A.J. Plast Public Company Limited
95 Thakarm Rd., Samaedam, Bangkhuntien, Bangkok 10150 Thailand.
Tel. 415-0035, 415-6059 Fax : (662) 415-3795
Public Company Limited. Registration No. 375

A.J. Plast Public Company Limited
Compensation Policy

A.J. Plast Public Company Limited focuses on all employees. We believe that companies with sustainable success will be able to attract qualified personnel to work with the Company, develop their capabilities, and maintain them. Employees receive appropriate and sufficient compensation for their employees and their families (Living Wage) aligned with the market direction to motivate and encourage them to work and produce sustainable business growth.

The Company has established the appropriate wage structure following the labor laws of the country where the area is located. The Company has establishments that are not less than the minimum wage rate corresponds to the labor wage rate in the relevant market and manages personnel's performance. Corporate KPIs are defined to cover the operating dimensions of the Company.

We value remuneration and benefits fairly based on our knowledge, ability, and potential according to our position, without discrimination and discrimination of race, nationality, gender, language, age, skin color, differences in body, religion, culture, beliefs in cults, political, educational and social status. The details of short-term and long-term remuneration are as follows:

1. Short-term Remuneration

The Company determines remuneration in conformance with labor law that is not less than the minimum wage rate, in line with the wage rate in the relevant market, and comparable to the general pay rate of other organizations in the industry. Moreover, the Company pays quarterly and annual bonuses based on an evaluation of individual employee performance and the Company's performance.

2. Long-term Remuneration

The Company has determined that compensation is paid based on the evaluation of employees' performance in relation to the Company's indicators and performance. The Company has to pay reasonable compensation to employees with high competencies, as well as promote and support them to

grow along their career growth in line with the Company's long-term business plans and goals.

The Company also takes care of various welfare matters. In addition to remuneration to employees, such as supporting accident insurance for individual employees, annual health check-ups, uniforms, provident funds, and other related support according to circumstances, etc.

Components of remuneration

The Company determines the components of remuneration consisting of

1. Salary
2. Annual bonus
3. Quarterly bonus
4. Welfare benefits
5. Legal Severance Pay

1. Salary

The Company has determined based on the roles, positions, responsibilities of individual employees, professional experience, and the tightening of spoons. In addition, the salary increases are based on the Company's short-term and long-term operating performance, inflation rate, and individual consideration based on diligence, commitment, responsibility, capacity, performance, and efficiency.

For the annual salary increase, the Company uses the criteria for performance-based assessment and individual job performance by converting total evaluation scores into grades and appropriately adjusting them to the Company's budget.

Exam results

Scores	Grade	Meaning
76-100	A	Very Good
51-75	B	Good
26-50	C	Fair
1-25	D	Must be improved

2. Annual bonus

The Company has scheduled the annual bonus payment to provide incentives and rewards to employees who meet the target. The Company's overall performance and the evaluation of each employee are evaluated by the supervisor.

The Company's overall targets are based on sales growth, profitability, production cost, sales and administrative expenses, and annual bonus payments based on the Company's annual rate of work and absence as well as the Company's operating performance.

3. Quarterly Bonus

The Company pays quarterly bonuses to motivate and reward employees for determination, perseverance, dedication, and responsibility, based on the rate of work and absence of individual employees, as well as the Company's performance.

4. Welfare benefits

The Company's welfare will be determined by the employment contracts, practices in the national market, and/or roles and positions of employees. The Company provides the following benefits to employees;

- Overtime
- To support accident insurance for individual employees, etc.
- Annual Health Check-ups
- Provident fund
- Financial insurance for employees after the end of their retirement.
- Training and/or employee development
- Funeral benefits
- Annual events such as New Year's events, annual tourism events, etc.
- Other relevant support according to the circumstances.

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5. Legal Severance Pay

The Company pays legal compensation to its employees under the Labor Protection Act.

Announced on January 19, 2024