

In 2024, our direct greenhouse gas emissions amounted to 18,877 tCO₂eq. Indirect emissions from energy usage totaled 61,165 tCO₂eq, and other indirect emissions accounted for 440,234 tCO₂eq. This resulted in a total of 520,276 tCO₂eq, representing an reduce of 3.62% compared to the base year.

Greenhouse Gas Emissions Intensity

A.J. Plast defines carbon intensity by comparing the ratio between Greenhouse Gas Emissions (tCO₂eq) and Film Manufacturing Production (tonnes). It can be shown as follows:

The Ratio between Greenhouse Gas Emissions Scope 1-2
to Film Manufacturing Production (tonnes)

Carbon Intensity	2023	2024
Scope 1-2 GHG Emissions to Film Production	0.60	0.51

The Ratio between Greenhouse Gas Emissions Scope 1-3
to Film Manufacturing Production (tonnes)

Carbon Intensity	2023	2024
Scope 1-3 GHG Emissions to Film Production	4.10	3.29

Remarks:

- 1. Unit: tCO₂eq
- 2. All emissions amounts are verified by the accredited body under the Thailand Greenhouse Gas Management Organization (TGO) scheme.
- 3. The reporting boundary covers A.J. Plast Public Company Limited, excluding joint venture companies

Greenhouse Gas Emissions by Product

We assess greenhouse gas emissions across our entire business value chain by collecting data from various activities in the production process, adhering to the GHG Protocol Corporate Value Chain Standard. Specifically, we have calculated the greenhouse gas emissions for 4 products: CPP Film, BOPP Film, BOPA Film and BOPET Film. Additionally, we consider both business risks and opportunities by actively monitoring and responding to the Carbon Border Adjustment Mechanism (CBAM) under the European Green Deal (EGD), a key global initiative driving efforts toward NET ZERO emissions. This measure is of particular interest to us and may shape our future management strategies.

The Table Shows The Amount of Greenhouse Gas Emissions by Product

Products	GHG Emission
CPP film	2.17
BOPP film	2.35
BOPA film	9.25
BOPET Film	2.95

Remarks:

- 1. Unit: tCO₂eq
- 2. All emissions amounts are verified by the accredited body under the Thailand Greenhouse Gas Management Organization (TGO) scheme.
- 3. The reporting boundary covers A.J. Plast Public Company Limited, excluding joint venture companies

Project to Drive Greenhouse Gas Management

The High-Performance Research Personnel Development Project in Public and Private Sectors for Becoming Carbon Verifiers in The Industrial Sector

The Company participated in the High-Performance Research Personnel Development Project in public and private sectors, aimed at developing carbon verifiers for the industrial sector. This initiative was accredited by the Greenhouse Gas Management Organization. As part of the project, the Company conducted a case study on calculating the carbon footprint of a product, specifically the BOPA (Biaxially Oriented Polyamide) film. The verification process revealed that the production of BOPA film generated 9.25 tCO₂eq.

Achieve Climate Action: Setting a Challenging Target for NET ZERO

The Company participated in the “Achieve Climate Action: Setting a Challenging Target for NET ZERO” program. This program involved consulting with advisory firms to establish NET ZERO targets aligned with the framework and guidelines of the Science-Based Targets Initiative (SBTi), a globally recognized standard. As a result of the program, the Company successfully passed the assessment based on SBTi principles, with guidance provided by Environmental Resources Management (ERM) in collaboration with the Stock Exchange of Thailand.

Carbon Footprint Platform Testing Project for Achieving NET ZERO

The Company participated in the carbon footprint platform testing project, becoming a company in the first group to support data entry for calculating its organizational carbon footprint in a platform format. This initiative was a collaboration between the Greenhouse Gas Management Organization (Public Organization) and PIMS Technologies Company Limited. As a result of this effort, the Company received a certificate for successfully completing the carbon footprint platform test, meeting all data entry requirements for calculating its organizational carbon footprint according to the project’s standards.



Carbon Reduction Initiative

Rooftop Solar Cell Project with 5 MWh

The Company has implemented a 5 MW_p solar power generation project on the rooftops of the Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) factories, with a total installed capacity of 5.26 MW. In 2024, this project generated electricity, replacing grid power usage by 6.98 MWh per year. This resulted in cost savings of 26.18 million Baht per year and a reduction of greenhouse gas emissions by 3,490.21 tCO₂eq.



Solar Floating Project with 1 MWh

The Company is implementing a 1 MW_p floating solar power generation project at the Pinthong Industrial Estate (Project 5) factory. From January to December 2025, this project is expected to generate 1.38 MWh of electricity annually, replacing electricity from the grid. This will result in cost savings of 3.75 million Baht per year and a reduction in greenhouse gas emissions by 499.90 tCO₂eq.

Skimming Tank

In 2024, the Company plans to install a skimming tank with activated carbon to filter and collect surface water contaminants. This system is projected to reduce water usage by 8,196.00 m³ per year, leading to a reduction in greenhouse gas emissions of 2.11 tCO₂eq. For more information, refer to the section on [Water Management](#).



Water Reuse

In 2024, the Company introduced a 10,000.00 m³ rainwater storage pond to reduce tap water consumption by approximately 56,346.35 m³ per year, saving about 1.49 million Baht annually. This initiative also contributes to a reduction of 14.51 tCO₂eq in greenhouse gas emissions. For more information, refer to the section on [Water Management](#).



The project to elevate the standards of green products to international levels

The Company is committed to raising the standard of environmentally friendly products to international levels. Product research and development adhere to the Circular Economy Management System for Organization: CEMs. The Company has received Carbon Footprint of Product: CFP certification and future product development will prioritize environmentally friendly materials certified under the Global Recycled Standard (GRS). In 2024, the Company successfully reduced the use of raw materials derived from fossil sources by 2,401.61 tonnes, resulting in a reduction of greenhouse gas emissions by 4,590.25 tCO₂eq.



Direct Flake Dosing: (DFD) Project

The Company has implemented a direct plastic recycling project, which reduces the process of melting and reprocessing plastic waste into recycled plastic resins. This initiative helps to reduce the use of fossil-based raw materials by 7,694.82 tonnes, resulting in savings of 236.30 million Baht. Additionally, it reduces greenhouse gas emissions by 15,025.84 tCO₂eq, and decreases electricity consumption by 11.35 M kWh per year, leading to cost savings of 43.93 million Baht. This also contributes to a reduction in greenhouse gas emissions equivalent to 5,674.80 tCO₂eq. For more information, refer to the section on [Waste Management](#).

Mangrove Forest Planting Project

The Company participated in the “Rak Ton Mai” (Tree Conservation) project, following the Sufficiency Economy philosophy. As part of this initiative, 1,599 mangrove trees were planted in the Ban Laem Chabang mangrove forest, contributing to an estimated reduction of 21.98 tCO₂eq in greenhouse gas emissions. For more information, refer to the section on [Biodiversity Management](#).



Biodiversity Management

The Company acknowledges that human activities and rapid economic growth have led to increased resource consumption, significantly impacting the planet's biodiversity. As a result, the Company is committed to prioritizing actions that prevent biodiversity loss. Biodiversity is not only essential for business operations, the economy, and society but also a critical component of natural capital, providing essential benefits to humans and other living organisms. Moreover, biodiversity plays a vital role in maintaining ecological integrity, ecosystem stability, and the overall health of ecosystems.

The Company strives to operate in a manner that either creates a Net Positive Impact (NPI) on ecosystems or ensures No Net Loss (NNL) of biodiversity value. This commitment reflects the Company's dedication to preserving biodiversity. In situations where impacts cannot be entirely avoided, the Company works diligently to minimize effects and to restore impacted areas as quickly as possible to their original state.

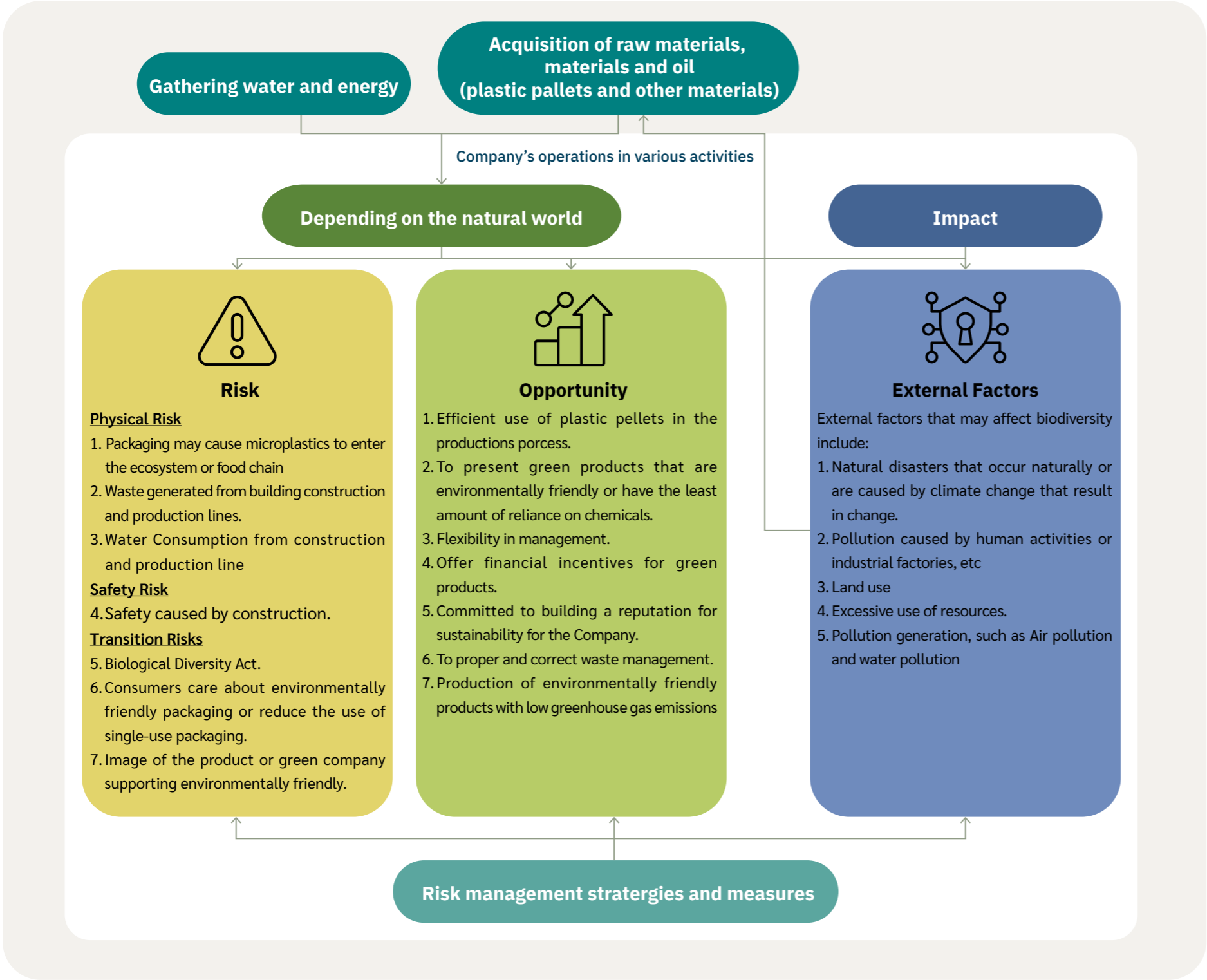
Sustainability, for the Company, is about maintaining a balance across 3 key dimensions: economic, social, and environmental. Activities throughout the value chain can have both positive and negative impacts on the environment, potentially affecting ecosystem services and contributing to biodiversity loss. To address this, the Company takes responsibility for protecting and conserving biodiversity within ecosystems. This is achieved through comprehensive oversight and responsible management practices designed to mitigate harm and promote long-term ecological health.



Biodiversity Opportunities and Challenges

As a leader in the packaging film manufacturing industry, the Company faces numerous environmental challenges, including the selection of eco-friendly packaging materials, efficient energy use in production processes, and the disposal and decomposition of packaging waste after use. These factors significantly impact the Company's business operations. To address and adapt to these challenges, the Company has implemented advanced, high-efficiency, and low-energy technologies such as solar roof projects and the use of natural water resources like rainwater storage tanks. Furthermore, the Company is exploring trends and assessing the environmental impact of packaging use by innovating eco-friendly products that account for global climate implications, thereby providing customers with sustainable options. In addition, the Company collaborates with suppliers and partners to establish goals and promote efficient resource utilization, ensuring that its products have minimal environmental impact across the entire business value chain. Therefore, the Company conducts an assessment of the impact on biodiversity as follows:

The Impact Assessment of The Company on Biodiversity and Dependence on Biodiversity



Establishing Biodiversity Into The Company's Essential Values

In 2024, the Company demonstrated its commitment to sustainability by developing environmentally friendly packaging to reduce biodiversity loss. It ensured that investments in expanding production facilities would not result in short- or long-term harm to biodiversity. The Company also engaged in collaborations with both government and private sectors to consistently preserve the environment and biodiversity.

After assessing the impact on biodiversity, it was identified that potential impacts arising from business operations throughout the value chain originate from 2 main sources as follows:

1. Activities from business operations: to encompass the acquisition of raw materials, the production processes and the utilization of products derived from petrochemicals.
2. Expansion of the production base: to involve the expansion of production facilities including the establishment of new factories, both domestic and export, and the addition of production lines.

Biodiversity Management

1. Monitoring and Controlling of Commercial Activities with Biodiversity

The Company assigns the Corporate Governance and Sustainability Management Committee to oversee biodiversity-related activities. The committee is responsible for reviewing the biodiversity policy and management strategies and ensuring the management team implements appropriate measures to address biodiversity concerns within the Company's operations.

2. Biodiversity Strategy

Biodiversity Practices

1. To manage biodiversity according to the Mitigation Hierarchy principle by first avoiding business activities that negatively impact biodiversity. If unavoidable, mitigate, restore, and compensate for losses in that order.
2. To comply with laws and regulations related to biodiversity, both domestically and in countries where the Company operates.
3. To avoid business expansion into areas of high biodiversity importance, as identified by the IUCN (International Union for Conservation of Nature).
4. To support biodiversity conservation efforts to prevent net biodiversity loss and avoid unnecessary deforestation.
5. To promote a culture of environmental responsibility and biodiversity conservation among employees.

Supporting Lowest Impact Products on Biodiversity

In 2024, the Company supported the use of products with minimal impact on biodiversity, in line with its environmental policy. For instance, Post-Consumer Recycled Film (PCR Film) were produced using recycled materials from previously used products, while Post-Industrial Recycled Film (PIR Film) focused on minimizing waste by recycling leftover plastic scraps into new plastic film sheets. Additionally, the Company developed bio-based films using bio-resin derived from plants such as sugarcane or used cooking oils, which are capable of natural decomposition. These initiatives reflect the Company's commitment to reducing raw material consumption, minimizing waste that could end up in landfills, and supporting biodiversity conservation. To further these goals, the Company promoted products aligned with the circular economy which reduces dependency on finite natural resources. More information on [Innovation Management](#).

Expanding Business in Areas without Affecting Biodiversity

The Company prioritizes avoiding the expansion of operations in areas that pose a risk to biodiversity. Notably, there is ample green space in both the Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) area, constituting 19.39% and 5.89%, respectively. These green areas serve multiple purposes, providing shade to employees and offering a space for relaxation. In the event of business expansion, the Company is committed to considering areas that align with the 6 IUCN protected areas and avoiding their incorporation. The details as follows:.



01 Strict Protection
[Ia Strict Nature Reserve, Ib Wilderness Area]

02 Ecosystem conservation and protection

03 Conservation of natural features

04 Conservation through active management

05 Landscape/Seascape conservation and recreation

06 Sustainable use of natural resources

In 2024, the Company constructed a BOPET film and Metallized film production lines at Pinthong Industrial Estate (Project 5) factory. Neither of these projects is located within any of the 6 designated area categories defined by The International Union for Conservation of Nature (IUCN).

Environmental Performance of Construction Projects at A.J. Plast (Vietnam) Company Limited

The Company complies with wastewater discharge regulations and ensures construction activities consider environmental impacts in accordance with Vietnam’s environmental laws. The Company actively controls pollution arising from its production processes to meet environmental standards and regulations set for the industrial estate where the facilities are located.

- Controlling the volume of sound and vibrations in the production process.
- Managing and controlling air pollution emissions.
- Regulating the release of wastewater from the production process.
- Effectively managing industrial waste to minimize environmental risks.



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



Location

Lot C-12B-CN, Becamex Bau Bang
Industrial Park expansion,
Lai Uyen town, Bau Bang district,
Binh Douong province



Production Type

Production of
Biaxially Oriented film (BOPP)



Factory Basic Information:

A.J. Plast Public Company Limited at Pinthong Industrial Estate (Project 5)



Location

8 Moo 8,
Khaokansong Subdistrict,
Siracha District,
Chonburi Province, 20110



Production Type

Production of Biaxially Oriented film
(BOPP, BOPET & METALLIZED)

**For more information,
please contact:**



If you have any suggestions or recommendations on biodiversity, email us at sustain@ajplast.co.th



For complaints about biodiversity or environmental operations, report to us at whistleblowing@ajplast.co.th

Biodiversity Impacts Reduction Project

The Company actively participates in initiatives to preserve the environment and biodiversity. In collaboration with the Laem Chabang Industrial Estate, the Company joined the “To Plant (for reduction) Toward Sustainable Future” project at the mangrove forest in Ban Laem Chabang, where 600 trees were planted. Additionally, the Company conducted educational sessions for local students to raise awareness about the benefits of mangrove planting. The Company also participated in the “Green Network for Sustainability” (THSG & UCT Sustainable Network) project at the mangrove forest of Wat Kongkaram (Bon) in Bang Pakong Subdistrict, Chachoengsao Province. Activities included planting 999 saplings, constructing 9 fish homes, building 9 crab condos, and cleaning up the mangrove forest. These efforts demonstrate the Company’s ongoing commitment to environmental conservation and biodiversity preservation.



WORLD'S 1st COMPLETE
PRINTING FILM MANUFACTURER

A.J. PLAST

SOUTH EAST ASIA'S
IN PRODUCTION CAPACITY

WORLD CLASS SOLUTIONS FOR FLEXIBLE PACKAGING FILM

BOPP

OPPA

BOP

CPP

METALLIZ

Capacity 201,000 mm/min

To Aim to Develop The Potential People and Society

Human Rights

The Company has been attentive towards human rights throughout the value chain. Businesses might involve many stakeholders such as employees, suppliers, customers, shareholders, and communities, and thus the Company is aware of business-related impacts on human rights, there are mechanisms to protect the human rights of all stakeholders, in concurrence with our policy of equal treatment of employees, trade partners, customers, as well as other parties without discrimination, whether inside or outside the organization, throughout the supply chain.



Human Rights Management Guidelines

The Company upholds human rights as the heart, and part of the Company's intent to respect and protect human rights of all stakeholders throughout the value chain. Human Rights policies have been established, communicating human rights policies to relevant internal and external stakeholders, and there is a human rights management guideline with a human rights-related risk assessment guideline. There are efforts to reduce risk and prevent potential human rights incidents. Furthermore, there are roles in human rights, from the Corporate Governance and Sustainability Development Management committee, a subcommittee appointed by the Board of Directors responsible for setting human rights policies and human rights guidelines, oversight responsibility assigned to a member or committee of the Board of Directors, and day to day responsibilities by sustainability department, and risk management units. The Company proactively assesses its human rights impacts on an on-going basis, as part of core business processes and disclosure of actions implemented for avoidance, prevention and mitigation of human rights issues. The internal audit department and human resources, and administration department have been the central agencies to collect complaints before bring the matter to the meeting to the Corporate Governance and Sustainability Development Working Committee by

implementing the complaint monitoring and management process. The Company comprehensively Human Rights Due Diligence (HRDD) by assessing human rights risks to cover the Company's core operations and business activities. It also assesses human rights risks to all stakeholders and the value chain of employees, partners, suppliers, contractors, customers, and communities. The stakeholders are involved in the assessment of human rights risks and identified relevant human rights issues. Measures will be taken to reduce human rights risks on issues related to stakeholders. There will be a comprehensive Human Rights Due Diligence review every 2 years and HRDD report was conducted in 2024.

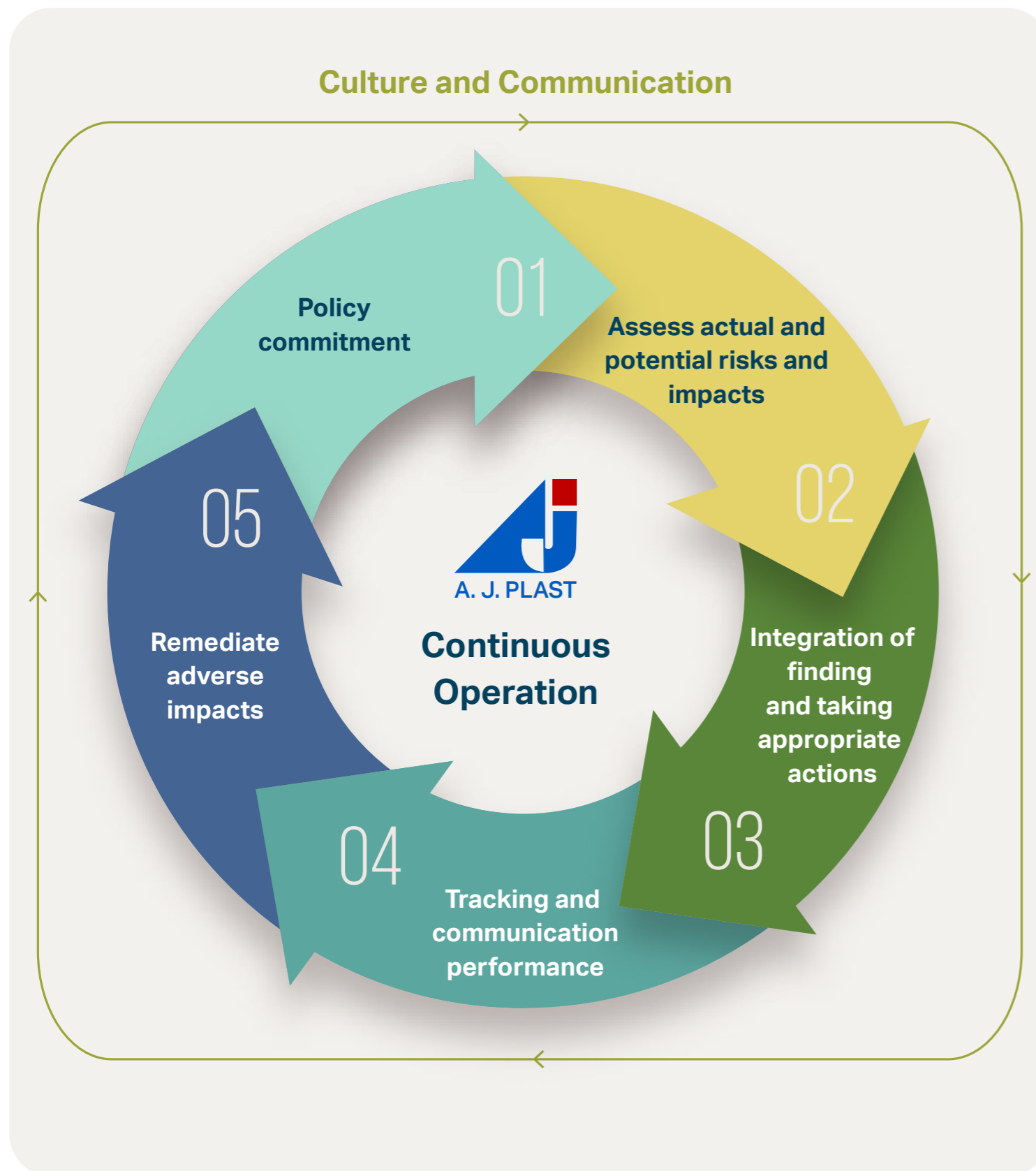
The Company's commitment includes reference to international human rights instruments, including those contained within the International Bill of Human Rights. The Company has made a specific commitment to apply either the UN Guiding Principles on Business and Human Rights (UNGPR), which include protection, respect, remedy, and the principles and basic rights to work at the International Labor Organization's Declaration. Fundamental Principles and Rights at Work is a framework for managing human rights and planning risk management, taking risks, and monitoring high-risk assessments for effective and continuous risk mitigation.

Target

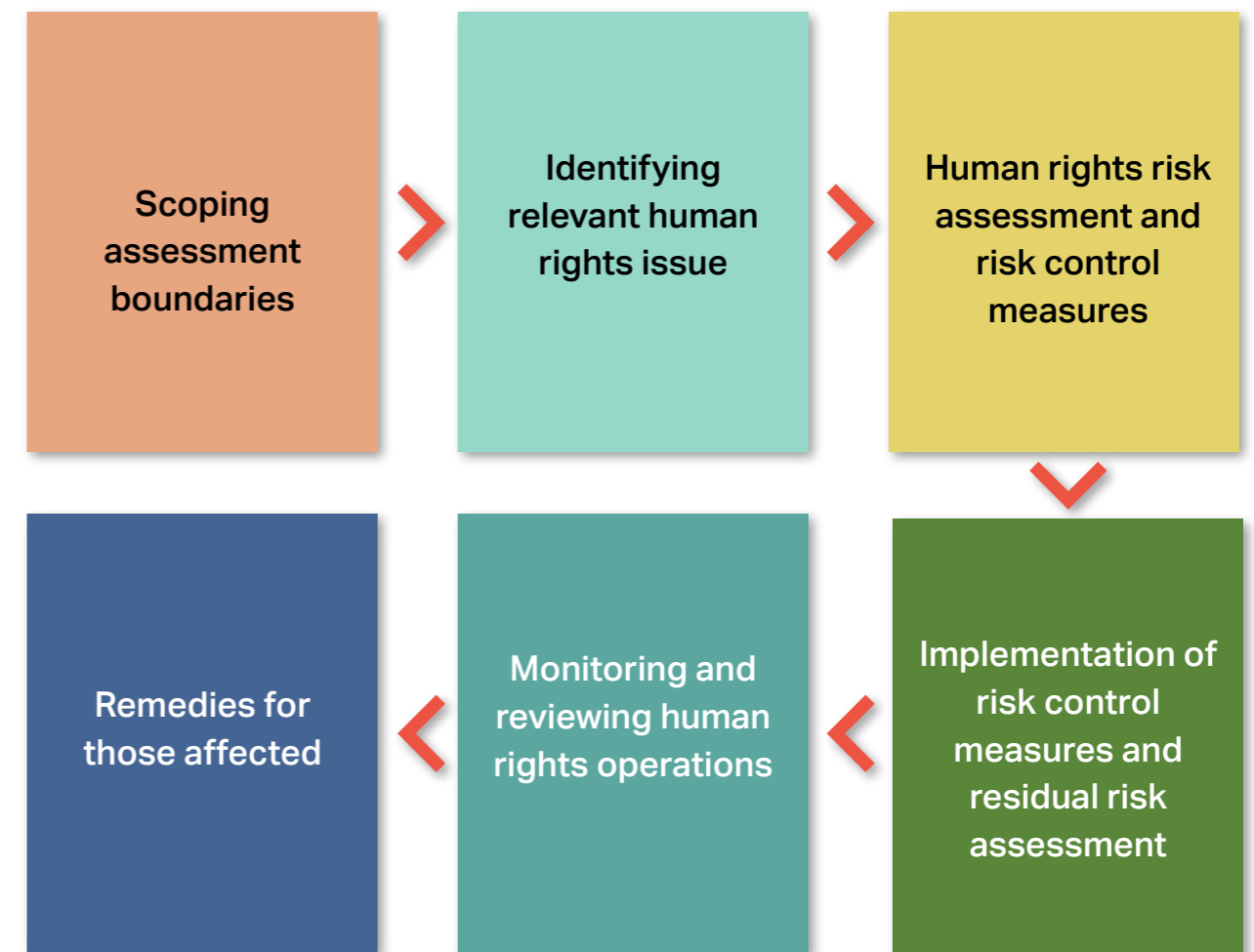


0 Case
Human Rights
Complaint

Human Rights Due Diligence: HRDD



Furthermore, the Company has evaluated human rights-related impacts that might occur to stakeholders, or from the Company's products, per the following guidelines:



To determine the scope of assessment and identification of relevant human rights risk issues, the Company will conduct human rights review 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 assessing the risk level of identified and prioritized human rights issues and taking measures to reduce such risks.

Human Rights Performance

In 2024, from a thorough risk assessment of human rights and Human Rights Due Diligence (HRDD), there are the following specific human rights issues are identified in business regarding human rights risks in the Company's operations: health and safety of its employees, customers, suppliers and contractors and communities, employees discrimination, forced labor of its employees, and contractors, confidential information of employees, customers, partners and contractors, and waste and waste leakage management. The Company has a high risk for health and safety of our employees. Safety, Occupational Health, and Working Environmental Policy, and safety training for employees, there have been accidents. The Company has established additional operational accident risk management guidelines to prevent and mitigate human rights risks that may affect employees' health and safety as follows

1. Implement measures and strictly review existing projects
2. The safety training program is based on job position and is set as annual plan for employees of all levels to participate in the training
3. Enterprise-Wide Safety Culture Enhancement Program
4. Setting target as Zero Accident Organization
5. Communication to enable employees to understand the Company's commitment to human rights, both directly and indirectly, and to effectively comply with the Company's policies, measures, and guidelines.

Moreover, the Company communicates risk assessment and human rights issues with stakeholders and meets stakeholders' expectations, and the Company's commitment to engage with stakeholders to identify these issues. The Company also reviews the human rights policy and communicates with all employees, receives training on human rights and human rights policies.

Gender Equality

The Company respects, adheres to laws, and values equality and gender equality. The Company has Gender Equality Policy. The Company promotes equality and equality non-discrimination, respecting the human rights that everyone deserves, equal opportunity regardless of race, religion, gender, age, sexual orientation, disability, and nationality.

Moreover, In 2024, there were activities to promote gender equality through Happy Pride Month for employees to participate in creating diy art by themselves, and employees made a symbolic gesture through colorful clothing to show their support for LGBTQIA+



Freedom of Collective Bargaining

The Company respects the right of employees to engage in collective bargaining and provides opportunities for communication between executives and employees in negotiating employee benefits with the Company through the welfare committee of each Company as the representatives of employees are elected.



The employees have

100%

bargaining rights under
mutual agreement

Creating Stakeholder Engagement

The Company has committed to the development of human rights initiatives such as shareholders, employees, suppliers, service providers, contractors, business partners, customers, communities, and related stakeholders. We communicate our human rights policy and listen to the opinions of our stakeholders and conduct a comprehensive assessment of human rights risks to ensure business operations are based on human rights. This year, we had a meeting with our contractor representatives to discuss human rights risks related to contractor health and safety.

Grievance Mechanism

The Company allows open to all stakeholders, such as employees, customers, business partners, suppliers, contractors, and communities, who can express their opinions, suggest information, and provide complaints through the Company's complaint-handling mechanism throughout the supply chain, measures to protect the rights of complainants, informants, respondents, related parties, and measures to protect and ensure fairness to all concerned parties. The grievance mechanism covers human rights explicitly, guarantees confidentiality, and is available to internal and external stakeholders, the Company commits to remedy affected parties where it has been identified that it has caused or contributed to human rights impacts, and sets a time limit for the effective handling of complaints. The preliminary process of complaint review, communication, and feedback is scheduled for up to 15 days, and the investigation is conducted, and the results of the complaint are reported, as well as the punishment of the offender. In addition, the Company is committed to the remedy of affected persons in the event that the Company is determined to contribute to human rights violations and impacts.



Whistleblowing Management Complaint Tracking and Management Process

The complainant reports about human rights violations through various channels of the Company.



Risk Management Department receives complaints from available channels.



Bring the matter to the meeting to the Corporate Governance and Sustainability Development Working Committee.



Consider the complainant's human rights violations to the Implementation Committee.



The Committee concluded the results of the Code of Conduct. Offenses to the informant, the respondent, the complainant, person under complaint, the audit committee, the executive managing director.



Provide measures to deal with violators and remedy for human rights violators.



Risk Management Unit prepare a summary of complaints Investigation and measures to act against the complainant or other related persons as necessary, Report to the Corporate Governance and Sustainability Management Committee.



Follow up and set up guidelines to prevent recurrence, including a process review of operational processes to resolve violations.

In case the complaint is not true



The Company has a follow-up process to ensure that mitigation measures are sufficient and can mitigate the impact establish important indicators covering human rights risks, and report the results to the Board of Directors of the Corporate Governance and Sustainability Management Committee. There will be a joint review and comprehensive review of human rights due diligence every 2 years and monitoring of human rights activities on a consistent and continuous operation.

Human Rights Remediation and Recovery Mechanism. The Company will be responsible for participating in remediation through measures and procedures for the remediation and rehabilitation of persons affected by human rights activities under the principles of UNGP. If the Company is to cause or contribute to human rights violations, it is working with external remedies such as government agencies, independent agencies, or specialists. The plaintiffs have the freedom to choose their channels. The effective, legitimate, equally accessible, transparent, and human rights mechanisms are based on the plaintiff's participation, and related stakeholders, including measures to heal and rehabilitate, and summarize lessons to

review, correct, and implement preventive measures. The Company provides appropriate physical assistance and compensation in monetary and other forms on a case-by-case basis, both in the short-term and long-term to mitigate the impact of the Company's activities on human rights violations and seek preventive measures. Intentional and unintentional to ensure the efficient and appropriate operation of human rights.

In 2024, there was a violation of human rights. The Company handled complaints following the Company's process of monitoring and handling complaints, as well as protecting those who report complaints, investigating and treating the victims according to the Company's guidelines and procedures. At the same time, the Company has transparent, clear, and fair penalties for those who violate Company regulations. In addition, to prevent a recurrence of the incident, the Company has established appropriate measures and action plans to prevent the recurrence of such cases in the future.

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 are as follows:

<http://www.ajplast.co.th/contact.php>

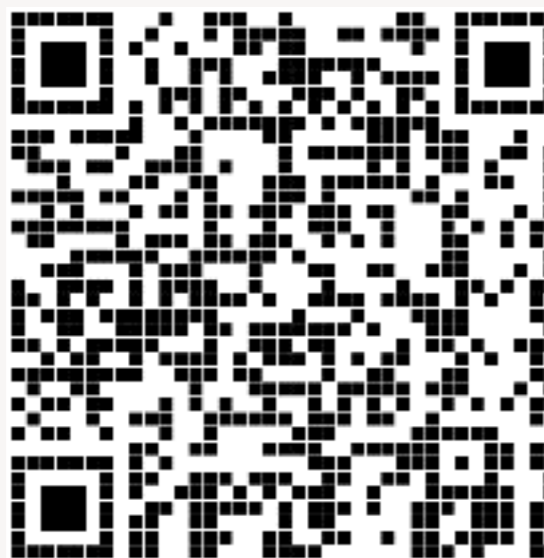
whistleblow@ajplast.co.th

Company complaint box,

- Located at the Company's factory at Leam Chabang Industrial Estate, Chonburi Province, Office 1 and Office 2
- Located at the Company's factory at Pinthong Industrial Estate (Project 5), Chonburi Province, in canteen

Tel. +66 9 8960 2696

Scan the QR Code for the whistleblowing channel



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

1. The Company will operate confidentially. The safety of the whistleblower and those involved in the data source is taken into account.
2. The names of whistleblowers and complaints are not disclosed which will be kept secret.
3. In the event that the whistleblower realizes that he is in an unsafe situation or suffers damage 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.

Whistleblowing Channel

A.J. Plast Public Company Limited respects and values the consideration of complaints, suggestions, opinions, or clues from all stakeholders in good corporate governance, code of conduct, anti-corruption, transparently, and equally. There are also measures to protect and be fair to informants, both inside and outside the organization.

However, the review and investigation will comply with whistleblowing policy and measures of the Company.

Examples of Unethical Practices in Business

Sexual Harassment

Discrimination

Company's data leaked

Corruption and Fraud

Insider Trading/Dealing

When you see offenses or you want to complain. You can notify through whistleblowing channel.

SCAN QR CODE Here to Blow the Whistle

Hotlines for Whistleblowing
Tel. +66 9 8960 2696 to contact the risk management unit

Human Rights Awareness

The Company embeds human rights commitments into corporate practice and clearly communicates to all stakeholders, including business partners, for Human rights expectations. The Company has great importance on respecting human rights of employees and raising human rights awareness through various training programs, communication, and activities to promote human rights. All employees are trained on human rights policy, and knowledge of human rights for all employees, including rights, equality, non-discrimination, sexual harassment, complaints, and whistleblowing. Moreover, the Company also provides knowledge and understanding to contractor representatives. To strictly adhere to human rights principles and to monitor the qualifications of contractors before entering the factory area to prevent the use of child labor and forced labor, etc. The Company focuses on preventing child labour. The Company operates under the Children’s Rights and Business Principles (CRBP) and establishes a Human Rights Policy that covers the prevention of child labour and forced labour within the Company and throughout the supply chain.

Total of Executives and Employees Trained and Passed Test on Human Rights



100%

of The Company’s directors have been trained and passes post-test on human rights



89%

of Executives and employees have been trained and passed post-test on human rights



0%

No child labor is found in the Company’s and supplier’s operation



of Directors, executives, and employees are trained on human rights



Gender Equality Partnerships

The Company was committed and gave importance to supporting 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.

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



Mr. Kittiphat Suthisamphat
Managing Director

UN Women 2024 Thailand WEPs Awards

In 2024, the Company received an honorable mention from the UN Women 2024 Thailand WEPs Awards in the category of Gender-Inclusive Workplace. The Company values equality based on fundamentals of personnel capacity, gender equality, and conducting business in compliance with human rights principles. The Company will cooperate with the UN Women, and support Women’s empowerment.



Employee Management

The Company recognizes that employees are important part of enhancing the competitiveness of the organization, and it has human resources management strategies consisting of productivity improvement, developing employee capabilities to enhance human resource management, efficiently manage employees, create organizational and drive business to sustainability.

Employee Management Guidelines

The Company treats all employees equally, including workers throughout its value chain, promotes basic human rights by relevant laws and regulations, and conforms to international labor standards such as the SEDEX Member Ethical Trade Audit (SMETA), the Universal Declaration of Human Rights (UDHR), the United Nations Guidance Principles on Business and Human Rights (UNGPR), and ILO Declaration on Fundamental Principles and Rights at Work, etc.

In addition, the Company has labor responsibility policy to comply with labor standards, which is communicated to all employees and translated into relevant languages. The Company has risk assessment in labor issues on human rights due diligence carried out for potential new operations and existing operations, prevent labor risks such as no child labor, no forced labor, control, and reduce excessive working hours. The Company has provided support for the appropriate compensation for the livelihood of employees and families (Living Wage).



Gender Equality

A.J. Plast has established a gender equality policy, adhering to relevant laws, which will ensure that all employees are treated equally, and accept differences in values and cultures, including disabled people, as well as employment policies. As a guideline for the treatment of employees, fair employment, and appropriate performance. There are also employee development programs, and the employees will be entitled to sustainable living wages for themselves and their families. The Company has taken action to improve workforce diversity, and equal opportunities, and reduce discrimination including those based on race, religion, gender, age, sexual orientation, disabilities, and nationality. However, the Company has promote the right to freedom of association by establishing welfare committee in the Company for representation. The employees in the negotiation with the employer about welfare facilities within the business establishment.

Employment

Target

0%

No child, No forced labor, No illegal labor throughout the business of the Company and suppliers

Performance

0%

No child, No forced labor, No illegal labor throughout the business of the Company and suppliers

A.J. Plast has employment policy and fair recruitment and selection process that is appropriate for the Company structure and table of organization. Promotion and acceptance shall be based mainly on proficiency and potential in their line of work.

The Company helps generate income in local communities through employment opportunities in our factories across several regions, promoting jobs a better quality of life, and healthy community

relations. Remuneration is on par with national wages. The Company prevention of child labor and forced labor complies with local laws, There is no child labor, no illegal workers, or involuntary labor throughout the operations of the Company and suppliers.

Moreover, The Company sees the social disparity issue and allows disabled persons to gain employment in appropriate positions, as a way to alleviate such disparity build pride for the disabled persons, and live happily in society.

Performance Evaluation

The Company has corporate KPIs at the management level, from the Managing Director, Deputy Managing Director, and Executives, down to department/section managers and all employees. In each year, there is a comprehensive performance assessment from all sectors of the Company against the goal, and indicators related to the Company, performance, and behavior, in addition assessment of work efficiency, competency development and career progress planning for employees through the participation of the head of the staff. The focus is on linking each employee's achievements to targets of the department and the Company.

Target

100%

of The employees are appraised per the KPIs

Performance

100%

of The employees are appraised per the KPIs

Compensation

The Company has compensation policy that supports the right to a minimum wage and establishes an appropriate wage structure to the labor laws of the country where the establishment is located to comply with minimum wage. Not less than the minimum wage rate follows the wage rate in the relevant market, and the Company also takes care of various welfare matters. The Company commits to meet living wage. In addition to employee remuneration, such as supporting medical benefits, annual health check-ups, accident insurance for individual employees, provident fund, and bonuses according to employee performance and Company performance including uniforms, other related support according to the situation, etc.

There are also guidelines to promote savings and create financial security before retirement age by supporting provident funds 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 years or more	70% of accumulated funds
5 years or more	100% of accumulated funds

Remarks: The provident fund is derived from 3% of employees' salaries.

Human Capital Development

The Company has importance on the potential development of employees at all levels and focuses 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 target of the organization is to have employees and career growth. To achieve the target of developing employee competency sheets and strengthening employee engagement in the organization.

Moreover, The Company supports employee personal development training to enhance abilities to individual skills. The Company has human resource development policy. There is a process of analyzing training needs and identifying employee potential development programs based on roles and responsibilities according to job positions and performance assessment 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:

1. Developing Core Competency, to enhance employees' skills for the organization's core values, including communication, teamwork, and innovative thinking.

2. Functional Competency training will be provided to each unit's personnel for them to gain knowledge of certain areas within the framework of their respective departments and duties.

3. Developing operational skills for enhancing employees' work skills at all levels.

4. Developing complementary abilities to supplement information directly related to work.

Courses group	The training in 2024 compared with 2023
1. Core competency	1 course increased, 17% increased
2. Functional competency	7 courses increased, 116% increased
3. Operational skill development	3 courses increased, 25% increased
4. Complementary ability development	5 courses increased, 250% increased

Human Resource Development Process

Evaluation of relevant factors to determine the method of development	To analyze, plan and formulate potential development projects and promote progress	Targets set	Summary of actions
<ul style="list-style-type: none"> • Customer satisfaction assessment results • Employee satisfaction and engagement assessment results • Employee performance assessment 	<ul style="list-style-type: none"> • To analyze the needs of training based on the results of customers' satisfaction assessment. Employees including the results of the employee's performance assessment according to each position • To plan to develop employee potential • To establish an annual training course 	<ul style="list-style-type: none"> • Customer satisfaction improvement targets • Employee satisfaction and engagement • Employee capacity development targets 	<ul style="list-style-type: none"> • Employee benefits • Benefits of the Company

Human Resource Development Plan

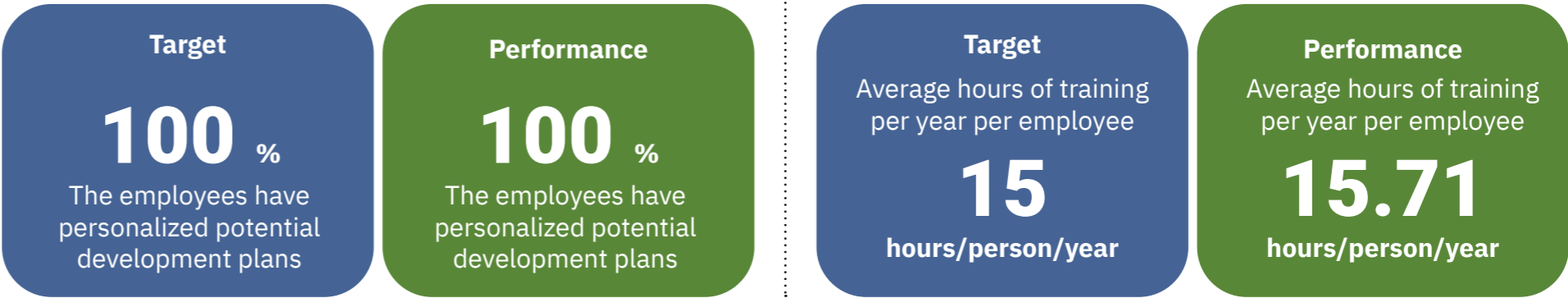
The Company has the concept of Individual Development Plan (IDP) to help people achieve their targets with the main objective of developing Gap and strengthening their position. It also prepares them for higher job qualifications or career paths. Career Path is an important tool to achieve the organization's targets and to continuously monitor and evaluate employees' learning to extend the IDP and analyze the need to train more effectively based on roles, responsibilities, positions, and the results of the assessment of the current employees' performance to establish an annual training and skills development plan that encourages their employees' progress.

Based on our analysis of the need for training last year, the Company plans and provides employee development training programs for skill development and capacity development based on the roles and performance evaluation of each employee in line with the Company's competency development and the needs of skill groups. To efficiently manage the employees. In 2024, we will have training conducted both internally and externally through various courses such as:

- To develop the quality of work that conforms to international standards such as quality management system standards, Environmental Management System Standards, Food Safety Management Standards, etc.
- To comply with the code of conduct, regulations and policies including anti-corruption, etc.
- Risk analysis and monitoring, including operational problem-solving
- Communication techniques and coordination to provide knowledge, skills, and collaboration for employees to work effectively and provide feedback to improve efficiency
- The 7 steps in loss reduction training aim to enable employees to collaborate in corporate development, improve process efficiency, reduce problems, reduce costs that improve quality and productivity, enhance employee expertise in problem-solving, and maintain control of production standards



Furthermore, in 2024, the Company’s Board of Directors and employees were asked to take the training course on sustainability knowledge at environmental, social, and governance to provide knowledge and understanding to employees. The Company has joined the Stock Exchange of Thailand (SET) in the ESG DNA program through e-learning training on sustainability topics such as basic knowledge of sustainability for employees. This will enhance the knowledge of the target group’s employees to understand the principles of sustainable business operations and apply them to work. Participation in this program will also include tools to track and measure learning outcomes and cultivate ESG DNA for our staff.



For this year’s personnel development, the benefits will increase their skills, and also improve employee productivity and performance, resulting in higher financial returns. Moreover, improving employee productivity will also benefit the Company by preparing the organization’s staff to have skills, knowledge, and the ability to support future business expansion, helping to ensure that the Company has a strong position to support the growth of the Company.

Succession Planning Management

The Company created criteria and programs for developing the required skills for successors to important roles. Executive Committee, Nomination and Remuneration 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



Taking Care of Employees' Quality of Life



All employees are an important force in driving the organization, the Company has provided welfare in addition to legally entitled welfare, such as leaves. The Company also has other welfare such as allowances in case of the death of a family, allowance in case of the death of employees, uniforms, accident insurance, and travel expenses, as well as the formation of a labor welfare committee within the establishment, as a form of human rights promotion within the Company. The Company supports the rights to freedom of association, and to compliance with local on freedom of association, covers the respect and support of the right to freedom of association, The Company supports the rights to collective bargaining, and to compliance with local on collective bargaining, covers the respects and support of the right to collective bargaining. The employees can discuss and give feedback to the employer for appropriate welfare allocation. Furthermore, the Company provides appropriate amenities.

The Company supports work facilities where appropriate to enable employees to work efficiently and effectively, such as providing desktop computers and laptops to staff, high-speed internet installation covering the entire

organization for speed, developing 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, and promote employee well-being by providing employee welfare restaurants that sell quality food at affordable and fair prices.

The Company is attentive to the occupational health and hygiene of the employees. It has provided nurses from reputable hospitals with first aid rooms as required by law to provide advice, diagnosis, treatment, and service during the working hours of the employees and contractors. There are annual checkups and risk-based checkups for the employees, as well as health promotional activities.



Support Employee Wellness in Post COVID-19

The Company is also attentive to the prevention and monitoring of coronaviruses despite the subsiding COVID-19 pandemic, because the Company treats all employees like family members, and thus provides care for them such as hosting online meetings to avoid physical contact.

- To establish control measures and design the environment to be safe against the spread of infection by providing partitions between tables in the factory area
- To place alcohol throughout offices and manufacturing
- To maintain strict cleanliness in office areas and production facilities
- To use online meetings to avoid physical contact with employees



Employee Engagement

Target

The employees engaged with the organization

75%

Performance

The employees engaged with the organization

58.97%

The Company believes that employees are valuable resources and therefore focuses on creating a bond by establishing the Happinometer framework on a yearly basis for the purpose of planning, maintaining, and developing including creating happiness and commitment to the organization in order to analyze the survey results, develop and improve employee care guidelines to better meet the needs of working in the current environment.

However, the Company plans to develop and improve employee engagement through happiness policy that covers the quality of life and positive attitude. The survey was conducted on the needs of employees to implement Happy People, Happy Workplace project and activities that can meet their needs to increase their organizational engagement.

The Company has used the results of the previous year's assessment to analyze and plan the operations to improve the employee's performance and well-being, including:

- To encourage the establishment of a welfare committee to discuss the appropriate allocation of welfare for all employees and to enhance the quality of life for all employees.

In addition, according to a survey conducted last year, employees needs to promote good financial health,

relaxation, and encouragement. As a result of the Company's relationship with family, the Company has implemented Happy People, Happy Workplace with approximate support allow employees to hold various events to encourage installment relax, promote family relations, and promote health, financially good and educate employees financially.

In 2024, the Company has programs and activities for employees to participate in, such as;

- The Songkran Festival will be held for employees to participate in the Company's favorite Contest as well as to inherit the tradition of pouring water on the hands of the revered elders of executives.
- International Women's Day activities allow employees to dress together to express themselves symbolically in promoting women's empowerment.
- Activities to candle making merit for Buddhists
- Activities to promote equal diversity
- A.J. Plast Festival Market
- Saving education activities under "Healthy Money, Happy Life"



The Songkran Festival Activities

The Company will be held for employees to participate in the Company's favorite contest, as well as to inherit the tradition of pouring water on the hands of revered elders of executives.



The Activities to Promote Equal Diversity in Pride Month

The Company allows employees to wear colorful costumes symbolically to promote equal diversity and to participate in creating art with their craftsmanship.



Buddhist Candle Festival Activities

The Company encourages employees to participate in merit-making on important Buddhist days, helping them relax and build good minds.



International Women's Day Activities

The Company allows employees to dress together to express themselves symbolically in promoting women's empowerment.



A.J. Plast Festival Market

AJ. Plast Festival Market had employees and local communities participate in the project. There are also shops from employees who have joined forces to sell products from new and second-hand products to generate income for employees. There were 8 shops from all local communities around the factory, and shops from 8 employees, and this activity helped create a new environment, happy money dimension happiness for participating employees, creating engagement between employees, communities, and government agencies supporting the activities, which helps generate income for employees, and communities. The activities generate income for employees and the local community participated more than 90,000.00 Baht.



Activities to Raise Environmental Awareness of Employees

The Company had its employees sorting out the garbage and separating the cap of plastic water bottles to send to Upcycling. To support plastic waste upcycling to generate income for the Rak Talay Sane Ban Amphur community enterprise.



Food and Drink Single-Use Packaging Reduction Project

The Company has established a project to encourage employees to participate in reducing waste in the factory by using accumulated points for food and drink.



Safety, Occupational Health, and Working Environment

The Company is attentive to safety, occupational health, and working environment with the determination to lay a foundation for safe, and occupational health, working environment, and standards for all the employees, suppliers, contractors, and stakeholders, to improve performance and create a safe working environment under the United Nations' Sustainable Development Goals (SDGs) through the establishment of policy and guideline, as well as continuous promote of safe working culture, to minimize work-related illness and accident, and appropriately take care of the employees. The target is to maintain zero accidents for continuous and sustainable business.

Safety, Occupational Health, and Working Environment Policy

- Workplace safety is everyone's priority.
- Contributing to improving working conditions and working environment and ensuring a safe environment.
- Promoting and supporting various safety activities that raise employee awareness. The Company has training, seminars, public relations, and safety week activities.
- Supervisors at all levels must serve as role models, train employees, and encourage them to work safety.
- At all times while working, all employees must be aware of their own and coworkers' safety, as well as the assets of the Company.
- All employees are responsible for keeping the workplace clean and neat all the time.
- All employees must participate and support in the Company's safety, occupational health, and working environment program and have the right to provide feedback on how to improve working conditions and safe working methods.
- All employees keeping their health and getting enough rest for good health and safe life.



Safety, Occupational Health, and Working Environment Management Guidelines

The Company established a framework for Safety, Occupational Health, and Working Environment management. The Company has established the structure and management of safety, occupational health, and working environment, covering from the Board of Directors and transferring it to the operating level so that management can be in line with the Company’s strategy and goals as follows:

Safety, Occupational Health, and Working Environment Management Structure



The Company has appointed a safety, occupational health, and working environment committee to ensure that the Company operates in the areas of safety, occupational health, and working environment, and continuously improves its development. Representatives from executives and working-level staff, as well as professional safety officers as secretaries. The role of the Company is to establish policies on safety, occupational health, and working environment, and provide guidelines on prevention and reduction of accidents caused by work or insecurity. In addition, safety performance was monitored and reported to top management, which had its managing director and Board of Directors jointly review and supervise the effective implementation of the Company’s policies and directions. In addition, results were monitored and reported through risk management unit and reported to the Risk Management Committee and the Board of Directors also the Corporate Governance and Sustainability Development Action Committee to report the Company’s operations, and the Corporate Governance and Sustainability Management Committee to review the operation.

The Company has established risk assessments carried out regarding health and safety for all operations and potential new projects. Furthermore, the Company has a safety and environment department with regular workgroups in each area to ensure effective safety, occupational health, and working environment performance, systematically implement the efforts, and set targets and plans.

- 1 Review of policies, strategies, and target
- 2 Safety, Occupation health, and Working environment target
- 3 Occupational health and Safety risk assessment
- 4 Determination of safety, Occupational health and Working environment risk management measures
- 5 Promotion of activities that develop knowledge of Safety, Occupational health, and Working environment
- 6 Mornitoring and evaluation

The Company has continually monitored our performance in terms of safety, occupational health, and working environment, and management reviews related matters and risks as part of monthly meetings. Hazard identification, risk assessments, and incident reviews are performed to identify risks and opportunities to cover all operational processes, activities, locations, machinery, and equipment, as well as activities carried out by key contractors. The reviews include both normal and abnormal situations, as well as emergencies. Risk mitigation plans are in place to ensure risks are kept at acceptable levels for all key risks and risks that result from change.

The Company has a safety measure communication for all employees to acknowledge and strictly comply, with monitoring and reviews to assess the actual risk at work and review the performance after work. Risk assessment consists of steps and hazard indicators that cover the risks from regular and non-regular work such as Job Safety Analysis (JSA). The Company has a process to consider using other new and diverse hazard indicators to suit the risks and improve the detail and comprehensiveness of such efforts. Critical risk management steps as follows:

The Risk Assessment Consists of The Following Critical Steps



Hierarchy of Safety Risk Controls

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



The Company has established measures to manage risks in Safety, Occupational Health, and Working Environment through the hierarchy of safety risk 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 Safety, Occupational Health, and Working Environment Committee to investigate significant accidents immediately to determine the incident’s core cause, formulate preventive measures, and minimize risk incident investigation reports, recurrence prevention measures, and correction situations will be monthly reported with Safety, Occupational Health, and Working Environment Committee’s meetings.

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, suppliers, 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 under its risk assessments, such as:

1

To create a culture of safety, occupational health, and working environment consciousness through regular training and practice of safe machinery usage for employees, suppliers, contractors, stakeholders, and visitors. There are annual safety, occupational health, and working environment training activities, and warning signs in risky areas to minimize accidents and raise awareness.

2

To set the personal protective equipment (PPE) requirements for all employees to wear before entering the production area.

3

To prevent the fire risk by providing proper containers and specified areas for the storage of process substances and machinery maintenance, tight and consistent as planned to prevent the risk of fire.

4

To design and improve the environment in the production area to effectively prevent oil and chemical spills.

5

To develop guidelines for operating machinery in the production and maintenance areas, including warehouse storage and transportation, to minimize and mitigate fire hazards for protection and mitigation for prevent and mitigate the fire in the lives of employees, business partners, contractors, and internal workers of the Company and the Company's assets.

6

To reduce the accumulation of plastic dust and oil stains in the production area by implementing frequent cleaning cycles for machines and cable ducts, by the production department or the owner of the work in responsibility.

Furthermore, the Company emphasizes the health and safety of its contractors and employees by complying with 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.

Safety, Occupational Health, and Working Environment Target

Target of Lost–Time Injuries
Frequency Rate: LTIFR



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

Performance of Safety, Occupational Health, and Working Environment

Lost Time Injury Frequency Rate



14.81
cases/1 million hours worked
Employees

2.04
cases/1 million hours worked
Contractors

Recordable Work-Related Injuries Rate



46.35
cases/1 million hours worked
Employees

2.04
cases/1 million hours worked
Contractors



Total Number of Zero Fatality
from the Work of Employees,
Suppliers, and Contractors

0
Person

The Company has not achieved LTIFR target of zero; however, to ensure that the incident will not recur, the Company has established corrective action at the steps of the safety risk controls these measures include engineering controls, such as safety guards and personal protective equipment (PPE), a clear risk assessment process, etc. Additionally, the Company is taking measures to prevent accidents through various projects and activities as

- Hearing conservation measures to prevent and control noise
- Safety talk activities
- Safety training
- Safety week activities

Safety Talk Activities



The Company uses the safety conversation process in the factory area to help raise awareness of the importance of safety, health, and working environment for employees, partners, and contractors. All sectors will be able to talk about how to create safety for themselves and how to use the right machines, equipment, chemicals, etc.



Safety Training

The Company encourages and hosts training to improve health and safety knowledge and skills among all employees depending on the working line and law, such as employee safety, safe and forklift training, crane operator, first aid, fire evacuation drills, and initial firefighting training each year.



Safety Week Activities

The Company organizes Safety Week activities to raise awareness of safety, occupational health, and the working environment to cultivate a safety culture and motivate the employees to review occupational safety, and activities to promote behaviors that lead to safety, which is the foundation of business continuity.



Inspection of Safety, Occupational 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. This includes the preparation of personal protective equipment and emergency equipment, as well as a solid first aid kit for operators that is suitable for the nature of the job. Sufficient for use and easy to access. In addition, the Company has assessed health and safety risks, 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. In addition, the Company has assessed health and safety risks in all areas.

The Company aims to control noise levels across all areas, targeting a 24-hours average sound level value not exceeding 70 dBA and a maximum sound level value not surpassing 115 dBA, as per Notification of the Ministry of Industry: Noise standard generated from factory operations B.E. 2548 (2005).

In 2024, some areas of workshops exceeded the noise standards, with 8 hours average sound quality value of 86 and 90 dBA, respectively. The Company thus has a hearing conservation policy and hearing conservation measures to prevent and alleviate the risk as follows:

- To control the noise level throughout the working period to be under 85 dBA, by controlling the source or path, or acquire hearing personal protective equipment (PPE) that can reduce the noise level, and encourage the correct use of such devices.
- To monitor the employees working in a loud environment over 85 dBA for 8 hours to ensure they do not have hearing loss.
- To measure the hearing performance of the at-risk employees to analyze the likelihood of hearing loss for developing corrective and preventive measures.
- To inform the employees about the risky areas, and lecture them about the dangers of loud noise, preventive and controlling measures, and the use of personal protective equipment.
- Therefore, all employees working in a loud environment over 85 dBA for 8 hours shall have a safety consciousness about loud noise, and minimization of hearing loss.
- To cultivate a sound quality control and noise hazard culture for employees of all levels by providing personal protective equipment (PPE) warning labels required to wear before entering the manufacturing process and receiving training on noise hazards and proper operation and use of soundproofing equipment.



The Severe Infectious Diseases Management

The Company is especially conscious of production standards and product quality, as well as the safety of all customers, suppliers, community, and employees. Despite the subsiding COVID-19 pandemic, however, the global pandemic diseases (HIV/AIDS), Tuberculosis, and Malaria have not subsided, and the Company must cooperate with all sectors in preventing and dealing with the deadly diseases. The Company retains strict measures on safety, occupational health, and working environment to control and prevent contamination in the premises, production process, product, and all personnel to ensure that the customers will get only non-contaminated products, as well as managing the crisis in the area of epidemic diseases in line with the business continuity plan.

Measures to Prevent and Control Serious Infectious Diseases of Employees and to Control The Production Quality



All employees must undergo temperature checks and observe abnormalities, including hand cleaning, blow drying, removing body debris, cleaning hands with alcohol, and blowing strong air all over their body at the entrance before entering the production line.



All employees regularly sanitize their hands with alcohol, which is installed throughout the production area.



HIV/AIDS Prevention

The Company will plans to promote knowledge to prevent serious infectious diseases such as HIV/AIDS to all employees and communities concerned.

Social and Community Development

The Society and community are stakeholders that the Company has been mindful of and has a mission to maintain a good relationship and value together, therefore the Company has committed to driving business operations with responsibility for the communities and societies’ sustainable development, and build confidence and trust in the communities and societies.

Social and Community Development Guidelines

The Company’s policy focuses on being a good citizen, committed to local employment and sourcing, and supporting the community and community activities as well as attention towards the community and society, covering the environment, health, livelihood, safety, and giving back to the society for sustainable coexistence, and promotion of community life value that matches the needs of the society and community. The Company therefore combines the community and employees, from the starting point in the social and community projects and activities by surveying the comments, concerns, and needs of the community, as well as identifying the impact on the community before the project/activity, with continuous follow-up for development and improvement between the Company, employees, the community and the society. The community investment focus area is linked to the Company’s business and social and community strategy. The Company was conducted under the community designated by the Company in Bang Lamung and Sriracha districts, Chonburi province. The Company will conduct 2 year survey on the needs and satisfaction of the surrounding communities. According to the survey results, the Company has no impact on the community.



Survey the community needs every 2 years



Set the project or plan based on concerns and expectations



The employees participate in community activities to meet the community’s needs

Social and Community Development Strategy

The Company intends to create sustainable social value and, therefore has consistently revised its operating guidelines as appropriate. In 2024, the Company continues to work with society and community strategies. The following are its strategies:



To create employee and stakeholder participation to create sustainable value for society



To create innovations that suit the community’s needs and solve their problems



To continuously develop the community and society through support of various projects and activities

Targets

0

Complaints from the communities and society around the factory

90%

Satisfaction of the communities and society around the factory

Performance

The Company conducted 2 year survey on community satisfaction. 230 households were surveyed at the end of 2023, covering 7 communities within 10 km of the factories in Bang Lamung and Sriracha districts, Chonburi province. The survey was conducted on the community and found that the Company had no negative impact on the community. The community needs to support the Company’s economic, social, and environmental aspects. From the results of the survey, the community has the following three needs: economic and income promotion, community relations and activities, and education and youth development. The Company’s performance was as follows:



Projects and Activities to Meet The Community Needs

The Company has used the demand and expectations from community surveys around the factories to create a positive impact through community and social activities to meet the needs of the community, as well as to create values such as economic and income, education and youth development, environmental and community relationships, and support activities in 2024. The following operations are performed:



Economic and Revenue Promotion

To Promote Income for Chinese Community Enterprises

The Company donated plastic straps amount of 1,000.00 kg from the factory. The remaining materials are used to create new products based on the concept of Industrial-Urban Symbiosis. The Baan Chak Yai Chin Community Enterprise will use plastic straps to manufacture sewing products from used plastic lines such as baskets, bottle holders, storage boxes, and key chains. The plastic strap provided by the Company will help generate 30,000.00 Baht in revenue for community enterprises.

Further, the Company supported and purchased products from Ban Chak Yai Chin Community Enterprise as a reward for its internal activities.



A.J. Plast Festival Market

The Company has organized the A.J. Plast Festival Market event to allow the community to sell community-made products to its employees, and promote the products of the surrounding communities to generate sustainable income. The event also featured shops from employees who shared first and second-hand products to generate income for their employees. There are 8 community shops around the factory and 8 staff shops. The event helped create a bond between employees, communities, and government agencies that supported the event, which helped generate more than 90,000.00 Baht income for employees and communities who participated in the event. Social Return on Investment for A.J. Plast Festival Market is equal to 3.11



Education and Youth Development

The Company focuses on the improvement and promotion of youth livelihood in nearby areas through education, nutrition, healthcare, safety environmental care, and supporting children's rights in accordance with Children's Rights and Business Principles (CRBP) through various programs and activities with business partners, such as academic support activities with educational institutions, children's day activities with communities and agencies, participation with schools around the community, recruitment of students.

To Support Academic Work in Cooperation with Educational Institutions

On 29 May 2024, the Company sponsored Eco-School with Laem Chabang Industrial Estate Office. The Company's representatives provided environmental education, waste recycling, and value-added waste to students at Laem Chabang School, district 3. Moreover, more than 100 students participated in the activity to make pots to plant trees from plastic bottles. This activity will help improve the knowledge of plastic recycling and help young people realize how much they care about the environment. Social Return on Investment for Eco-School is equal to 2.14



To Support for Sports Day

The Company supported the sports day in 2024 at Laem Chabang Engineering Technological College to promote exercise and the use of free time effectively.



Children's Day Activity with Communities and Agencies

The Company worked with United Foods Public Company Limited, a business ally of the Company, to provide food and drinking water to support the Children's Day activity for government agencies and communities in nearby areas, such as Ban Ao Udom Community, Leam Chabang Engineering Technological College, Laem Chabang Industrial Estate office, Provincial Police Region 2, PEA Si Racha, and Chonburi Industry Office.



Donation of Electronic Devices to The Mirror Foundation

The Company contributed to the social development and opportunities for the underprivileged and local small schools in other provinces that are short on education supplies by cooperating with the Mirror Foundation in distributing computers and electronic devices that were retired from the Company. The Company representative handed all the devices to the foundation for distribution to students. It also reuses existing computers and electronic device resources, saves the community, and reduces electronic pollution and waste.



Environment

A.J. Plast Build Green Area

The Company is aware of social and environmental responsibility, especially in the areas and communities surrounding the Company. The Company participates in various projects to conserve the environment, ecological balance, and biodiversity through the creation of green areas with all stakeholders.

On 7 August 2024, the Company called upon representatives of the employees to join the forest planting activity in honor of Her Majesty Queen Sirikit The Queen Mother on 12 August 2024. The project aims to increase public areas around the community, increase participation, and raise awareness among all sectors about the importance of environmental conservation, and balanced and sustainable, green areas around the industry at the Nerntong Community Forest, Chonburi province.



On 9 August 2024, the Company participated in the Green Network for Sustainability under the THSG & UCT Sustainable Network 2024, which is the protection and development of mangrove ecosystems at Wat Kongkaram, Bang Pakong district, Chachoengsao province. In the event, 999 trees were planted, 9 fish houses were built, 9 crab condominiums were built, and 9 mangrove forests were collected.



On 21 August 2024, LET'S ZERO Together's representatives were invited to plant for a sustainable future, reduce emissions from the global forest plantation, develop GHG removal areas, increase green areas, and create biodiversity in the ecosystem. In this event, 600 mangrove trees were planted in Ban Laem Chabang mangrove forest.



Relationship Building and Supporting for The Community Activities

A.J. Plast Blood Donation

The Company has sent representatives from several companies in Laem Chabang Industrial Estate to donate blood to help alleviate the shortage of blood in patients who are in need.



To Support Flood Relief

On 5 September 2024, the Company donated goods to help flood victims through the Suvarnabhumi Airport. In addition, Laem Chabang has joined hands with various agencies to support food and drinking water to help flood victims in many areas.



Customer Relationship Management

The Company focuses on maintaining good Business-to-Business (B2B) relationships by creating plastic films to meet the needs of other customers and building relationships in applying innovations to develop products for many uses, offering alternatives to products that are environmentally conscious, Products certified to international standards, and products that use modern technology, which is a development between the Company and customer to value creation for a strong value chain in chemicals and packaging in the sustainable packaging industry.

Customer Relationship Management Guidelines

For challenging situations such as trade wars and geopolitical risks, the Company manages its operational risks, as well as adjusts itself to situations that affect sales and business operations. Standardization and innovation for product development, focusing on selling to regular customers and collaborating with customers in production planning and logistics management to control, plan efficient shipping, and meet customer needs.

Furthermore, the Company realized that building a good relationship with customers will lead to loyalty to the product, and keeping customers with the Company is valuable in a highly competitive business world. It also 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 resins 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.

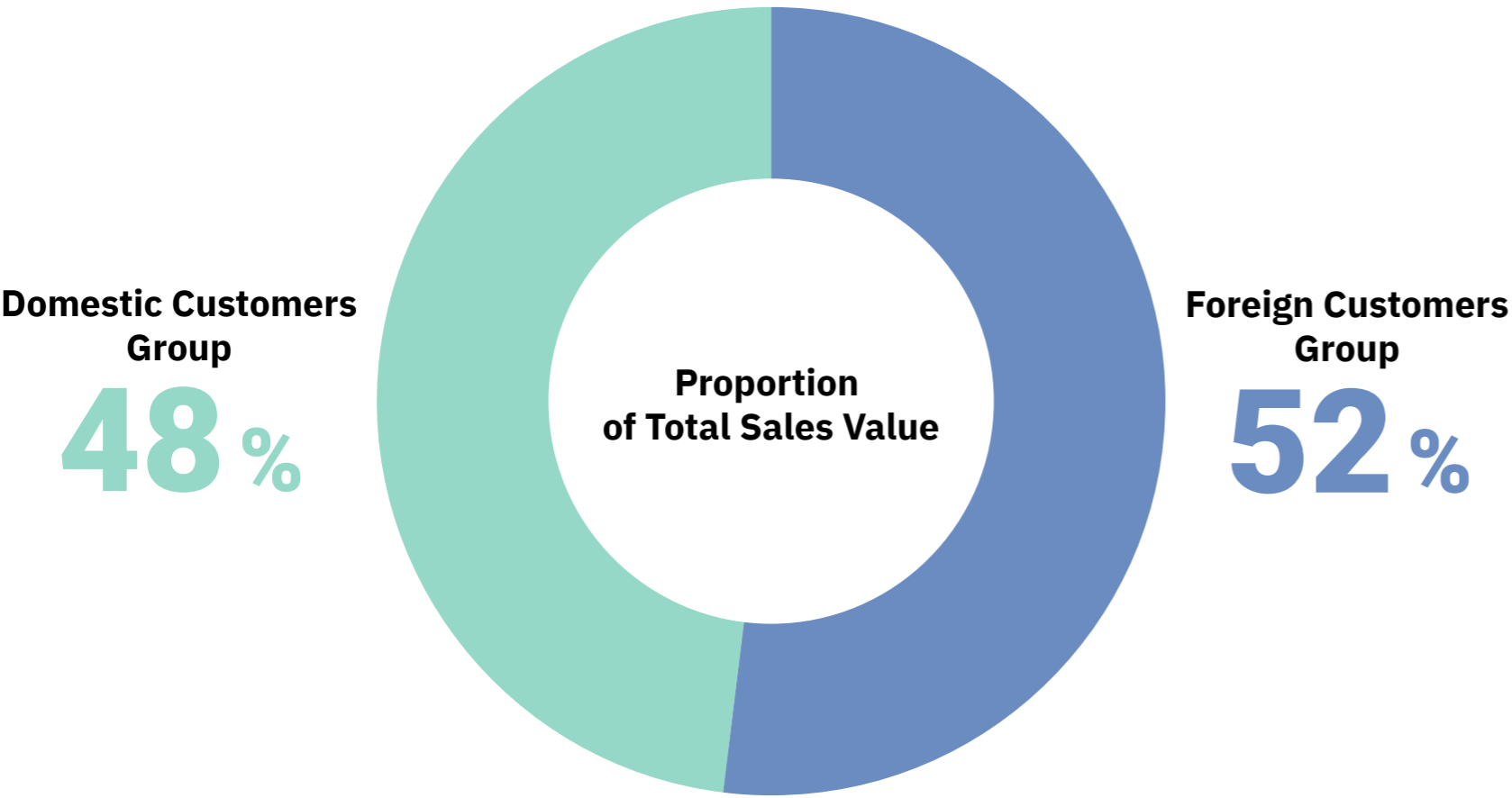
The Company has relationship management through the Quality Management System Department according to the quality standard certification system. The management tool is to conduct a customer satisfaction survey and use it as a strategy. After surveying the customer satisfaction questionnaire, the Company uses the information obtained to improve products, services, and business processes.



Quantitative Customer Satisfaction Targets

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 l. For more details see in [Business Value Chain](#).

The Company divides its customers into 2 groups: domestic customers and foreign customers. In 2024, the proportion of domestic customers and foreign customers as follows:



Customer relationship management has processes through quality management team according to the quality management system. There is a customer satisfaction survey, customer satisfaction goal, and follow-up efforts on customer satisfaction under the quality management system through annual quality management system reviews.

Customer Satisfaction Target

Target



82%

Satisfaction of domestic customers and foreign customers

Satisfaction Evaluation Results of Customer Groups

The Company had set customer satisfaction targets and reports to the quality management system review committee. The target has been set on the responses to the satisfaction survey of customer groups, and the average annual satisfaction target has been set at 82% for domestic and foreign customer groups.

Domestic Customers Target Group

The Company has been 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 as follows:



Quality and safety



Delivery



Communication



Document work



Correction after problem reporting



Internal coordination



Company overview



Safety from biological contamination



Safety from chemical contamination



Safety from physical contamination.

In 2024, the average annual satisfaction of domestic customers is at 85%, which is in line with the target.

Foreign Customers Target Group

The Company has been set the target of satisfaction survey response rate at 75% out of 45 surveys. The export sales department is responsible for distributing the satisfaction survey. The satisfaction assessment topics are divided into 8 topics as follows:



Product quality



Design



Delivery



Questions answering



Correction after complaining



Amount to deliver



Completeness of document

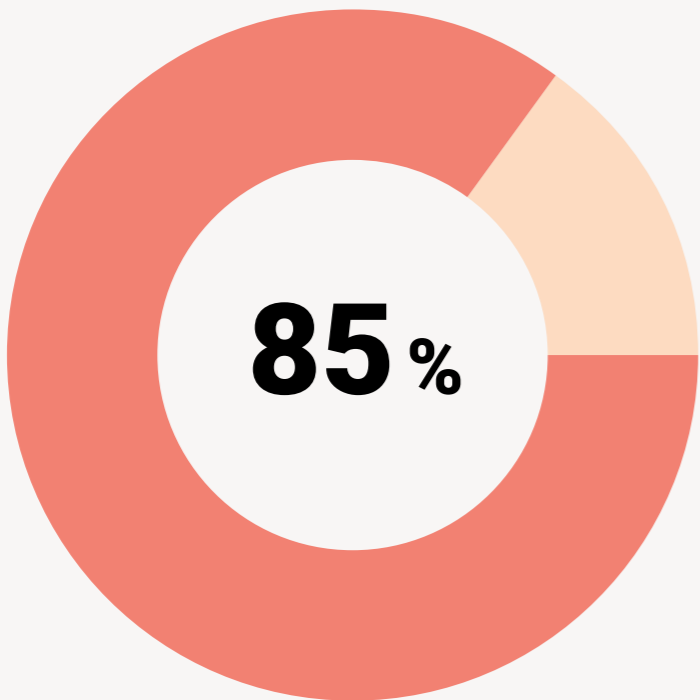


Overall satisfaction with the Company

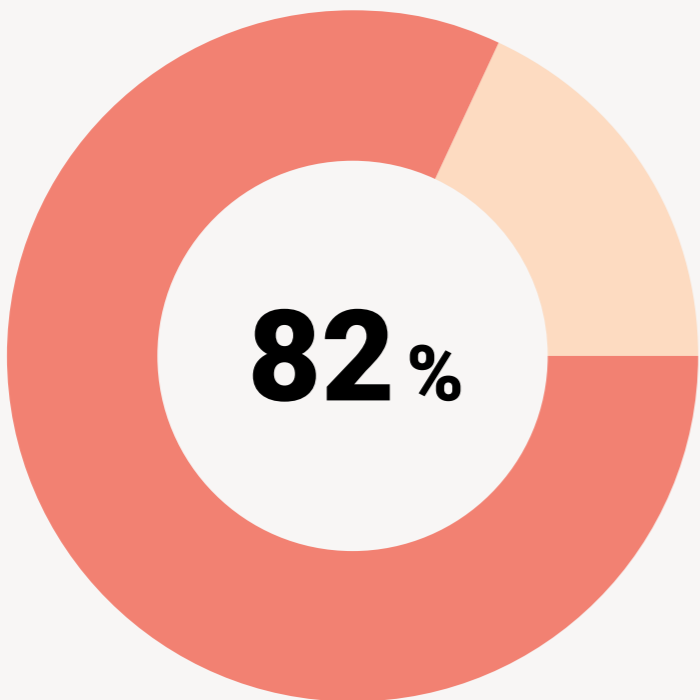
In 2024, the average annual satisfaction of foreign customers is at 82%, which is in line with the target.

The Average Satisfaction of Domestic Customers and Foreign Customers for 2024

Domestic Customer Group



Foreign Customer Group



Strengthening Relationships and Development with Customers

The Company recognizes the importance of product quality and cares about every process from upstream to downstream. The Company always develops products that meet the needs of the market. Therefore, the Company has researched and developed new products and opened opportunities to meet customers’ needs. In 2024, the Company has activities to strengthen relationships and product development with customers as follows:

To Focus on Promoting Sustainable Development Throughout The Supply Chain

According to the ISCC PLUS Certification by International Sustainability and Carbon Certification (ISCC). The Company cooperates, supports, and drives sustainable operations and carbon management from partners, customers, and customers by promoting post-consumer recycled (PCR) BOPP film, which is highly recyclable and environmentally friendly. In addition, it will also drive the concept of 5Rs and circular economy throughout the supply chain.

Straight Cut Retort Film

BOPA plastic film with the development of plastic film properties that help tear the packaging more easily and in a straight line, more convenient to use. For more details see in [Innovation Management](#).

Development of BOPP Plastic Film for High Heat Resistant

The Company has partnered with customers to develop BOPP plastic film for high heat resistant, a highly heat-resistant film made of PP resins. The film’s properties have a small shrinkage rate when wrapped in heat. The development addresses customers’ need for smooth, wrinkle-free packaging. In addition, the packaging can be recycled efficiently.

Customer Visits at The Factory

The Company opened the factory for the customer visits to build their confidence in reputable, safe, and high-quality plastic film manufacturing that is carefully checked at every step before the final product can be sent to the customers. The customers would see the sustainability-conscious conduct and exchange ideas with the Company.



Building Relationship with The Thai Plastic Industries Association

On 3 February 2024, the Thai Plastic Industry Association held Plastic Fantastic 2024. The Company, as a member of the Thai Plastic Industry Association, participated in the event and met with the Thai Plastic Industry Association members.

Between 9-10 November 2024, the Company attended the Plastic Family Rally 2024. The Company participated in the PLASTIC FAMILY RALLY 2024 #FUN FAMILY & FRIEND, Caravan Rally Bangkok - Pattaya, organized by the Thai Plastic

Industry Association. The rally was organized to build good relationships between the association and the Thai Plastic Industry Association members. There was a walk rally at Khao Kheow Open Zoo to visit the pygmy hippopotamus "Moo Deng" and car rally, where representatives of the Company and local salespersons meet plastic industry operators, customers, business partners, and stakeholders of the Company.



KU RUN 3, The Charity Activity

On 25 February 2024, the Company participated in KU RUN 3, the charity activity, to support the construction of Kasetsart University hospital with representatives from Siam Nomura Company Limited participating under the atmosphere of blooming pink trumpet flowers at Kasetsart University, Kamphaeng Saen district, Nakhon Pathom province.



Customer Complaint

The Company builds a solid customer relationship by listening to them, whether comments, suggestions, expectations, and complaints through many channels such as the Company's whistleblowing channel, visits, Company representatives, meetings, and email correspondence to the local sales department and the export sales department.

The Company used the feedback and expectations from the customers for continuous development by taking customer feedback to relevant parties for consideration. This customer feedback is an inspiration and driving force for us to change and deliver good products and services. The Company also emphasizes proactive work to get customer comments through follow-up, data analysis, and online media channels to ensure that the Company can meet the customer needs in time and effectively.

Moreover, if customers need to complain, please contact through the following whistleblowing channels:

Domestic sales @ domesticsales@ajplast.co.th
Export sales @ export@ajplast.co.th
☎ +66 2415 0035
🌐 <https://www.ajplast.co.th/contact.php>

Customer Personal Data Protection

The Company has been attentive to data security and personal data protection. To minimize unauthorized access, usage, leak, theft, loss, and infringement of personal data, the Company has sufficient data protection measures and improves the staff's capability in cyber defense to ensure data safety and customer confidence. In 2024, there has been no customer data infringement.

If you have further questions or any other purposes related to personal data protection, please contact pdpa@ajplast.co.th



Product Stewardship

The Company is aware of the importance of distributing safe products to consumers. The Company are attentive to responsibly procuring raw materials, and ensuring a safe and reputable manufacturing process. The concept of circular economy is applied in production, and green product development is promoted, to send safe plastic films for safe product creation and packaging. The Company adheres to the customer-centric principle, fair treatment, and customer responsibility following the code of conduct the Company.

Quality and Food Safety of Packaging Film Policy

A.J. Plast Public Company Limited set the intention to design, research, and develop product processes, and production. The Company provide plastic film for food product packaging in both domestic and export markets meeting customer expectations and satisfaction with safety and compliance with laws and regulations, by continuously reviewing and improving the efficiency of quality management, as follows;

1. To observe the law and the requirements related to quality with strictness.
2. Policy is communicated to internal and external stakeholders.
3. To provide recording, control, review, and continuously implement to achieve the objective according to quality policy.



Product Stewardship Management Guidelines

The Company has attentive to every step of production and responsibility towards products and services and thus enacts food packaging material safety and quality policies, analyzes and evaluates risks to the product and service, continuously improves product and service safety and quality, and looks for opportunities and guidelines to enhance customer response capabilities through working guidelines. There will be follow-up, assessment, and processing efforts to ensure effective compliance with the guidelines that comply with customer requirements, and relevant rules and regulations. This allows the Company to gain a competitive edge, as the Company focuses on the improvement of products and services, eventually gaining the leading position in a film production process with various international certifications and environmental labels.

The Company plans operations and processes to ensure that they meet customer requirements through the designation and organization of operations, to ensure that the defined processes are implemented, and consistent with the customer's requirements. applicable laws and regulations.

“

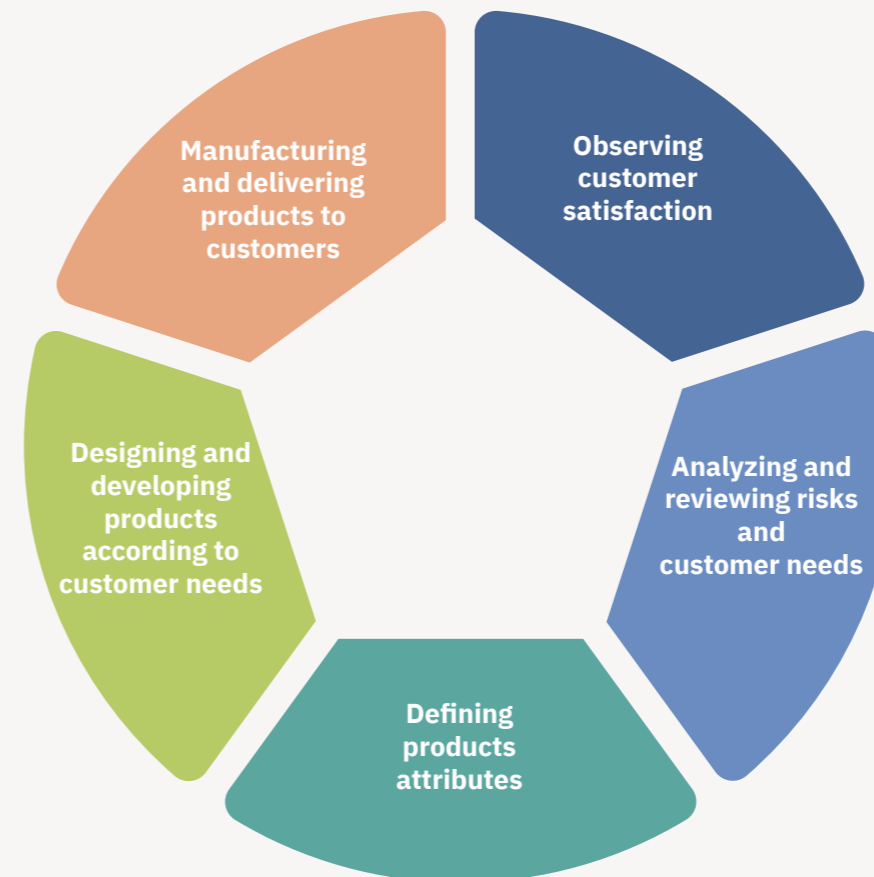
Because product stewardship is something that we value, we are prioritized in quality control and standards of products. To deliver good quality products with standards and meet the needs of customers.

”



Ms. Piyaporn Nitui
Quality Control Manager

Product Development Process to Respond Customer Needs



Green Product Development

The Company has a wide range of plastic film products to meet the needs of different customers. However, the Company has clearly defined guidelines for product development by applying environmental criteria to development product, such as reducing the use of exhausting natural resources, increasing the use of renewable raw materials, and choosing to use bio-based material, post-industrial recycled material and post-consumer recycled material. In addition, encourage customers to choose products that contain recycled raw materials or mono-material films that can be easily recycled after consumers use them. For more details, see in [Innovation Management](#).

Regarding the criteria for product development, it can be separated based on the product life cycle and type as follows:

Resources Selection

The Company has a strategy to effectively utilize raw materials for plastic film production, using renewable raw materials such as biomass or recycled materials in Food Safety System Certification 22000 (FSSC 22000) upstream manufacturing which is accepted by major food retailers. Furthermore, the Company has a Global Recycled Standard certificate (GRS) that requires the use of legally obtained recycled materials from reputable and traceable recyclers.

The Company also partially uses recycled materials for plastic straps, plastic cup, and plastic pallets to reduce fossil material consumption.

Production Process

The Company focuses on reducing energy consumption by selecting high-performance equipment with low power consumption per productivity and has a design that is suitable for the production of high-quality film. In addition, the reduces waste from the production process, where the remaining films will be brought into the recycling process, contributing to raw materials passed through the direct flake dosing project. For operates following the principle of circular economy, which is classified as an environmentally friendly plastic film product. For more details, see in [Innovation Management](#).

End-of-Life Management

In the product packing and transportation process, plastic pallets, wooden pallets, wooden sideboards, and plastic cups are utilized. The Company recognizes the importance of efficient resource utilization, including the implementation of a Circular Economy Management System for Organization Part 2: Requirements (CEMs) in its business operations. Consequently, there is a project in place to facilitate the return of these items. Plastic pallets and plastic cups, upon reaching the end of their usable life and becoming damaged beyond repair, will be appropriately disposed of, such as by selling them to companies engaged in plastic recycling. Wooden pallets and sideboards will be recycled and used until they are no longer viable. Damaged wooden pallets will be repaired and reused, while those that cannot be repaired will be sold to companies outside of purchasing wood scraps. For further details, see in [Waste Management](#).

Performance

Quality Control through Labels and International Standards

The Company strives to maintain high product quality through the control and inspection of the quality and safety of the product and service. There are systematic raw material procurement and risk assessments to ensure sufficient raw material supply to the needs of the customers. Technologies are applied in the quality inspection process, sampling, and testing before delivery to customers to ensure that the product is safe and reputable. The products are also traceable through various standards and labels as follows:

Standards



International Organization
for Standardization - Quality
Management Systems:
ISO 9001: 2015



Halal Standard



Hazard Analysis and
Critical Control Point (HACCP)



Green Industry Level 3



International Organization
for Standardization - Environmental
Management Systems:
ISO 14001: 2015



Good Hygiene Practices (GHP)



Carbon Footprint for Organization (CFO)



Food Safety System Certification 22000
(FSSC 22000)



International Sustainability and Carbon
Certification (ISCC PLUS Certification)



Circular Economy Management Systems
For Organization Part 2: Requirement
(CEMs)



Carbon Footprint of Product (CFP)

Labels



Biomass Mark, by The Japan
Organics Recycling
Association (JORA), certify
product contained biomass
material

Since 2023, the Company is certified 4 Carbon Footprint of
Product (CFP) as follows:

1. BOPET Film
2. CPP Film
3. BOPP Film
4. BOPA Film

Certified by Thailand Greenhouse Gas Management
Organization (TGO). In addition, the Company reinforces its
commitment to developing low-carbon products to deliver to
customers. To help reduce greenhouse gas emissions together,
as well as to produce green products. The delivery of low-carbon
products has increased competitiveness and led the Company to
achieve its goal of reducing greenhouse gas emissions to NET
ZERO.



Performance 2024

Performance	Units	2022	2023	2024	GRI Standards
Governance					
Economic Performance					
Total income	Million Baht	9,134.36	7,632.68	7,134.05	GRI 201-1
Sale income	Million Baht	9,062.00	7,518.64	7,016.89	
Net profit	Million Baht	41.98	(304.27)	(632.70)	
Employee benefits (salary, bonus and provident fund)	Million Baht	545.59	591.59	542.63	GRI 201-1
Dividend payout ratio	%	5.12	5.80	-	
Dividend per share	Baht	0.38	-	-	
Audit fee	Million Baht	2.05	2.11	2.24	
Non-audit fee	Million Baht	0.42	0.49	0.46	
About The Board of Directors					
Total number of the Board of Directors	Persons	9	9	9	
- Number of male directors	Persons	7	7	7	
	%	77.78	77.78	77.78	
- Number of female directors	Persons	2	2	2	
	%	22.22	22.22	22.22	
Number of independent directors	Persons	5	5	5	
	%	55.56	55.56	55.56	
Number of executive director	Persons	1	1	1	GRI 2-9 (c)
	%	11.11	11.11	11.11	
Number of non-executive directors	Persons	8	8	8	GRI 2-9 (c)
	%	88.89	88.89	88.89	
Number of executive committee	Persons	3	3	3	
	%	33.33	33.33	33.33	
- Number of male executive committee	Persons	2	2	2	
	%	66.67	66.67	66.67	
- Number of female executive committee	Persons	1	1	1	
	%	33.33	33.33	33.33	
Average tenure of Board members	Years	24	22	22	
- Board members aged over 60 years	Years	27	27	28	GRI 2-9 (c)
- Board members aged below 60 years	Years	9	9	10	
Number of the Board meetings	Meeting/year	6	6	6	
Remuneration and meeting allowances for the Board of Directors	Million Baht	6.22	6.33	6.33	GRI 2-19 (b)
Executive remuneration	Million Baht	46.12	50.35	52.67	GRI 2-19 (b)

Remark: NA = Not Available

Performance		Units	2022	2023	2024	GRI Standards
Tax						
Taxes paid to the government	Million Baht	0	0	0	GRI 201-1	
- Corporate income tax	Million Baht	0	0	0		
Tax Benefits	Million Baht	0	0	0	GRI 201-4	
- Borad of Investment (BOI)	Million Baht	0	0	0		
Compliance with Laws and Regulations						
Cases of non-compliance with significant laws and regulations	Case	0	0	0	GRI 2-27	
Classified according to Cases						
- The case of paying fine	Case	0	0	0		
- The case of non-monetary penalty	Case	0	0	0		
The value of fines for non-compliance with laws and regulations	Million Baht	0	0	0		
Classified by Period						
- Cases occurring in the current reporting period	Case	0	0	0		
- Cases occurring in the previous reporting period	Case	0	0	0		
Governance and Code of Conduct						
Proportion of directors who are communicated code of conduct	%	100.00	100.00	100.00		
Proportion of employees who are communicated code of conduct	%	100.00	100.00	100.00		
Proportion of directors who are trained and passed code of conduct training	%	88.89	88.89	100.00		
Proportion of employees who are trained and passed code of conduct training	%	84.00	91.44	91.46		
Proportion of directors who are communicated anti-corruption	%	100.00	100.00	100.00	GRI 205-2 (a)	
Proportion of employees who are communicated anti-corruption	%	100.00	100.00	100.00	GRI 205-2 (b)	
Proportion of directors who are trained and passed anti-corruption training	%	77.78	88.89	100.00	GRI 205-2 (d)	
Proportion of employees who are trained and passed anti-corruption training	%	84.00	87.26	87.25	GRI 205-2 (e)	
Corporate governance and code of conduct Cases through whistleblowing channels and others	Cases	0	1	4	GRI 205-3	
Classified according to resolve	Cases	0	1	4		
- Complaints are currently being resolved.	Case	0	0	0		
- Complaints resolved.	Cases	0	1	4		

Remark: NA = Not Available

Performance	Units	2022	2023	2024	GRI Standards
Classified according to code of conduct					
- Human rights	Case	0	1*	1*	
- Non-discrimination	Case	0	0	0	
- Confidentiality of information	Case	0	0	0	
- IT security	Case	0	0	0	
- Safety and wellbeing environments	Case	0	0	0	
- Anti-corruption	Cases	0	0	3	GRI 205-3 (a)
- Conflict of interest	Case	0	0	0	
- Antitrust/Anticompetitive practices	Case	0	0	0	GRI 206-1 (a)
- Intellectual property rights	Case	0	0	0	
- Insider trading/dealing	Case	0	0	0	
Number of employees punished from cases of violations of corporate governance and ethics	Persons	0	1	9	
Classified according to code of conduct					
- Human rights	Person	0	1	1	
- Non-discrimination	Person	0	0	0	
- Confidentiality of information	Person	0	0	0	
- IT security	Person	0	0	0	
- Safety and wellbeing environments	Person	0	0	0	
- Anti-corruption	Persons	0	0	8	GRI 205-3 (b)
- Conflict of interest	Person	0	0	0	
- Antitrust/Anticompetitive practices	Person	0	0	0	
- Intellectual property rights	Person	0	0	0	
- Insider trading/dealing	Person	0	0	0	
Significant fines, compliance with laws related to business operations	Million Baht	0	0	0	
Significant fines and penalties related to corporate governance, environmental, or social violations	Million Baht	0	0.59	0	
- Significant fines from corruption and fraud	Million Baht	0	0	0	
Political contributions and assistance	Million Baht	0	0	0	
Expenses of lobbying, unfair competition and conflicts of interest	Million Baht	0	0	0	
Risk Management					
Proportion of coverage of the risk management	%	100.00	100.00	100.00	
Proportion of identifying risk management for each risk factors	%	100.00	100.00	100.00	
Proportion of directors who are communicated coporate risks	%	100.00	100.00	100.00	
Proportion of employees who are communicated coporate risks	%	100.00	100.00	100.00	
Proportion of directors who are trained and passed coporate risks training	%	88.89	88.89	100.00	
Proportion of employees who are trained and passed coporate risks training	%	84.00	77.40	77.33	

Remark: NA = Not Available

* The Company has punished the perpetrators and treated the perpetrators in accordance with the Company's procedures, as well as established measures to prevent a recurrence.

Performance	Units	2022	2023	2024	GRI Standards
Supply Chain Management (Upstream)					
Total suppliers	Suppliers	658	630	588	
Critical suppliers	Suppliers	6	6	6	
New critical suppliers	Supplier	0	0	1	
New suppliers	Suppliers	NA	75	147	
Suppliers to be audited and visited on site	Suppliers	NA	3	3	
Proportion of new suppliers screened by ESG factors	%	100.00	100.00	2.67	
Proportion of suppliers to be assessed ESG risks	%	13.98	10.63	25.85	
Proportion of supplier spending					
- Domestic suppliers	%	71.12	89.21	89.29	GRI 204-1 (a)
- International suppliers	%	28.88	10.79	10.71	
Proportion of supplier signed acknowledgment and compliance with supplier code of conduct	%	17.17	17.94	28.74	

Remark: NA = Not Available

Performance	Units	2022	2023	2024	GRI Standards
Environment					
Production volume	tonnes	164,613.99	170,947.64	157,939.88	GRI 301-1
Production of environmental products	tonnes	14,477.00	25,229.00	23,142.07	GRI 301-2
	%	8.79	14.76	14.65	
Environmental products	Products	3.00	14.00	11.00	
Renewable raw materials and recycle	tonnes	693.64	766.97	546.49	
	Baht	17,120,404.90	20,162,415.01	14,082,343.00	
Energy					
Energy consumption	MJ	873,564,916.20	1,078,744,521.76	900,965,671.92	GRI 302-1
Renewable consumption	MJ	4,504,850.00	7,063,528.10	25,134,544.62	GRI 302-1, 302-4, 305-5
Natural gas consumption	MJ	301,369,190.00	474,693,673.55	319,900,032.90	GRI 302-1
Electricity consumption	MJ	579,610,861.20	596,987,320.10	555,931,094.40	GRI 302-1
Energy intensity	MJ/tonne	5,379.16	6,310.38	5,704.48	GRI 302-3
Water					
Water consumption	m³	239,907.00	272,163.00	280,159.35	GRI 303-5
Surface water	m³	0	21,114.00	56,346.35	
Ground water	m³	0	0	0	
Third-party water	m³	239,907.00	251,049.00	223,813.00	
Others	m³	0	0	0	
Water stress		Medium-High	High	Medium-High	GRI 303-3
Water intensity	m³/tonnes	1.45	1.59	1.77	GRI 303-5
Wastewater recycled (%)	%	100	100	100	GRI 303-2
Water discharge					
Sea water	m³	0	0	0	GRI 303-4
Surface water	m³	0	0	0	
Ground water	m³	0	0	0	
Off-site water treatment	m³	204,259.80	226,873.14	179,050.40	
Beneficial / other use	m³	0	0	0	
Total	m³	204,259.80	226,873.14	179,050.40	

Remark: NA = Not Available

Performance	Units	2022	2023	2024	GRI Standards
Water withdrawal					
Surface water	m³	239,907.00	251,049.00	223,813.00	GRI 303-3
Ground water	m³	0	0	0	
Used quarry water collected in the quarry	m³	0	0	0	
Sea water	m³	0	0	0	
External wastewater	m³	0	0	0	
Harvested rainwater	m³	0	21,114.00	56,346.35	
Others	m³	0	0	0	
Air Quality					
Total suspended particulate	mg/m³	1.72	3.65	2.94	GRI 305-7
Sulfur oxides (SOx) emissions	ppm	<1.30	<1.30	<1.30	
Nitrogen oxides (NOx) emissions	ppm	<1.00	21.78	<1.00	
Carbon monoxide emissions	ppm	13.50	<0.04	37.30	
Waste					
Total Waste	tonnes	216.88	357.00	294.53	GRI 306-3, 306-5
Non-hazardous waste	tonnes	17.01	120.54	164.61	
Hazardous Waste	tonnes	199.87	235.91	129.92	
Raw material used	tonnes	164,614.00	170,947.64	157,939.88	GRI 301-1
Recycled Waste	tonnes	15,280.70	17,459.84	27,876.77	GRI 306-4
Non Recycled Waste	tonnes	216.88	357.00	294.53	GRI 306-5

Remark: NA = Not Available

Performance	Units	2022	2023	2024	GRI Standards
Greenhouse Gas Emission					
Total greenhouse gas emission	tCO ₂ eq	479,383	599,999	520,276	GRI 305-1, 305-2, 305-3
- Scope 1	tCO ₂ eq	17,413	19,271	18,877	GRI 305-1
- Scope 2	tCO ₂ eq	63,703	68,790	61,165	GRI 305-2
- Scope 3	tCO ₂ eq	398,267	511,938	440,234	GRI 305-3
Green House Gas Intensity (Scope 1-3)	tCO ₂ eq/tonne	2.91	4.10	3.29	GRI 305-4
Total greenhouse gas of BOPP film	tCO ₂ eq	NA	NA	2.35	GRI 305-1, 305-2, 305-3
Total greenhouse gas of CPP film	tCO ₂ eq	NA	NA	2.17	GRI 305-1, 305-2, 305-3
Total greenhouse gas of BOPA film	tCO ₂ eq	NA	NA	9.25	GRI 305-1, 305-2, 305-3
Total greenhouse gas of BOPET film	tCO ₂ eq	NA	2.95	2.95	GRI 305-1, 305-2, 305-3
Compliance with Environmental Laws and Regulations					
Number of non-compliance with environmental law and regulations	Case	0	1	0	GRI 2-27
Number of significant fines	Baht	0	591,842	0	
Number of significant chemical spills	Case	0	0	0	
Proportion of sites covered by recognized environmental management systems such as ISO14001	%	100	50	33.33	GRI 303-4, 303-5, 305-7, 305-1, 305-2, 305-3 306-3, 306-5

Remark: NA = Not Available

Performance	Units	2022			2023			2024			GRI Standards
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Social Performance											
Employees											
By gender											
Total number of employees	Persons	906	405	1311	1152	439	1591	853	378	1231	GRI 2-7a
	%	69.11	30.89	100.00	72.41	27.59	100.00	69.29	30.71	100.00	
By contract type											
Permanent employees	Persons	906	405	1311	1152	439	1591	853	378	1231	GRI 2-7b
	%	69.11	30.89	100.00	72.41	27.59	100.00	69.29	30.71	100.00	
Temporary employees	Persons	0	0	0	0	0	0	0	0	0	
	%	0	0	0	0	0	0	0	0	0	
By position level											
- Top management (Assistant managing director up)	Persons	3	0	3	3	1	4	3	1	4	
- Management (Manager level up)	Persons	36	19	55	36	18	54	29	13	42	
- Operations employees	Persons	867	386	1253	1113	420	1533	821	364	1185	
By age											
- Age < 30 years	Persons	435	155	590	600	191	791	361	136	497	
	%	33.18	11.82	45.00	37.72	12.00	49.72	29.33	11.04	40.37	
- Age 30 - 50 years	Persons	422	229	651	490	226	716	443	223	666	
	%	32.19	17.47	49.66	30.80	14.20	45.00	35.99	18.11	54.10	
- Age > 50 years	Persons	49	21	70	62	22	84	49	19	68	
	%	3.74	1.60	5.34	3.90	1.38	5.28	3.98	1.54	5.52	
By location											
- Bangkok Metropolitan Region	Persons	NA	NA	NA	NA	NA	NA	30	56	86	
- Eastern Region	Persons	NA	NA	NA	NA	NA	NA	823	322	1145	
Proportion of women in workforce											
Proportion of women in total workforce of total workforce	%		30.89	30.89		27.59	27.59		30.71	30.71	
Proportion of women in all management positions of total management workforce	%		32.75	32.75		32.75	32.75		30.43	30.43	
Proportion of women in top management positions of total top management positions	%		0	0		25.00	25.00		25.00	25.00	
Proportion of women in junior management positions of total junior management positions	%		34.54	34.54		33.33	33.33		30.95	30.95	

Remark: NA = Not Available

Performance	Units	2022			2023			2024			GRI Standards
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
New Employment Hires											
Total of new employee hires	Persons	543	114	657	633	139	772	283	85	368	GRI 401-1
	%	41.42	8.69	50.11	39.79	8.74	48.52	22.99	6.90	29.89	
By age											
- Age < 30 years	Persons	NA	NA	NA	467	100	567	211	65	276	
- Age 30 - 50 years	Persons	NA	NA	NA	165	38	203	70	19	89	
- Age > 50 years	Persons	NA	NA	NA	1	1	2	2	1	3	
By nationality											
- Thai	Persons	543	114	657	439	139	578	283	85	368	
- Republic of the Union of Myanmar	Persons	0	0	0	194	0	194	0	0	0	
- Others	Persons	0	0	0	0	0	0	0	0	0	
Employee Turnover											
Total of employee turnover (Including voluntary and involuntary)	Persons	320	55	375	431	111	542	604	153	757	GRI 401-1
Percentage of employee turnover (Including voluntary and involuntary)	%	NA	NA	28.60	27.09	6.98	34.07	49.06	12.43	61.49	
Total of employee voluntary turnover	Persons	320	55	375	431	111	542	518	132	650	
Percentage of employee voluntary turnover	%	NA	NA	28.60	27.09	6.98	34.07	42.08	10.72	52.80	
By age											
- Age < 30 years	Persons	NA	NA	NA	296	59	355	405	97	502	
- Age 30 - 50 years	Persons	NA	NA	NA	126	48	174	180	49	229	
- Age > 50 years	Persons	NA	NA	NA	9	4	13	19	7	26	
By nationality											
- Thai	Persons	NA	NA	NA	428	111	539	553	153	706	
- Republic of the Union of Myanmar	Persons	NA	NA	NA	3	0	3	49	0	49	
- Others	Persons	NA	NA	NA	0	0	0	2	0	2	
By level of voluntary turnover (Permanent employees)											
Number of top executives (from assistant director up) who voluntary turnover	Persons			NA			0			0	
	%			NA			0			0	
Number of management employees (from manager up) who voluntary turnover	Persons			NA			3			6	
	%			NA			0.19			0.49	
Number of operations employees who voluntary turnover	Persons			NA			539			644	
	%			NA			33.88			52.31	
By country of voluntary turnover (Permanent employees)											
Number of employees in Thailand who voluntary turnover	Persons	320	55	375	431	111	542	518	132	650	
Number of employees in Vietnamese who voluntary turnover	Persons	NA	NA	NA	NA	NA	NA	NA	NA	NA	

Remark: NA = Not Available

Performance	Units	2022			2023			2024			GRI Standards
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Maternity Leave or Parental Leave											
Total of employees who were entitled to maternity leave or parental leave	Persons	906	405	1311	1152	439	1591	853	378	1231	GRI 401-3a GRI 401-3b GRI 401-3c GRI 401-3d
Total of employees who took maternity leave or parental leave	Persons	0	12	12	0	0	0	0	7	7	
Total of employees that returned to work in the reporting period after maternity leave or parental leave ended	Persons	NA	NA	NA	0	12	12	0	7	7	
Total of ewmployees hothat returned to work after maternity leave or parental leave ended that were still employed 12 months after their return to work	Persons	NA	NA	NA	0	12	12	0	7	7	
Collective Bargaining Agreements											
Percentage of employees engaged in negotiation (Labor Welfare Committee)	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	GRI 401-3e
Performance evaluation and career path											
Percentage of employees evaluated for performance	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	GRI 404-3
Disputes											
Number of major labor disputes with corrective measures	Case			0			0			0	GRI 402-1
Diversity of Governance Bodies and Employees											
By age											
- Age < 30 years	Persons	NA	NA	590	NA	NA	791	361	136	497	GRI 405-1
- Age 30 - 50 years	Persons	NA	NA	651	NA	NA	716	443	223	666	
- Age > 50 years	Persons	NA	NA	70	NA	NA	84	49	19	68	
By nationality											
- Thai	Persons	900	405	1305	952	439	1391	706	378	1084	GRI 405-1
- Republic of the Union of Myanmar	Persons	0	0	0	194	0	194	142	0	142	
- Others	Persons	6	0	6	6	0	6	5	0	5	
Disabilities											
Employees with disabilities	Persons	8	7	15	9	8	17	10	8	18	GRI 405-1
Percentage of global staff with a disability	%	NA	NA	1.14	NA	NA	1.07	0.81	0.65	1.46	
Number of non-employees with disabilities	Persons	0	0	0	0	0	0	0	0	0	
Remuneration											
Ratio of basic salary and remuneration of women to men	Female:Male			NA			1.1:1			0.93:1	GRI 405-2
Remuneration of all employees	Million Baht			472.78			585.15			536.08	
Provident Fund											
Number of employees joining in provident fund	Persons			658			591			525	
Percentage of employees who are members of the provident fund	%			50.19			37.15			42.65	
Total amount of provident fund contributed by the company	Baht			6,252,338.24			6,436,241.25			6,552,841.22	

Remark: NA = Not Available

Performance	Units	2022			2023			2024			GRI Standards
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Ratio Annual Remuneration											
The ratio of annual total representation responses for the person receiving the highest representation of the organization to the median of remuneration.				NA			NA			NA	
The ratio of the percentage increase in the total annual remuneration for the person who receives the highest response of the organization to the average percentage increase in the total remuneration.	%			NA			NA			NA	
Local Communities											
Operations with significant actual and potential negative impacts on local communities	Case			0			0			0	
Community Satisfaction	%			NA			88.52			88.52	
Total for social investment	Million Baht			0.33			0.31			0.34	
Total amount of corporate or group donations/community investments made to registered not-for-profit organizations	Baht			NA			NA			6,750.00	
Product Stewardship											
Assessment of the health and safety impacts of product and service categories	%			100.00			100.00			100.00	GRI 416-1
Incidents of non-compliance concerning product and service information and labeling	Case			0			0			0	GRI 417-2
Incidents of non-compliance concerning marketing communucations	Case			0			0			0	GRI 417-3
Cases or complaints related to customer/consumer rights violations, with corrective measures	Case			0			0			0	GRI 418-1
Customer Satisfaction											
Satisfaction of domestic customers	%			84.00			84.00			85.45	
Satisfaction of foreign customers	%			85.00			83.00			82.00	
Employees Training and Development											
Average hours of training per year per employees	hours/person/year			17.88			13.94			15.71	GRI 404-1
Number of training and employee development hours throughout the year	hours/year			NA			21,209			19,393	
By classified according to the training course											
Percentage of employees trained in Anti-corruption courses	%			84.00			87.26			87.25	
Percentage of employees trained in Personal data protection course	%			NR			88.00			88.44	
Percentage of employees trained in Code of conduct courses	%			84.00			91.44			91.46	
Percentage of employees trained in Risk management courses	%			84.00			77.40			77.33	
Percentage of employeestrained in Cybersecurity courses	%			NR			NR			91.46	
Percentage of employees trained in Human rights courses	%			87.00			88.00			89.42	
Training cost											
Training and development expenses for employees	Baht			516,488.52			555,089.72			1,157,575.00	
Average amount spent on training per FTE	Baht/person/year			393.96			348.89			940.35	

Remark: NA = Not Available

Performance	Units	Male	2022 Female	Total	Male	2023 Female	Total	Male	2024 Female	Total	GRI Standards
Safety Data											
Employees		0	0	0	0	0	0	0	0	0	GRI 403-9
Number of fatalities work-related injuries to work	Person	0	0	0	0	0	0	0	0	0	
Fatalities work-related injuries to work	Cases/1,000,000 hours worked	0	0	0	0	0	0	0	0	0	
Number of high-consequence work-related injuries (excluding fatalities)	Person	0	0	0	25	0	25	1	0	1	GRI 403-9
High-consequence work-related injuries (excluding fatalities)	Cases/1,000,000 hours worked	0	0	0	6.37	0	6.37	0.37	0	0.37	
Number of recordable work-related injuries	Person	NA	NA	60	83	13	96	109	13	122	
Recordable work-related injuries	Cases/1,000,000 hours worked	NA	NA	27.65	NA	NA	24.46	NA	NA	46.35	GRI 403-9
Number of lost time injuries rate	Case			30			48			39	
Lost Time Injury Frequency Rate (LTIFR)	Case/1,000,000 hours worked	NA	NA	13.82	NA	NA	12.28	NA	NA	14.81	
Number of hours worked	Hours	NA	NA	2,169,600.00	NA	NA	3,925,404.50	NA	NA	2,632,008.00	GRI 403-10 (a)
Fatality as a result of work-related ill health	Person	NA	NA	NA	0	0	0	0	0	0	
Recordable work-related ill health	Case	NA	NA	NA	0	0	0	0	0	0	
Occupational Illness Frequency Rate (OIFR)	Case/1,000,000 hours worked	NA	NA	NA	0	0	0	0	0	0	GRI 403-10 (a)
Number of employees receiving training safety standards	Person	NA	NA	NA	NA	NA	NA	493	166	659	
Percentage of OHSAS 18001 certified areas	%	NA	NA	NA	NA	NA	NA			0.00	
Work-related fatalities over 3 years per 1000 employees relative to sector peers		NA	NA	NA	NA	NA	NA			0:00	

Remark: NA = Not Available

Performance	Units	Male	2022 Female	Total	Male	2023 Female	Total	Male	2024 Female	Total	GRI Standards
Contractors											
Number of fatalities work-related injuries to work	Person	0	0	0	0	0	0	0	0	0	
Fatalities as a result of work-related injury	Case/1,000,000 hours worked	0	0	0	0	0	0	0	0	0	
Number of high-consequence work-related injuries (excluding fatalities)	Person	NA	NA	NA	1	1	2	0	0	0	
High-consequence work-related injuries (excluding fatalities)	Case/1,000,000 hours worked	NA	NA	NA	NA	NA	4.61	0	0	0	
Number of recordable work-related injuries	Person	NA	NA	NA	3	2	5	1	0	1	
Recordable work-related injuries	Case/1,000,000 hours worked	NA	NA	NA	NA	NA	11.54	2.04	0	2.04	
Lost Time Injury Frequency Rate (LTIFR)	Case/1,000,000 hours worked	NA	NA	4	NA	NA	4.61	2.04	0	2.04	GRI 403-9
Number of hours worked	Hours	NA	NA	NA	NA	NA	433,400	488,108	0	488,108	
Fatality as a result of Work-related ill Health	Person	NA	NA	NA	0	0	0	0	0	0	
Recordable work-related ill health	Case	NA	NA	NA	0	0	0	0	0	0	GRI 403-10 (a)
Occupational Illness Frequency Rate (OIFR)	Case/1,000,000 hours worked	NA	NA	NA	0	0	0	0	0	0	

Remark: NA = Not Available

GRI Content Index

Statement of use	A.J. Plast Public Company Limited. has reported in accordance with the GRI Standards for the period reporting period 1 January - 31 December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	OR 8, 13-18 SR 2, 5-7, 208			
	2-2 Entities included in the organization’s sustainability reporting	SR 2			
	2-3 Reporting period, frequency and contact point	SR 2			
	2-4 Restatements of information	SR 2			
	2-5 External assurance		a, b	Not applicable	This report is not assured externally
	2-6 Activities, value chain and other business relationships	OR 10-19, 20-22 SR 2, 5-7, 10, 13-17, 23, 169-173			
	2-7 Employees	OR 77-78, 160-161 SR 191			
	2-8 Workers who are not employees		a, b, c	Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
	2-9 Governance structure and composition	SR 26			
	2-10 Nomination and selection of the highest governance body	OR 139, 146-147, 164-168 SR 26-28, 151			
	2-11 Chair of the highest governance body	OR 138, 140, 145, 147 SR 27			
	2-12 Role of the highest governance body in overseeing the management of impacts	OR 118-119, 147 SR 4, 9, 25-26			
	2-13 Delegation of responsibility for managing impacts	OR 138, 150 SR 45-46			
	2-14 Role of the highest governance body in sustainability reporting	OR 138, 151 SR 4			
	2-15 Conflicts of interest	OR 120, 128-129, 177-178 SR 31, 33-34, 38, 40, 44, 38, 185-186			
	2-16 Communication of critical concerns	OR 39-47 SR 13-17, 35-36, 44, 185-186			
	2-17 Collective knowledge of the highest governance body	SR 27-28			
	2-18 Evaluation of the performance of the highest governance body	OR 170-173, 188-190 SR 30			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-19 Remuneration policies	OR 174-177, 262, 267 SR 148			
	2-20 Process to determine remuneration	OR 64-67, 71, 121, 125, 158, 161 SR 148			
	2-21 Annual total compensation ratio		a, b, c	Information unavailable/ incomplete	The data of the highest-paid is not collected.
	2-22 Statement on sustainable development strategy	SR 9, 26, 61, 70, 74-75, 91, 145, 181			
	2-23 Policy commitments	SR 4, 9, 25, 31, 37, 137, 139, 145 https://www.weps.org/company/ aj-plast-public-company-limited			
	2-24 Embedding policy commitments	OR 8, 39, 71-72, 135-136, 179-180, 185-186			
	2-25 Processes to remediate negative impacts	SR 35, 139, 142			
	2-26 Mechanisms for seeking advice and raising concerns	OR 180-185 SR 32, 35, 143			
	2-27 Compliance with laws and regulations	OR 180-185 SR 44, 185, 190			
	2-28 Membership associations	SR 8			
	2-29 Approach to stakeholder engagement	OR 39-47 SR 11-17, 23			
	2-30 Collective bargaining agreements	SR 141, 193			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 19			
	3-2 List of material topics	SR 20			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 11-12, 28, 31-34, 59-60, 98-100, 265-267 SR 184			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	OR 11-12, 88-89, 98-100 SR 184			
	201-2 Financial implications and other risks and opportunities due to climate change	OR 59-60, 28, 31-34 SR 184			
	201-3 Defined benefit plan obligations and other retirement plans		a, b, c, d,	Information unavailable/ incomplete	This information is for internal use.
	201-4 Financial assistance received from government (BOI & others)	OR 265-267 SR 184			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		a, b, c	Information unavailable/ incomplete	The data is not collected completely.
	202-2 Proportion of senior management hired from the local community		a, b, c, d	Information unavailable/ incomplete	The data is not collected completely.
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		a, b, c	Information unavailable/ incomplete	The data is not collected completely.
	203-2 Significant indirect economic impacts (-/+)		a, b	Information unavailable/ incomplete	The data is not collected completely.
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 70-75			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR 187			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 124-127 SR 37-43			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR 41-42, 187			
	205-2 Communication and training about anti-corruption policies and procedures	OR 129, 180 SR 38, 42-43, 185			
	205-3 Confirmed incidents of corruption and actions taken	OR 180-181 SR 185-186			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 128-136, 177-186 SR 31-35			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	OR 128-136, 177-186 SR 186			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 43			
GRI 207: Tax 2019	207-1 Approach to tax	OR 263-267 https://www.ajplast.co.th/uploads/upfiles/files/Tax_Policy_TH.pdf			
	207-2 Tax governance, control, and risk management	OR 263-267 SR 43 https://www.ajplast.co.th/uploads/upfiles/files/Tax_Policy_TH.pdf			
	207-3 Stakeholder engagement and management of concerns related to tax	OR 263-267 SR 43			
	207-4 Country-by-country reporting	OR 263-267			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 53 SR 114			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SR 118			
	301-2 Recycled input materials used	OR 54-56 SR 65-66, 118			
	301-3 Reclaimed products and their packaging materials	SR 118			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 49 SR 91-94			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	OR 49 SR 92-94			
	302-2 Energy consumption outside of the organization	SR 92-94			
	302-3 Energy intensity	SR 92			
	302-4 Reduction of energy consumption	SR 68, 96-97			
	302-5 Reductions in energy requirements of products and services	SR 96-97			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 51 SR 98-102			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 98-99			
	303-2 Management of water discharge-related impacts	OR 53 SR 99, 103			
	303-3 Water withdrawal	SR 99, 101-102, 188-189			
	303-4 Water discharge	SR 103			
	303-5 Water consumption	OR 51-52 SR 101-102			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 129-132			
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	SR 131			
	304-2 Significant impacts of activities, products and services on biodiversity	SR 131-132			
	304-3 Habitats protected or restored	SR 132			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR 132			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 56 SR 119-120			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	OR 59 SR 122			
	305-2 Energy indirect (Scope 2) GHG emissions	OR 59 SR 122			
	305-3 Other indirect (Scope 3) GHG emissions	OR 59 SR 122-123			
	305-4 GHG emissions intensity	SR 124			
	305-5 Reduction of GHG emissions	SR 127-128			
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	OR 59 SR 108			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 53 SR 114			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 114-115			
	306-2 Management of significant waste-related impacts	SR 114-115			
	306-3 Waste generated	SR 115			
	306-4 Waste diverted from disposal	SR 118			
	306-5 Waste directed to disposal	SR 118			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 70, 77			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR 78, 85, 187			
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 86, 186			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 71-73, 77, SR 146-147			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 192			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 148, 152			
	401-3 Parental leave	SR 193			
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 64, SR 152-153			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR 193			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 68, 73, SR 156-161			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 157-161			
	403-2 Hazard identification, risk assessment, and incident investigation	SR 158-160			
	403-3 Occupational health services	OR 74-75, SR 162-165			
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 162-165			
	403-5 Worker training on occupational health and safety	OR 75, SR 162-163, 195			
	403-6 Promotion of worker health	SR 152			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 164			
	403-8 Workers covered by an occupational health and safety management system	SR 157, 195			
	403-9 Work-related injuries	SR 195-196			
	403-10 Work-related ill health	SR 195-196			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 71-74, SR 149-151			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	OR 73-74, 77, SR 151, 194			
	404-2 Programs for upgrading employee skills and transition assistance programs	OR 73-74, SR 150, 194			
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 147, 193			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 62-63, 67-68, SR 140, 146-147			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	OR 62-63, 67-68, SR 140, 146-147			
	405-2 Ratio of basic salary and remuneration of women to men	SR 193			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 64, 67-68, SR 140, 146-147			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR 186			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 64, 71-73, SR 152			
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	SR 152, 193			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 62, 69, 73 SR 144, 147			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR 144, 147			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 62-65 SR 146-147			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 147			
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 81-82 SR 166-167			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	OR 82-85 SR 167-173			
	413-2 Operations with significant actual and potential negative impacts on local communities	OR 82-86 SR 194			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 76-85			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR 76-78			
	414-2 Negative social impacts in the supply chain and actions taken	SR 86-87, 187			
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
GRI 415: Public Policy 2016	415-1 Political contributions			Not applicable	This indicator is not applicable to A.J. Plast Public Company Limited
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 78-80 SR 180-182			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR 194			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR 194			
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 79 SR 180, 183			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR 183			
	417-2 Incidents of non-compliance concerning product and service information and labeling	SR 194			
	417-3 Incidents of non-compliance concerning marketing communications	SR 194			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 79 SR 179			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 194			

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Sustainability Report Feedback Form

Thank you for your interest in Sustainability Report 2024. 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

@

sustain@ajplast.co.th

📍

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☎

+66 9 860 2696



Use the QR Code to get online feedback form.

1. Gender

☐ Male

☐ Female

☐ Not specified

2. Which group of stakeholders are you?

☐ Employee

☐ Suppliers, Service Providers and Contractors

☐ Government and State Enterprise Agencies

☐ Other, Please state:

☐ Shareholders

☐ Business Partner

☐ Creditors and Financial Institutions

☐ Customers

☐ Social and Communities

☐ Media and Independent Organizations

3. Which channel did you receive A.J. Plast’s Sustainability Report?

☐ A.J. Plast’s website

☐ Seminar

☐ Employee of the Company

☐ Site visit

☐ Other, please state:

4. What is your main purpose of reading A.J. Plast’s Sustainability Report?

☐ As information for investment decisions

☐ As a guideline for your sustainability report

☐ For research and education

☐ Other, please state:

5. 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
5.1 Corporate governance and code of conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2 Conduct business with environmental responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.3 Focus on developing the potential of people and society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.4 Other, please state:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please rate the content and quality of Sustainability Report by the following criteria

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

	1	2	3	4	5
6.1 Balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.2 Clarity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.3 Comparability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.4 Materiality/Relevance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.5 Completeness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.6 Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.7 Transparency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.8 Structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.9 Design and Layout	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Which A.J. Plast’s sustainability topics are you interested in?

Low

1

2

3

4

5

High

8. Which A.J. Plast’s sustainability topics are you interested in?

☐ Corporate Governance

☐ Anti-Corruption

☐ Risk Management

☐ Innovation Management

☐ Supply Chain Management

☐ Environmental Management

☐ Energy Management

☐ Water Management

☐ Pollution, Light, Noise, and Heat Management

☐ Waste Management

☐ Human Rights

☐ Climate Change Management

☐ Employee Management

☐ Biodiversity Management

☐ Social and Community Development

☐ Safety, Occupational Health, and Working Environment

☐ Product Stewardship

☐ Customer Relationship Management

☐ Other, please state:

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

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**Sustainability
Report 2024**