A.J. Plast Public Company Limited
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Public Company Limited. Registration No. 375

A.J. Plast Public Company Limited

Employment Policy

(Policy revised in 2026 A.D.)

A.J. Plast Public Company Limited has established this Employment Policy to demonstrate that the Company's employment practices comply with the applicable laws, regulations, and statutory requirements of the countries in which its operations are located, including the Thai Labor Protection Act. Labor laws. This Policy serves as a guideline for the fair treatment of employees and the provision of appropriate working conditions, including fair compensation, reasonable holidays and leave entitlements, and a safe working environment. The Company is committed to fostering sustainable business operations and long-term organizational growth through responsible and equitable employment practices.

Define

"**Remuneration** means money agreed to be paid by employers and employees as contractual work allowances for regular working hours, days, weeks, months, or other periods, or paid calculated based on the employee's performance during normal working hours of the working day and including money paid to employees on holidays and days. Leave where the employee does not work, but the employee is entitled to receive it under the Labor Protection Act."
Source: The Labor Protection Act, B.E. 2541

"**Employment** refers to a contract for employment or wage exchange service that creates an employer-employee relationship. Employment contracts may be prepared explicitly or implied as understood."
Source: www3.mol.go.th

"**Dismissal** refers to any act in which an employer does not allow an employee to continue working and does not pay wages, whether due to termination of the contract or any other reason, and includes cases where the employee does not work and is not paid because the employer cannot continue to operate the business."

Source: The Labor Protection Act in 1998 A.D.

As the follows:

1. **Labor and Human Rights Practices**

The Company treats all employees equally and covers workers throughout the value chain. To promote the rights that comply with relevant laws, regulations, and conform to international labor standards such as the SEDEX Member Ethical Trade Audit (SMETA), Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGP), ILO Declaration on Fundamental Principles and Rights, etc. The Company does not discriminate based on race, nationality, gender, language, age, skin color, physical differences, disability, religion, culture, creed, beliefs, political opinions, education, or social status. It also provides employees with the right to freedom of association to form groups to negotiate with the Company regarding employee welfare, such as the establishment of welfare committees, etc.

2. **Employment and Performance Evaluation**

The Company implements recruitment and personnel selection processes that are equitable, transparent, and fair, while ensuring alignment with workforce requirements and the organizational structure. Employment consideration and promotion decisions are primarily based on candidates' knowledge, competencies, qualifications, and potential relevant to the respective positions. The Company also contributes to local income distribution and community development by prioritizing the employment of residents in areas where each manufacturing facility is located. This approach helps create jobs, generate careers, and improve the quality of life within local communities. The Company strictly prohibits the use of child labor, forced labor, and illegal labor throughout its operations and across its business partners and supply chain.

3. **Remuneration**

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

4. Holidays and Leave Days

The Company treats its employees to comply with the laws of each country where the establishment is located. There are holidays and leaves according to each country where the Company is located.

For example, in Thailand, the Company has weekly holidays of at least 1 day per week and traditional holidays of at least 13 days per year. Female employees have the right to take maternity leave of not more than 120 days, etc. Besides part of the legal requirement, the Company offers three days leave for marriage, and the male employee can take 15 days leave for child rearing, while the wife gives birth to a child.

5. Employee Capability Development

The Company encourages and supports employee competency development and commits to supporting employees' growth in their career paths. Training Need Analysis is a guideline to plan for developing employee capability appropriate to their positions and duties, and functions to enhance employee satisfaction. It also attracts capable employees with a working attitude that meets the Company's expectations and growth direction.

6. Termination/Non-Termination

The Company considers equally treating employees. There is a termination procedure that complies with the labor law related to the Company locations, including human rights respect and other rules and regulations related to the rights of employees to terminate employment. The Company will notify employees in advance before termination, including paying compensation by law, except where the employees commit a serious crime such as corruption of their duties or criminal acts.

7. Working Hours

The Company promotes working hours that are in compliance with applicable labor laws and regulations, with normal working hours not exceeding 48 hours per week. In addition, the Company supports the reduction of unnecessary overtime working hours to ensure that employees have adequate rest periods and are able to maintain effective work performance.

Announced on April 30, 2026