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Public Company Limited. Registration No. 375

A.J. Plast Public Company Limited
Employment Policy
(Policy revised A.D. 2025)

A.J. Plast Public Company Limited has established this employment policy to show the Company's employment guidelines comply with the laws, and regulations of the country where the establishment is located, such as the Thai Labor Protection Act. Labor laws that serve as a guideline for treating employees for fair employment and appropriate working conditions, such as fair remuneration, and appropriate holidays. For sustainable business growth.

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 excepted as understood."

"**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."

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

2. Employment and Performance Evaluation

The Company has an equal process for recruiting and selecting personnel. Transparency, fairness, appropriate to the rate of force and structure of the organization, including consideration of employment and promotion based on knowledge, ability, and potential based on the position. The Company helps distribute income to the community by hiring local people by accepting local employees to work in the area of each factory, allowing them to create jobs and careers, and promoting efficiency. Life is good for the people in the community, no child labor, no forced labor, and no illegal labor. In addition, the Company sees the problem of social inequality and offers opportunities for the group. under-privileged groups, including those from deprived backgrounds, having poor social status and with no formal education or qualifications, such as the disabled in the community, have jobs. Therefore, they hire disabled people to work in factories according to their proper job description and provide vocational training to young people by accepting internships to build up their vocational skills and prepare them. be ready for the labor market.

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, 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 98 days, etc. Besides part of the legal requirement, the Company offers three days leave for marriage and the male employee can take two days leave

for child rearing while the wife gives birth to a child. Up to two people can take a leave of absence for child-rearing.

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 function to enhance employee satisfaction. It also attracts capable employees with a working attitude that meets the Company's expectations and growth direction.

6. Termination/Not 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 the law except where the employees commit a serious crime such as corruption of their duties or criminal acts.

7. Working Hours

The Company encourages employees to have working hours comply with the law of not more than 48 hours per week, and also supports the reduction of excessive working hours so that employees have rest and efficient work.

Announced on March 20, 2025