

Sustainability Report 2025

To Serve Innovation Solutions
for the World's Sustainable Consumption



Table of Contents

Message from the Managing Director	3
Vision, Mission, Core Values of AJPLAST, Organization Culture	4
Our Business	6
Business Value Chain	8
Achievement Awards	9
National and International Standards	9
Membership	9
Sustainability Management Policy	10
Corporate Sustainability Framework	10
Sustainability Management Structure	11
About This Report	11
Scope of Reporting	11
Sustainability Materiality Assessment Process	12
Stakeholder Management	14
Continuous and Sustainable Growth	21
Corporate Governance	22
Code of Conduct and Compliance with Laws, Rules, and Regulations	28
Anti-corruption and Fraud Prevention	35
Risk Management	44
Innovation Management	54
Supply Chain Management	63
To Conduct Business Responsibly for the Environmental	82
Energy Management	83
Water Management	92
Pollution, Light Noise, and Heat Management	101
Waste Management	113
Climate Change Management	118
Biodiversity Management	128
To Aim to Develop the Potential People and Society	135
Human Rights	136
Employee Management	147
Safety, Occupational Health, and Working Environment	156
Social and Community Development	169
Customer Relationship Management	178
Product Stewardship	185
ESG Performance 2025	188
GRI Content Index	201

Message from The Managing Director

In 2025, A.J. Plast Public Company Limited operated within challenging business environment shaped by the gradual recovery of the global economy, volatility in petrochemical and energy prices, and geopolitical conflicts that have disrupted supply chains. Despite these pressures, the flexible packaging sector remained essential, maintaining steady demand, particularly in the consumer goods, food, and agricultural sectors, which serve as fundamental drivers supporting global market growth.

As a fully integrated manufacturer and a leading producer of Biaxially Oriented (BO) films, including BOPP, BOPET, BOPA, CPP, and Metallized Films, the Company has proactively refined its operational strategies to effectively respond to such challenges. Key strategic priorities include cost optimization, the retention of its core customer base, and market expansion to enhance risk diversification. In addition, the Company places strong emphasis on improving production efficiency and advancing the development of high-value-added plastic film products to meet increasingly complex demands within the packaging industry, while reinforcing its competitive capabilities at the regional level.

Alongside driving economic growth, the Company believes that long-term business resilience must be underpinned by social and environmental responsibility. The Company has therefore integrated ESG (Environmental, Social, and Governance) principles into the Company's corporate strategy and operational framework. This includes the development of environmentally friendly products, the advancement of circular economy practices, and the increased adoption of clean energy in production processes. These initiatives collectively support the Company's long-term commitment to achieve Net Zero Emissions by 2050.

In recognition of its strong commitment to corporate governance, the Company was awarded a SET ESG Ratings AAA and achieved a 5-Star "Excellent" rating under the Corporate Governance Report (CGR) program for the fourth consecutive year.

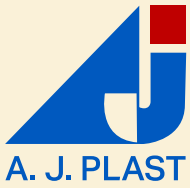
Furthermore, the Company successfully renewed its certification as a member of the Thai Private Sector Collective Action Against Corruption (CAC) for 2025, reflecting its adherence to transparency, ethical business practices, and the trust it has earned from all stakeholders.

On this occasion, the Company would like to extend its sincere appreciation to shareholders, customers, business partners, and all stakeholders, as well as to its management team and employees, whose collective efforts have been instrumental in enabling the Company to navigate challenges and achieve stable and resilient growth. The Company remains committed to delivering sustainable value creation and long-term returns for all stakeholders.



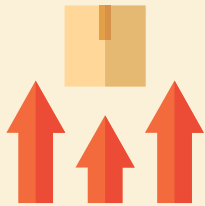
(Mr. Kittipat Suthisampat)
Managing Director
A.J. PLAST PUBLIC COMPANY LIMITED

Vision



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

Mission



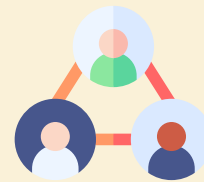
To Continuously improve product and service quality



Being a fair partner with fair price



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



Stakeholders including those involved with the highest responsibility



Core Values “ A.J. Plast”



Advanced Innovation

Advanced innovation and technology



Justice and transparent

Operate business with justice and transparency



Professional

Work efficiently to manage risk properly and meet international standards



Loyalty

Have loyalty, trust with honesty



Agility

Have flexibility and fast working phrase



Social Sustainability

To emphasize social sustainability, consider environmental and social responsibility including managing with good corporate governance



Teamwork

Work as a team, communicate, and exchange ideas when collaboration

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 with high technology machines. Committed to being a 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 collaborate with the organization leading in the same direction. Effective leaders with a solidarity concept drive the organizational culture to approach the same goals with clear and the same determination.



To Focus on Stakeholders

The Company listens to the needs of stakeholders and attaches great importance to supporting their business partners, suppliers, and customers, and to current market demand. Additionally, to focus on product development with stakeholders to align with global market trends.



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.

Our Business

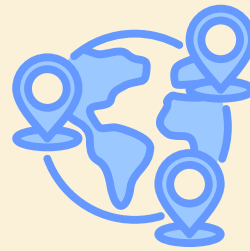
A.J. Plast Public Company Limited has been in business for more than 38 years with a vision of being the leader in the production of plastic film to meet the needs of the international market. The Company is determined to develop technology and innovation to continuously add value to the products and 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.

Business Operations



38 Years

Sales Coverage



24 Countries



Nature of Business

The Company operates as a manufacturer and distributor of plastic films. Plastic resin is melted and processed through production lines into various types of plastic films, which are subsequently slit and cut to meet specific customer requirements. The Company’s head office is located in Bang Khun Thian District, Bangkok, Thailand. It operates two manufacturing facilities located in Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5), Chonburi Province, with a total production capacity of 227,500 tonnes per year.

The Company’s main products include BOPP, BOPET, BOPA (Nylon), CPP, and metallized films. These products are widely used in flexible packaging applications, such as food and snack packaging, as well as packaging for consumer goods, including garments, shampoo, flowers, and gift wrapping. Additional applications include paper lamination, furniture surface lamination, thermal insulation for buildings, electrical insulation, and frozen food packaging. The Company’s target customers include printing houses, bag manufacturers, pouch manufacturers, and other packaging producers. The Company is capable of serving customer needs globally, with a presence in a total of 24 countries.



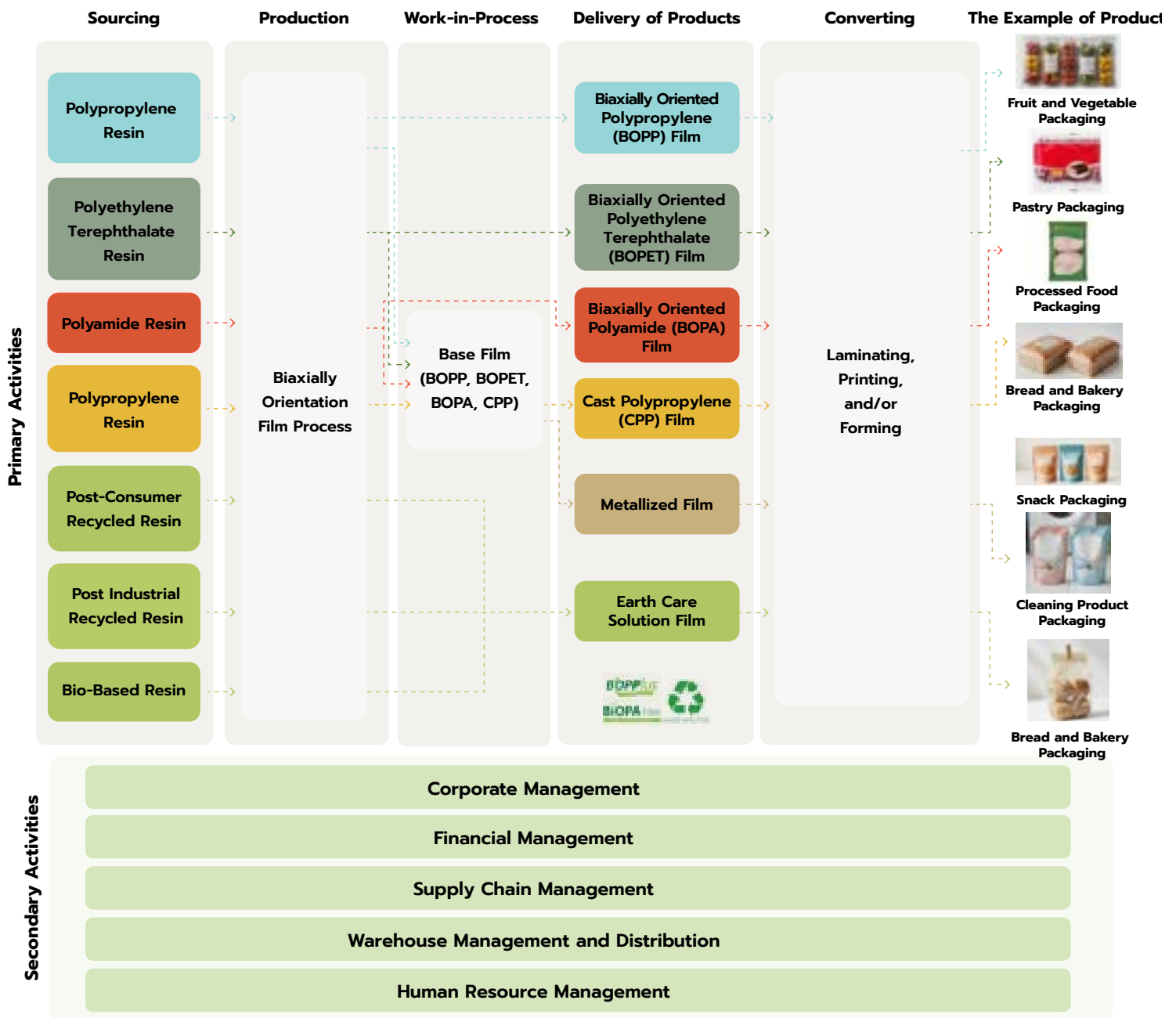
Production Lines of Plastic Film



The Company has a total production capacity of **227,500 tonnes per year**. Its production lines are as follows:

BOPP	BOPET	BOPA	CPP	METALLIZED	COATER
3 Lines	2 Lines	3 Lines	1 Line	6 Lines	1 Line
126,000 tonnes per year	76,000 tonnes per year	30,000 tonnes per year	16,000 tonnes per year	23,500 tonnes per year	6,000 tonnes per year

Business Value Chain



Achievement Awards



CAC Change Agent
The Company was elevated to CAC Change Agent – 3 Stars, reflecting its role as a leading organization in anti-corruption and its commitment to advancing the Thai business sector toward sustainability.



5-star CGR
The Company has received a 5-star rating, or ‘Excellent’ (Excellent CG Scoring), in corporate governance for the third consecutive year, as assessed under the Corporate Governance Report of Thai Listed Companies (CGR) for 2025.



Sustainability Disclosure Award 2025
AJ Plast Public Company Limited received the “Sustainability Disclosure Award 2025” from the Director of the Thaipat Institute for the fourth consecutive year.



SET ESG Ratings 2025: AAA level
Assessment of listed companies on sustainable business practices, considering environmental, social, and governance (ESG) factors, is conducted by the Stock Exchange of Thailand. The Company has been rated AAA for the fourth consecutive year, achieving a score of 94 out of 100.

National and International Standards



International Organization for Standardization - Quality Management System: 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)



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
- UN Woman
- The Federation of Thai Industries
- Thai Bioplastics Industry Association

Sustainability Management Policy

With the commitment and determination of the Board of Directors, executives, and all employees, the Company strives to be a leader in plastic film manufacturing, focusing on achieving economic growth through good corporate governance, environmentally responsible operations, and the development of human capital and society. These efforts are aligned with the Company’s business direction and strategies, national development strategies, and the United Nations Sustainable Development Goals (UN SDGs).

The Company has established a sustainability management policy that encompasses sustainable development across environmental, social, and governance (ESG) dimensions. This includes fostering sustainable growth and respecting the human rights of all stakeholder groups. The policy is implemented through comprehensive impact assessment processes and the establishment of management approaches to prevent and mitigate potential impacts on the environment, communities, and society. The Company communicates its sustainability policies and objectives to employees and stakeholders and assigns each department to integrate sustainability goals and key performance indicators into its operational processes. This ensures effective support for and alignment with the Company’s sustainability commitments. In addition, the Company has established monitoring and performance evaluation processes, with results disclosed to stakeholders through the Company’s annual Sustainability Report.

Corporate Sustainability Framework



Continuous and Sustainable Growth



To Conduct Business Responsibly for The Environment



To Aim to Develop The Potential People and Society

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



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 emissions



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



Sustainability Management Structure

The Company has established a sustainability governance structure, under which the Board of Directors has appointed and delegated authority to the Corporate Governance and Sustainability Committee to define policies, objectives, and strategies, as well as to review operational approaches and provide guidance and recommendations on the Company's environmental, social, and corporate governance (ESG) practices.

Furthermore, the Company has appointed a Corporate Governance and Sustainability Development Working Committee to monitor and report the Company's performance to the Corporate Governance and Sustainability Committee. Meetings are convened on a quarterly basis. The Sustainability Department serves to promote, support, and coordinate with various departments across the organization to ensure effective implementation in line with the directions set by the Corporate Governance and Sustainability Committee. This structure enables the Company to achieve alignment with its objectives and respond effectively to the expectations of all stakeholder groups.

About This Report

A.J. Plast Public Company Limited has prepared the Sustainability Report for the year 2025 with the objective of communicating its commitments, strategies, operations, and performance across economic, social, and environmental dimensions on issues material to the business and its stakeholders. The Report also aims to support the United Nations Sustainable Development Goals (UN SDGs). This Sustainability Report has been prepared in accordance with the Global Reporting Initiative Standards (GRI Standards 2021).

Scope of Reporting

This Sustainability Report presents the Company's performance for the period from 1 January 2025 to 31 December 2025, covering operations within Thailand only. The reporting scope encompasses economic, social, and environmental performance, representing 100% of the Company's total revenue generated in Thailand.

Sustainability Material Assessment Process



1. Identification of Sustainability Material Topics

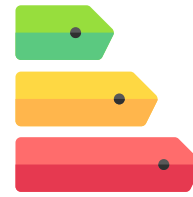
The Company reviews its organizational context across the entire value chain, including the sustainability context and stakeholders' expectations, through consultations and surveys. In addition, reviews and monitors industry trends and business directions relevant to its sector to determine material issues.

The Company also monitors and reviews global industry trends and developments from key international organizations such as the World Economic Forum, FTSE Russell, and the United Nations, among others. This includes consideration of significant domestic legal and regulatory developments, initiatives from relevant regulatory authorities, and the strategies of peer companies within the same industry in Thailand.



3. Validation

Material sustainability issues are presented to the Corporate Governance and Sustainability Development Working Committee, which has been assigned by the Board of Directors and the Corporate Governance and Sustainability Committee to oversee implementation. The Committee is responsible for reviewing alignment with the Company's objectives and strategies, as well as monitoring performance and related matters. Key updates, performance results, and relevant topics are regularly submitted for approval and continuous acknowledgment.



2. Materiality Prioritization of Sustainability Issues

The Company conducts a materiality assessment to identify and prioritize its material topics. The identified issues are plotted on a Materiality Matrix based on a double materiality perspective, considering both the impacts on stakeholders and the impacts on the Company's business operations. The material topics are then categorized according to their level of significance as high, medium, and low. This process supports the Company in focusing on the most critical sustainability issues and ensuring that its management approach is aligned with stakeholder expectations and business priorities.

- Significance to stakeholders, derived from stakeholder engagement processes such as interviews, surveys, and other feedback mechanisms across all stakeholder groups.
- Importance to the Company, based on inputs collected through consultations, interviews, meetings, and various feedback channels.



4. Review and Evaluation

The Company regularly reviews the disclosure of information in its Sustainability Report and on its website. Feedback and suggestions from relevant stakeholders, including responses from the Sustainability Report feedback questionnaire, are collected and considered. These inputs are used to further improve the Company's sustainability management processes and operations on an ongoing basis.

The Company conducts an annual review and assessment of sustainability material topics based on the principle of double materiality. The process begins with a review of the identification of key sustainability issues, benchmarked against international sustainability reporting standards, while also taking into account national and global sustainability trends and developments. All identified material sustainability topics are then assessed in terms of the severity of impacts and the likelihood of occurrence arising from the Company’s operations and business relationships. This assessment covers impacts on corporate governance, social, environmental, and human rights aspects, including both current and potential future impacts. The Company applies enterprise risk management (ERM) principles in evaluating material sustainability issues. The materiality assessment considers two perspectives, as follows:

1. Impacts on the Corporate Business Operations (Outside-in perspective), such as impacts on reputation and brand image, financial impacts, market competitiveness, and value creation.
2. Impacts on Stakeholders (Inside-out perspective), assessed through stakeholder engagement processes involving shareholders, communities, business partners, customers, employees, as well as government agencies and civil society organizations. These engagements are conducted through various methods, including surveys, interviews, and secondary data analysis.

The results of the assessment are used to prioritize material topics and define appropriate action plans that respond to stakeholder expectations and are aligned with the Company’s business context. This ensures that the Company adopts a comprehensive and well-rounded approach to business management and sustainability governance.

Sustainability Materiality Topic

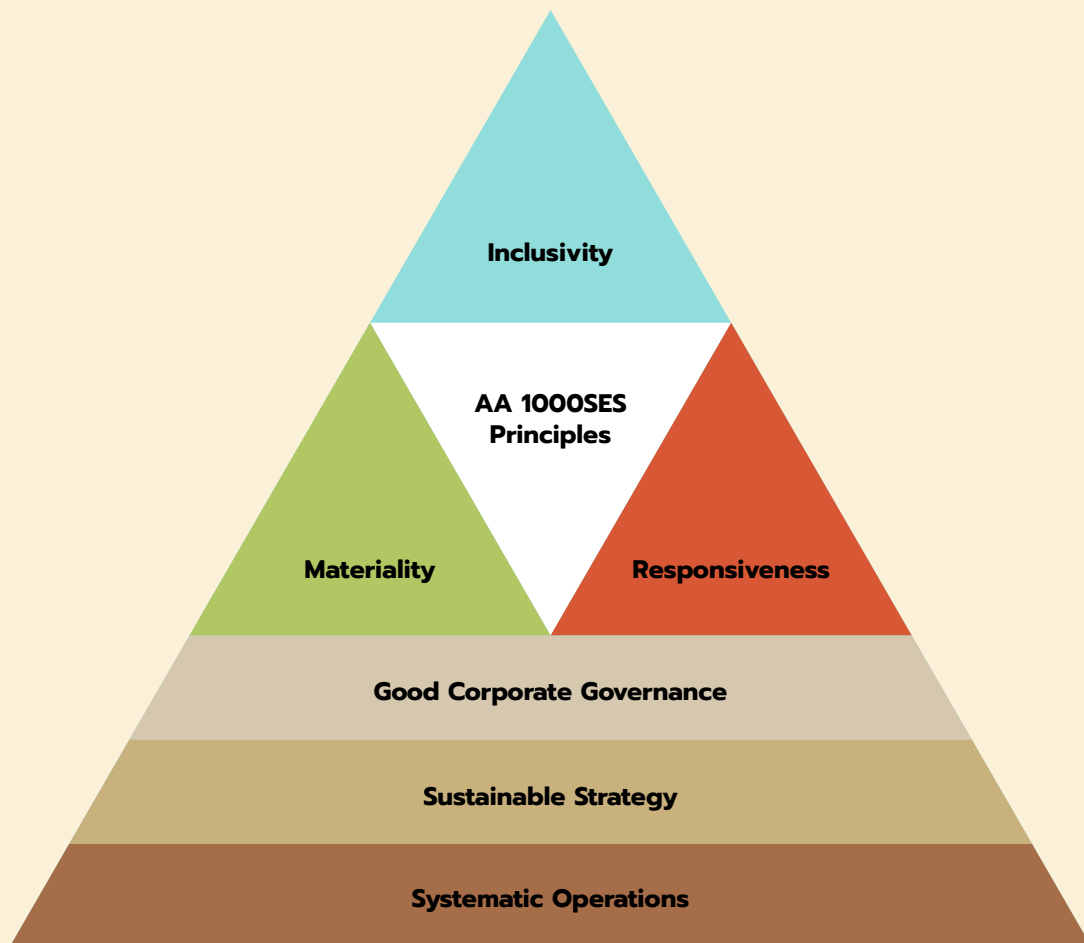


Stakeholder Management

The Company places a strong emphasis on stakeholder engagement and the cultivation of constructive relationships with all stakeholder groups. To this end, the Company assesses the impacts of its business activities across the value chain to identify key stakeholders, while also evaluating their influence on the Company's operations and long-term value creation. The Company adopts the Stakeholder Engagement Standard (AA1000SES), guided by the principles of Inclusivity, Materiality, and Responsiveness, to ensure a structured and effective engagement approach.

These principles are embedded within a robust corporate governance, aligned with the Company's strategy for sustainable growth, and supported by disciplined operational execution.

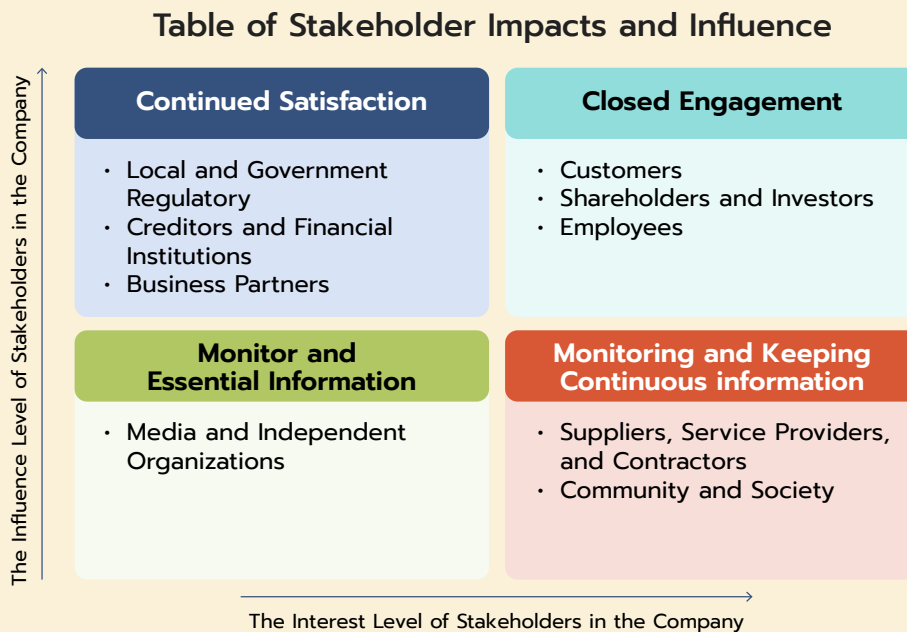
The Image Shows the Integration of the AA 1000SES Principle with Management



Stakeholder Engagement Process

1 Identification of Key Stakeholders

The Company develops a holistic understanding of each stakeholder group by considering their awareness of material issues, engagement expectations, relationship with the Company, level of influence, geographic considerations, and organizational context. This enables the Company to calibrate appropriate engagement levels and communication strategies in alignment with the nature and extent of stakeholder involvement.



2 Preparation

The Company integrates resource management and stakeholder collaboration into its operational planning to align with stakeholder expectations, optimize resource utilization, and enhance the effectiveness and quality of stakeholder participation.



3 Engagement Plan Implementation


The Company establishes structured stakeholder engagement plans by clearly communicating the objectives of engagement and articulating its key objectives and policies. Engagement activities are systematically conducted, with a focus on continuous refinement and development of engagement plans for key stakeholder groups to ensure alignment with strategic priorities and enhance long-term value creation.



4 Review and Improvement



The Company regularly reviews its stakeholder engagement performance at least on an annual basis and refines its engagement plans to ensure alignment with evolving business conditions and organizational priorities.

Table of Stakeholders' Expectations and Company's Responses

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
 <p>Customers</p>	<ul style="list-style-type: none"> • Delivering high-quality products and services that meet customer requirements and international standards • Enhancing customer satisfaction across both products and service delivery • Ensuring timely delivery in line with customer requirements and contractual commitments • Advancing product development to address evolving customer needs, while demonstrating responsibility toward society and the environment • Strengthening confidence in production processes through reliability and quality assurance • Maintaining fair and appropriate pricing in alignment with market conditions and value delivered 	<ul style="list-style-type: none"> • Conducting customer satisfaction surveys • Collecting and reviewing customer feedback, including suggestions, comments, complaints, and issues, and discussing them in internal meetings to define appropriate corrective actions and monitor resolution progress • Providing advice and consultation on products, appropriate usage, emerging technologies, new market trends, and relevant technical knowledge • Ensuring the delivery of products in accordance with customer requirements and agreed schedules • To collaboratively share knowledge and emerging market trends for the joint development of products. 	<ul style="list-style-type: none"> • Annual evaluation of product and service quality, including delivery performance for key customers • Annual customer satisfaction assessment • Communication with the Company's sales representatives through various communication channels • Regular customer visits conducted by the sales team • Facility visits by customers to observe the Company's production processes • Availability of a whistleblowing channel for reporting concerns and complaints, including the Company's website, email, and telephone hotline
 <p>Shareholders and Investors</p>	<ul style="list-style-type: none"> • Ethical, transparent, and fair corporate governance in accordance with the Company's Code of Conduct • Effective risk management covering both short-term and long-term risks • Business growth, enhancement of competitiveness, and efficient and effective operational direction • Strong financial performance together with fair and appropriate returns on investment 	<ul style="list-style-type: none"> • Providing the Company information through the website, media, and publications in a transparent and timely manner, as appropriate to the situation • Building confidence among shareholders and investors by demonstrating the Company's operational performance and capabilities • Analyzing, assessing, monitoring, and establishing risk management measures for both short-term and long-term risks, including emerging risks and crises • Forming strategic partnerships with leading companies and expanding business operations domestically and internationally to broaden the production base and customer base 	<ul style="list-style-type: none"> • Annual General Meeting of Shareholders • Annual shareholder site visit to the Company's operations • Communication through the Company Secretary • Disclosure of operating results via the Form 56-1 One Report, Sustainability Report, and the Company's website • Publication of the Company's financial statements through the Company's website and the Stock Exchange of Thailand • Complaint and whistleblowing channels, including the Company's website, email, and telephone hotline

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
 <p>Employees</p>	<ul style="list-style-type: none"> • Improved access to organizational information and internal communications in an efficient manner • Availability of adequate and appropriate resources to support effective job performance • Fair performance evaluation processes with opportunities for career development and advancement • Appropriate compensation aligned with job responsibilities, along with comprehensive employee benefits • Fair treatment, respect, acceptance, and inclusion in the workplace • Safety and Occupational health management, including safe and suitable working conditions 	<ul style="list-style-type: none"> • Communication of corporate policies, strategic direction, and key topics relevant to employees • Provision of adequate and appropriate resources to support employee performance, such as computer equipment and related tools • Enhancement of compensation policies through regular review of appropriate remuneration and employee benefits • Provision of human rights training for employees, together with comprehensive human rights due diligence processes to ensure fair treatment and respect for human rights across employees and all relevant stakeholders • Provision of occupational health and safety training for all employees, establishment of safe working environments, and annual health examinations for employees 	<ul style="list-style-type: none"> • Management conducts regular factory visits and operational meetings with department heads at least once a week • Meetings of the Welfare Committee are held at least twice a year • Communication through various channels, such as the Company's internal Line groups and notice boards • Complaint and whistleblowing channels, including the Company's website, email, telephone hotline, and complaint box.

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
 <p data-bbox="145 772 309 864">Local and Government Regulators</p>	<ul data-bbox="363 271 727 595" style="list-style-type: none"> • Cooperating with government authorities and local regulatory agencies • Providing accurate and timely disclosure of information in accordance with the situation • Conducting business with transparency and accountability, ensuring auditability 	<ul data-bbox="743 271 1107 1010" style="list-style-type: none"> • To emphasize compliance with applicable laws and regulations relevant to its operations, ensuring strict adherence to legal requirements at all times • To support and cooperate with government authorities and local regulatory agencies in assessing potential risks, situations, and impacts. This collaboration aims to identify appropriate preventive measures and effective solutions to mitigate potential issues • The Company maintains open and constructive communication with government officials and local regulatory bodies to promote mutual understanding, transparency, and alignment in regulatory expectations 	<ul data-bbox="1123 271 1490 808" style="list-style-type: none"> • Participation in meetings and engagement with local regulatory authorities and government agencies • Communication through the Annual Report 2025 (Form 56-1 One Report) • The Company's corporate communication and public relations channels • Complaint and whistleblowing channels, including the Company's website, email, telephone hotline, and complaint box
 <p data-bbox="134 1561 317 1653">Creditors and Financial Institutions</p>	<ul data-bbox="363 1066 727 1429" style="list-style-type: none"> • Conducting business with honesty, transparency, and fairness in accordance with the Code of Conduct • Business growth and sustainable development • Accurate and timely disclosure of information • Full and timely repayment in accordance with agreed terms 	<ul data-bbox="743 1066 1107 2022" style="list-style-type: none"> • Conducting business with honesty, transparency, and fairness in accordance with good corporate governance principles and the Code of Conduct • Operating efficiently and effectively in line with international standards • Providing complete, accurate, transparent, and timely disclosure of information through the Company's website, media, and publications, as appropriate and regularly • Building confidence among creditors and financial institutions by demonstrating the Company's operational capability and financial performance • Analyzing, assessing, monitoring, and establishing risk management measures for both short-term and long-term risks, including emerging risks and crises 	<ul data-bbox="1123 1066 1490 1379" style="list-style-type: none"> • Direct communication between the Company's responsible representatives and creditors or financial institutions • Communication through the Annual Report 2025 (Form 56-1 One Report), the Sustainability Report, and the Company's website.

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
 <p>Business Partners</p>	<ul style="list-style-type: none"> • Clear business direction to foster future collaboration • Conducting business with honesty, transparency, and fairness in accordance with the Code of Conduct 	<ul style="list-style-type: none"> • Building trust and confidence among business partners • Expanding business operations domestically and internationally through joint ventures to broaden the production base and customer base 	<ul style="list-style-type: none"> • Communication through the Annual Report 2025 (Form 56-1 One Report), the Sustainability Report, and the Company's website • Communication through meetings and online channels • Complaint and whistleblowing channels, including the Company's website, email, and telephone hotline • Notification and handling of business partners' personal data via email at pdpa@ajplas.co.th
 <p>Suppliers, Service Providers, and Contractors</p>	<ul style="list-style-type: none"> • Communication of policies, standards, rules, and operational procedures, including available communication channels • Conducting business with honesty, transparency, ethics, and fairness in accordance with the Code of Conduct and the Suppliers' Code of Conduct • Collaborating with suppliers, Service Providers, and Contractors for sustainable development 	<ul style="list-style-type: none"> • Communication of policies, standards, rules, and operational procedures, including relevant communication channels for suppliers, service providers, and contractors • Establishment of the Suppliers' Code of Conduct covering suppliers, service providers, and contractors • Enhancing supplier capabilities through Supplier Self-Assessment, covering corporate governance, social, and environmental aspects • Conducting business with honesty, transparency, and fairness • Maintaining quality and service standards efficiently and effectively to support long-term mutual sustainability • Developing shared knowledge with suppliers, service providers, contractors, and business partners to maximize operational efficiency and effectiveness, as well as to enhance overall business competitiveness. 	<ul style="list-style-type: none"> • Meetings, training sessions, and seminars for suppliers, service providers, and contractors • Site visits to assess suppliers' operational areas • Supplier assessments • Communication through the Company's website, brochures, and email communications • Complaint and whistleblowing channels, including the Company's website, email, telephone hotline, and complaint box • Notification and handling of personal data of suppliers, service providers, and contractors via email at pdpa@ajplast.co.th

Stakeholders	Stakeholder Expectations	Company's Responses	Engagement Channels
 <p>Local Communities and Societies</p>	<ul style="list-style-type: none"> • Company operations that do not adversely affect environmental quality • Communication of community feedback and concerns arising from the impacts of the factory operations • Employment opportunities provided by the Company's facilities • Support for knowledge development, resources, and educational opportunities to enhance income generation and improve the quality of life within the community 	<ul style="list-style-type: none"> • Communicating and disclosing the Company's operations in a transparent, complete, accurate, and timely manner • Receiving and considering feedback, suggestions, whistleblowing reports, and complaints from communities and society through the Company's communication channels, as well as through community surveys • Undertaking community and social initiatives, including the promotion of local economic development and income generation, strengthening community relations and supporting community activities, fostering education and youth development, and contributing to environmental conservation through activities such as tree-planting programs 	<ul style="list-style-type: none"> • Conducting community surveys to gather opinions and concerns • Complaint and whistleblowing channels, including the Company's website, email, telephone hotline, and complaint box • Implementing projects and activities in collaboration with local communities to support the development of society, the community, and the environment
 <p>Media and Non-Governmental Organization (NGO)</p>	<ul style="list-style-type: none"> • Cooperating with the media and independent organizations • Providing accurate and timely public disclosure of information in accordance with the situation 	<ul style="list-style-type: none"> • Disclosing accurate, complete, appropriate, clear, and relevant company information and news • Providing opportunities for the media to meet and engage with the Company's representatives and/or executives • Participating in activities organized by independent organizations 	<ul style="list-style-type: none"> • The Company's communication and public relations channels • The Company's website • Communication through the Company Secretary



Continuous and Sustainable Growth

Corporate Governance

The Company conducts its business in adherence to the principles of good corporate governance, with a commitment to fair, transparent, equitable, and accountable management. Its operations are aligned with the Company's Code of Conduct and reflect responsibility toward society and the environment, with a clear objective of achieving Net Zero greenhouse gas emissions. The Company promotes equal treatment, non-discrimination, and respect for human rights and gender diversity among all stakeholders, both internally and externally. The Company ensures equal, fair, and trustworthy treatment for all stakeholder groups. It is committed to promoting gender diversity among the Board of Directors, executives, and employees at all levels, without restricting positions to any specific gender. The nomination and appointment of the Board of Directors are based primarily on the evaluation of required knowledge, competencies, and specific expertise. The Company also aims to increase the proportion of female directors, with a target of not less than 30% of the total Board members. Furthermore, the Company strives to create long-term value for both the organization and its stakeholders, ensuring stable and sustainable growth. It establishes corporate governance policies and practices in compliance with applicable laws, regulations, and relevant standards, serving as guiding principles for business operations and performance. The Board of Directors and management maintain independence from one another, with clearly defined roles and responsibilities. The Board of Directors is entrusted with the authority and responsibility to manage the Company in accordance with applicable laws, objectives, Articles of Association, and lawful resolutions of shareholders' meetings. The Board performs its duties with integrity and transparency, taking into account the best interests of the Company. It applies its collective knowledge, expertise, and experience (Board Skill Matrix) to oversee the Company, review policies and strategic directions, monitor performance, and supervise the Executive Committee, Managing Director, and management to ensure effective implementation of established policies.

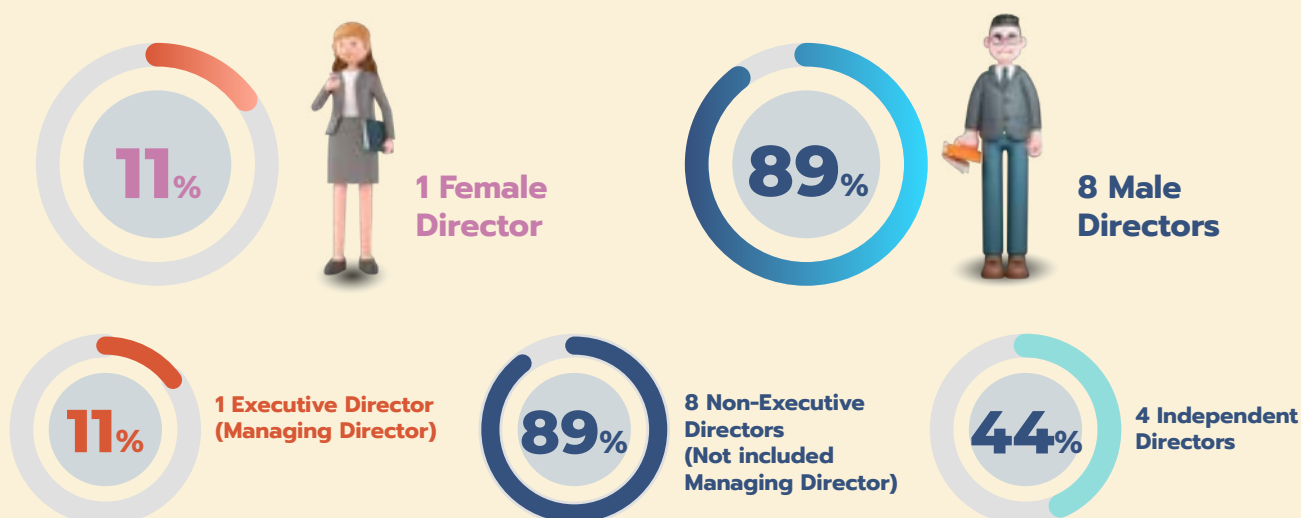
The management team is responsible for formulating strategies, setting goals, and developing business plans aligned with sustainable development objectives. It also establishes organizational structures and assigns responsibilities for effective monitoring and reporting to achieve the Company's targets. In addition, the Company implements risk assessment processes, defines control measures, and monitors operations to ensure appropriate management and effective mitigation of key risks. Performance evaluation criteria for the Managing Director are aligned with the Company's key performance indicators.

Moreover, the Company places strong emphasis on transparent, complete, timely, and equitable disclosure of information to all stakeholder groups, in compliance with applicable laws, regulations, and the Company's policies and practices. Such disclosures include submissions to the Stock Exchange of Thailand, the Annual General Meeting of Shareholders, the Annual Report 2025 (Form 56-1 One Report), the Sustainability Report 2025, and other communication channels. The Company also provides channels for stakeholders to submit feedback and complaints.

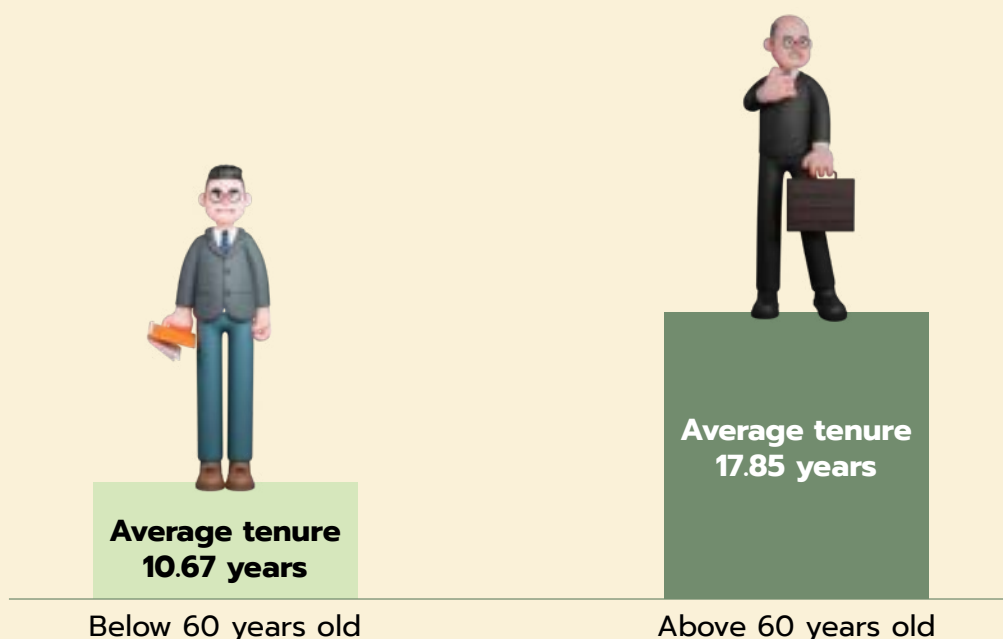
Composition of the Board of Directors

The Company's Board of Directors comprises a total of 9 members, including 1 executive director and 4 independent directors, representing 44% of the total Board, which is not less than one-third as required. All directors possess the required qualifications and are free from any prohibited characteristics as prescribed by applicable laws and relevant regulations. The Board reflects diversity in professional skills, areas of expertise, gender, and age, as determined through the Board Skill Matrix, in alignment with the Company's corporate governance policy and Articles of Association. The Company stipulates that the Board must consist of no fewer than 5 directors, and at least 50% of the total Board members must reside in Thailand. In addition, each director is limited to serving as a director in no more than three listed companies to ensure the effective discharge of their duties.

The Board Consists of 9 Members



Average Tenure of the Board of Directors



Board Skills and Expertise

The Company has established clear criteria for the selection, nomination, and appointment of directors, taking into consideration diversity in professional skills, areas of expertise, knowledge, and experience across various fields. This includes diversity in gender, age, religion, ethnicity, and other attributes, without limitation. Candidates are also evaluated based on their knowledge, competencies, and relevant experience in relation to the Company's business, ensuring alignment with its strategic direction. In addition, the Company has developed a Board Skill Matrix for both the Board of Directors and the Managing Director, in alignment with the Global Industry Classification Standard (GICS) under the Materials sector classification.

Name	Position	Board Skills Matrix
Mr. Narong Suthisamphat	Chairman of the Board of the Directors	
Mr. Kittiphat Suthisamphat	Vice Chairman of the Board of Directors, Chairman of Risk Management Committee, and Managing Director	
Mrs. Napaporn Suthipongchai	Vice Chairman of the Board of Directors, Risk Management Committee, and Nomination and Remuneration Committee	
Mr. Ninnat Olanvoravuth	Director, Independent Director, Chairman of Audit Committee, Chairman of Corporate Governance and Sustainability Management Committee, Risk Management Committee	
Mr. Surasak Kosiyachinda	Director, Independent Director, Chairman of the Nomination and Remuneration Committee, Audit Committee	
Mr. Supote Tonurat	Director, Independent Director, Nomination and Remuneration Committee, Corporate Governance and Sustainability Management Committee	
Mr. Sakchai Patiparnpreechavud	Director, Corporate Governance and Sustainability Management Committee	
Mr. Kasemsit Pathomsak	Director, Independent Director, Audit Committee	
Police General Roy Inkapairoj	Director	

Skills and Expertise



Managing Directors and Senior Executives' Skills and Expertise

Name	Position	Board Skills Matrix
Mr. Kittiphat Suthisamphat	Managing Director	
Mr. Thosphol Chinandej	Deputy Managing Director and Corporate Secretary	
Mr. Anupan Tangphanitannan	Chief Financial Officer	
Ms. Sonnattanan Srijundee	Assistant Managing Director	
Mr. Pornchai Suwanamornlert	Factory Manager	

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 2025, the Board of Directors' meetings were held a total of 6 times to supervise the business operation following the law, rules, and regulations of the Company. Additional details are in the 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	-	100
Mr. Ninnat Olanvoravuth	100	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	-	-	-	100
Police General Roy Inkapairoj	100	-	-	-	-	100
Total Proportion of Each Committee (%)	100	100	100	100	100	

Remark : Due to the resignation of Mrs. Chavida Srisangnam during the year, she attended one Board of Directors meeting out of a total of one meeting for which she was eligible. In addition, he was appointed as a member of the Police General Roy Ingkhaipiroj of the Board of Directors during the year and attended five Board meetings out of a total of five meetings for which he was eligible.

The Board and Managing Director Performance Evaluation

The Company has established an annual performance evaluation for both the Board of Directors and the Managing Director, in accordance with defined evaluation criteria and processes. This enables the Board and the Managing Director to review their performance and jointly identify areas for improvement to enhance overall effectiveness. The performance evaluation is conducted on a continuous annual basis, typically in the fourth quarter of each year.

Performance Evaluation of the Board of Directors

The criteria for evaluating director performance consist of 7 topics. Additional details in the Form 56-1 One Report for the year 2025, with average total scores as follows:

Board of Directors Performance



98.57%

Excellent

The Board of Directors



97.75%

Excellent

Directors (Individual)

Sub-Committee Performance



100%

Excellent

Audit Committee



93.00%

Excellent

Executive Committee



100%

Excellent

Nomination and Remuneration Committee



98.33%

Excellent

Risk Management Committee



99.33%

Excellent

Corporate Governance and Sustainability Management Committee

Evaluation Results of Managing Director's Performance

The criteria for evaluating the Managing Director's performance consist of 11 topics, with an average total scores as follows:



91.00%

Excellent

Managing Director

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 ethical guidelines 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, or external organizations. These are handled with integrity, ethics, transparency, and fairness, following good corporate Code of Conduct and anti-corruption policies. The Company has a 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.

Targets



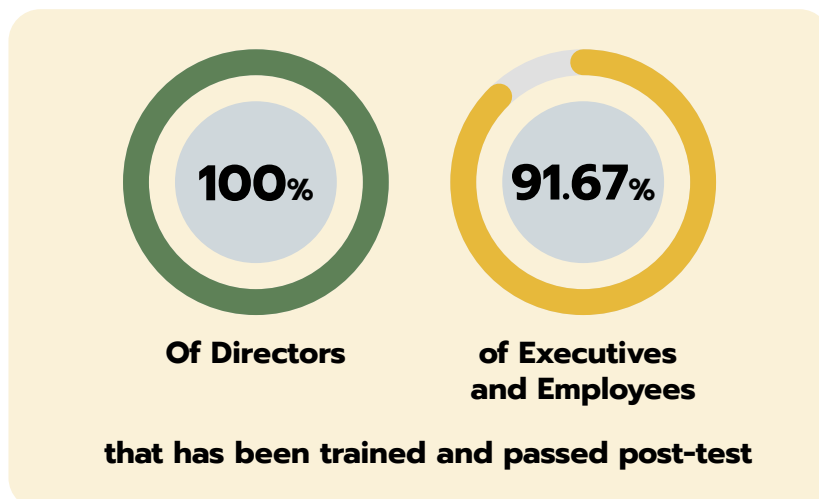
- Incident of non-compliance with laws and regulations related to business operations
- Incident of non-compliance with the Code of Conduct
- Incident of non-compliance with anti-corruption
- Incident of non-compliance with environmental and occupational health laws and regulations
- Incidents of non-compliance with social laws and regulations
- Incident of non-compliance regarding product safety
- Significant fines and penalties for violating the law
- Significant penalties for non-compliance with governance, environmental, and social requirements

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 target 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.

Code of Conduct Training



Implementation of the Code of Conduct and Corporate Compliance

The Company is committed to upholding fairness and ethics in its operations to maximize value for shareholders and stakeholders. The Company emphasizes good corporate governance while fostering trust and confidence among all stakeholder groups to support the organization's long-term sustainability.

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.
- Clearly defined the scope, authority, duties, and responsibilities of the Managing Director, the Board of Directors, the Executive Committee, the Corporate Governance and Sustainability Committee, various sub-committees, as well as all employees of the Company, to ensure effective, transparent, fair, and accountable performance of their respective roles.
- The Board of Directors, the Executive Committee, the Corporate Governance and Sustainability Committee, and various sub-committees oversee, review, and monitor the Company's operations, policies, and measures relating to the Code of Conduct and compliance with applicable laws and regulations, while continuously fostering and embedding an ethical corporate culture.
- Perform duties with knowledge and expertise in managing the Company with dedication and due care, to drive progress and sustainable growth, while delivering appropriate returns to shareholders.
- Establish and maintain an adequate and appropriate internal control system, with preventive measures and robust mechanisms for monitoring, control, and proper checks and balances of authority, to effectively prevent fraud and corruption.
- Refrain from seeking personal gain, or benefits for related parties, through the misuse or disclosure of confidential internal or customer information to external parties for personal advantage, or engaging in actions that may give rise to conflicts of interest.
- Manage conflicts of interest prudently and appropriately, with primary consideration given to the best interests of the Company, while upholding duties and responsibilities to shareholders, stakeholders, communities, and society to ensure the highest level of fairness.
- Promote respect for and adherence to human rights based on fundamental human dignity, without discrimination, exclusion, or preferential treatment toward any group of individuals, including equality in terms of gender, race, and physical ability.
- Uphold workplace safety and occupational health standards, promoting both physical and mental well-being, while ensuring the safety of employees' lives and property.

- Establish clear and effective roles, rules, and regulations governing the conduct of the Board of Directors, executives, and all employees. The Company also sets out corporate governance policies, anti-fraud and anti-corruption policies, as well as the Code of Conduct, to prevent any such persons from engaging in misconduct or causing harm to themselves, colleagues, external parties, or the Company.
- Establish policies and procedures for reporting instances of fraud and corruption, suspected fraud or corruption, violations of laws, or any irregularities that may significantly impact the Company's reputation and financial position, as well as its stakeholders. Such matters must be reported through the whistleblowing and complaint channels to enable appropriate investigation, remediation of misconduct or deficiencies, mitigation of impacts, and implementation of preventive measures to avoid recurrence.
- Monitor and assess the Board of Directors, executives, and employees in their adherence to the Code of Conduct, while actively promoting genuine compliance to build stakeholder confidence and embed business ethics as an integral part of the Company's corporate culture.
- Implement monitoring processes to ensure compliance with the Code of Conduct, including established whistleblowing and complaint channels, procedures for handling and tracking complaints, preventive guidelines to avoid recurrence, and protection measures for whistleblowers, complainants, and related parties.
- Communicate the Code of Conduct to all directors, executives, and employees on an annual basis, and provide regular training on business ethics. The Company also clearly outlines appropriate disciplinary actions for violations of its policies, Code of Conduct, rules, and relevant regulations, and conducts knowledge assessments on business ethics. In addition, the Code of Conduct is communicated to both internal and external stakeholders, such as investors, business partners, and customers, to ensure broad awareness and to serve as a guideline for monitoring 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 ensuring that its stakeholders comply with the Code of Conduct, through the following process:



1

Upon Observing or Being Affected by a Violation

The complainant can notify through the whistleblowing and complaint channels.



2

Reporting of Violations

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



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



+66 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 Province

The annual employee performance evaluations include consideration of any misconduct, violations of discipline, or breaches of the Company's Code of Conduct. Supervisors or managers may report such violations through the established complaint channels. The Company will coordinate and respond to the complainant when additional information or clarification is requested, or as otherwise appropriate. Initial contact will be made within 3 days to acknowledge the complaint, gather additional information and evidence, and updates on progress will be provided within 15 days.

In cases where there is reasonable suspicion regarding a complaint, the Company may take action as deemed appropriate in accordance with relevant rules, regulations, and criteria. Preliminary complaint information will be forwarded to the Risk Management Unit, Human Resources and Administration Department, or Internal Audit Department, with mechanisms in place to ensure confidentiality and, where requested, anonymous reporting.



3

The Risk Management Unit, Human Resources and Administration 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 establishing 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

Review alleged violations and approve appropriate disciplinary actions

The specialized audit unit deliberates internally, prepares an accurate and transparent summary of the complaint, and seeks approval from the authorized personnel for further action.



6

Report on breaches of the Code of Conduct

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. The summary report of misconduct cases will be submitted annually to the Audit Committee and the Corporate Governance and Sustainability Management Committee.



7

Monitor outcomes and establish preventive measures to avoid 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 the 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' meeting.

Whistleblower, Complainant, and Related Party Protection Measures

- Whistleblowers and complainants will receive appropriate protection from the Company.
- The Company will handle all matters confidentially, disclosing information only as necessary, with primary consideration given to the safety and fairness of the whistleblower and those associated with the information source.
- The process of collecting information must be conducted in strict confidentiality. Any unauthorized disclosure or leakage of such information will be considered a violation of the Company's regulations.
- If a whistleblower feels an unsafe situation or suffers harm or disadvantage as a result of reporting, they may request protection from the Company, which will be considered on a case-by-case basis.
- The Company will not terminate employment, suspend, reassign, impose disciplinary action, or take any other unfair measures against whistleblowers, complainants, or related parties who have not intentionally provided false information or have acted in good faith.
- The Company ensures fairness for all parties, including whistleblowers, complainants, and the accused.
- The Company will mitigate damages through appropriate and fair processes for individuals harmed or affected by whistleblowing reports and complaints.
- Members of the Risk Management Unit, specialized audit units, and Internal Audit must have no involvement or vested interest in the actions of the parties implicated in the violation.
- In cases where access to CCTV footage is requested, a written approval form must be completed, and permission must be granted before proceeding, to limit access and protect the personal rights of the 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 important factors in business operation, as well as giving importance to the right and fair treatment of stakeholders. Moreover, considering the potential impact of 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 critical challenges to the sustainable operation of the organization, as well as at the national level. Accordingly, all employees, members of the Board of Directors, and relevant stakeholders are required to perform their duties without engaging in or omitting any actions that constitute misuse of authority, influence, or position in violation of applicable laws, the Company's policies, or established practices, in pursuit of any form of benefit whether assets, money, goods, rights, or other advantages including any form of bribery for the benefit of the organization, themselves, their families, friends, or acquaintances, whether individuals, government agencies, or private entities. The Company is committed to promoting and instilling a culture of anti-fraud and anti-corruption across all levels of employees and the Board of Directors, and extends this commitment externally by encouraging business partners to join the Thai Private Sector Collective Action Against Corruption and by disseminating the Suppliers' Code of Conduct.. The Company places ongoing emphasis on anti-fraud and anti-corruption practices across the organization. The Corporate Governance and Sustainability Committee, authorized by the Board of Directors, is responsible for overseeing, controlling, and reviewing the implementation of ethics, anti-fraud and anti-corruption practices, monitoring related risk factors and measures, as well as conducting 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 in applying these practices in their business activities under their responsibility, effectively monitoring and controlling operations to align with them, 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 personnel, guiding them 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

Expenditures for business entertainment, such as meals and beverages, hospitality in the form of sporting events, and other expenses directly related to business operations or customary business practices, including the provision of business-related knowledge and understanding, are permissible. However, such expenditures 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 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.
- Recipient organizations for donations and sponsorships must be reputable entities and legally established. All donations and sponsorships shall be made in the name of the Company transparently, in compliance with applicable laws, regulations, rules, and the Company's policies. The Company has no policy of making direct payments to government officials or any individuals in a personal capacity, unless clearly specified in writing in a formal support request. In addition, the Company will monitor and verify that donations and sponsorships are utilized in accordance with their intended objectives.

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 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 Company policies and ethics.
- Report any conflicts of interest through the Risk Management Department or designated reporting channels.

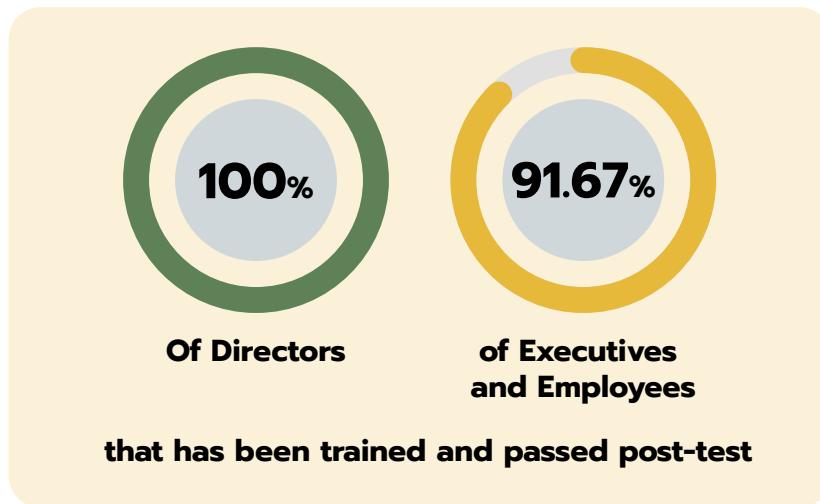
7. Facilitation Payments

- 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.

Anti-Corruption Training



Corruption and Bribery Risk Assessment

Anti-fraud and anti-corruption risk assessment is a key process for effectively addressing and mitigating such risks. The Company conducts anti-fraud and anti-corruption risk assessments every three years, covering the entire organization and all stakeholder groups. Following each assessment, the Risk Management unit updates risk mitigation plans and measures in alignment with identified risk issues, monitors each risk area, and prioritizes risks accordingly. High-level risks are addressed first and mitigated until they can be effectively controlled, followed by medium and low-level risks in sequence.

Furthermore, the Company is committed to fostering a culture of anti-fraud and anti-corruption both internally and externally. Regular annual training on anti-fraud and anti-corruption is provided to employees, executives, and the Board of Directors. The Company also encourages its business partners to participate in anti-corruption initiatives and continuously communicates its Supplier's Code of Conduct.



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 a 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 the 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-fraud and anti-corruption is provided to employees, executives, and the Board of Directors. The Company also encourages its business partners to join anti-corruption initiatives and continuously promoting and disseminating the Suppliers' Code of Conduct.



Thai Private Sector Collective Action Against Corruption: CAC

In 2025, the Company received its first CAC Certified accreditation from the Thai Private Sector Collective Action Against Corruption (CAC). A.J. Plast Public Company Limited places strong emphasis on anti-fraud and anti-corruption practices and is committed to fostering a corporate culture grounded in integrity, transparency, and accountability to all stakeholder groups, including shareholders, customers, business partners, employees, society, and surrounding communities, while driving the business toward sustainable growth.



Ms. Sonnattanan Srijundee has been awarded the CAC Certified certificate upon successfully passing the first certification by the Thai Private Sector Collective Action Against Corruption (CAC)

The Company is committed to conducting its business with good corporate governance and ethical principles, placing strong emphasis on anti-fraud and anti-corruption. It has been certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) and is actively encouraging its business partners and alliances to join this collective network.

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 the CAC of the Thai private sector to expand the business network and build a supply chain with anti-corruption concepts together.

Moreover, the Company has policies and guidelines that aim to conduct business with transparency, fairness, honesty, and responsibility to society 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 management 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

Business Partners and Suppliers

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

In 2025, the Company was proudly elevated to the status of a CAC Change Agent at the 3-Star level, reflecting its role as a leading organization in anti-corruption practices and its strong commitment to drive the Thai business sector toward sustainability. This achievement was further reinforced through the Company's participation in the "Bribe solicitation, we will submit a whistleblowing report" initiative, along with its invitation to business partners to jointly declare their commitment to anti-corruption efforts. These actions aim to strengthen the resilience of the Company's value chain, grounded in the principles of good governance, transparency, and ethical conduct in alignment with the Company's core values.



Customers

The Company supports the fight against corruption and all forms of corruption, working closely with its customers. It has clear policies, measures, and practices, and is aware of and committed to complying with its customers' Supplier's Code of Conduct.

Service Providers and Contractors

The Company maintains public relations with service providers and contractors regarding channels for reporting concerns 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 and ethics 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
Case

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

0
Case

Incident of non-compliance with social laws and regulations

1
Case

Incident of non-compliance with environmental and occupational health laws and regulations

0
Case

Incidents of non-compliance with the Code of Conduct

0
Case

Human Rights violation

0
Case

Employees penalized for human rights violations

0
Case

Fraud and corruption

0
Case

Employees penalized for fraud and corruption

0
Case

Lobbying, Political assistance, Unfair competition, Conflicts of interest

0
Case

Incidents where it has been checked and corrected

0
Case

Incidents under investigation

14
Cases

Product safety complaints

21,043
Baht

Significant penalties for non-compliance with governance, environmental, and social requirements

0
Baht

fine in the Code of Conduct

0
Baht

fine in corruption and fraud

21,043
Baht

Penalties related to safety and environmental non-compliance

0
Baht

Social Penalties

0
Baht

Financial allocations related to political contributions, lobbying activities, unfair competitive practices, and conflicts of interest

0
Baht

Political contributions, and assistance,

0
Baht

lobbying, unfair competition, and conflicts of interest

Risk Management

Risk Management Policy and Plan

The Company recognizes the importance of risk management and an adequate and appropriate internal control system aligned with its business operations. This enables the Company to operate efficiently, mitigate or prevent potential risks, and minimize damage to its assets, while ensuring compliance with applicable laws and regulations. The Company has established a systematic risk management framework in accordance with international standards, fully integrated into its business operations. It has defined comprehensive risk management policies and operational frameworks that cover the entire organization, in line with the Enterprise Risk Management framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO – ERM), together with the Quality Management System standards of the International Organization for Standardization (ISO 9001). This integrated approach enables the Company to appropriately and timely identify risks and opportunities, manage risks within acceptable levels, and create value-added opportunities for the organization. It supports the achievement of the Company’s objectives, meets stakeholder expectations, promotes sustainable business operations, and aligns with the principles of good corporate governance.

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 for oversight and review of the 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 places importance on risk management to prevent and adapt to various risks, while also seeking business opportunities. In this regard, the Company has adopted the internationally recognized COSO Enterprise Risk Management (COSO-ERM 2017) framework as a tool for enterprise-wide risk management. This framework encompasses both corporate risks and risks related to governance, social, and environmental aspects (ESG Risks), and is structured into five components as follows:



The process of managing the likelihood of events, as well as associated risks and potential impacts, to ensure they remain within the organization’s acceptable level of risk, is carried out through the following risk management approaches:



Risk Management Structure

The Company's risk management structure is divided into 3 levels, which are the corporate level, supporting level, and operational level.

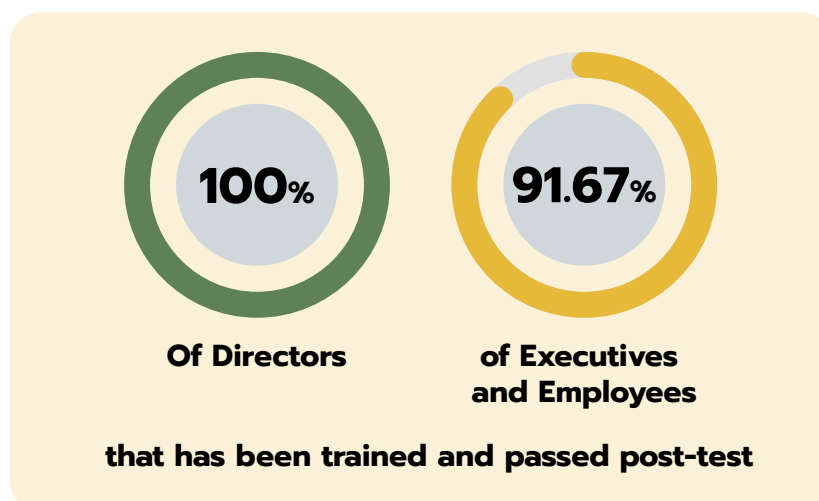


Risk Management Culture

The Company places significant importance on fostering a risk management culture across the organization. This begins with establishing a strong foundation in good corporate governance, supported by a corporate governance policy that emphasizes risk assessment, prevention, and management to ensure that risks are maintained at an acceptable level. The Board of Directors and executives actively support and closely monitor the implementation of risk management practices.

The Company has a comprehensive risk management structure, encompassing the Board of Directors, the Risk Management Committee, and the Risk Management Unit. Risk management communication is conducted across all employees to enhance awareness and understanding, and to continuously instill risk management as an integral part of the organizational culture. Furthermore, the Company has incorporated risk management performance as a key indicator for each Risk Owner, including both supervisory and operational levels. Risk considerations are also integrated as criteria in the development of innovations, new products, and services.

Risk Management Training



Risk Assessment

The Company identifies, analyzes, and prioritizes risks by assessing the likelihood of occurrence and the potential impact of each event, taking into consideration relevant conditions, factors, activities, severity, and consequential effects. The Company develops risk management plans and implements appropriate risk mitigation measures. In addition, the Company reports performance outcomes and prepares risk management reports for review and monitoring purposes. Risk assessment results and risk management reports are regularly submitted to the Risk Management Committee and the Board of Directors.

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

Current Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Risk from operational accidents	<ul style="list-style-type: none"> • Production process interruption due to accident. • Damage in the production process. • Surrounding educational institutions are affected. • Loss of life or organs of employees or contractors in the working area. 	<ul style="list-style-type: none"> • Reduction in accidents when safety culture is established throughout the organization. • Labor and production costs are reduced. • Employees work in better environment, affecting engagement with the organization. • Community and society have better environment 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 operations to ensure they are ready for use. • Training on 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, White Factory, 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 persons working in the Company’s area. <p>Additional Measures in the Future</p> <ul style="list-style-type: none"> • Setting safety targets by specifying the Lost-Time Injuries Frequency Rate (LTIFR) as a performance indicator (KPIs) for all departments.

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
<p>Risk of International trade from anti-dumping measures</p>	<ul style="list-style-type: none"> • Business opportunity loss due to tariff walls. • Sale revenue decreased. 	<ul style="list-style-type: none"> • Enhance the competitive potential of products that are not affected by anti-dumping measures. 	<ul style="list-style-type: none"> • Clarification and declaration not to engage in dumping in trading partners' countries. • Policies to support and encourage trading partners as appropriate to prevent inequality and shortages in the market. • Legal advisors to provide advice and consultation. • Production capacity expanded to countries affected by antidumping measures to increase opportunities to sell more products.
<p>Risk from exchange rate fluctuation</p>	<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, 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.
<p>Risk of changes in laws and regulations</p>	<ul style="list-style-type: none"> • Demand decreased for traditional plastic products, leading to increase in production costs. More research for 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"> • The Company complies with rapidly changing laws and regulations and adapts promptly to these changes, enabling agility in managing various related aspects. • More competitiveness than other Companies. 	<ul style="list-style-type: none"> • The Company regularly studies and monitors relevant laws and regulations, both domestically and in partner countries, to stay prepared for any changes.
<p>Risk of reliance on a few number of suppliers</p>	<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"> • This requires the Company to procure alternative raw material sources to mitigate potential risks. 	<ul style="list-style-type: none"> • Identify additional raw material suppliers, both domestically and internationally. • Product quality standards are established and closely monitored.

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
<p>Risk of drought</p>	<ul style="list-style-type: none"> • Drought or insufficient water demand may disrupt production processes or may result in higher production costs due to higher water sourcing costs. 	<ul style="list-style-type: none"> • Develop a water contingency plan to ensure sufficient supply for business operations. 	<ul style="list-style-type: none"> • Water management is conducted efficiently throughout the production process. • Reduce water consumption per unit of product by 5% • Systematic Water Reuse through a Closed-Loop System. • Reduction of Water Usage in the Cooling System by replacing the Cooling Water Chiller System with an Air-Cooled Chiller System. • Reserving water use guidelines in a crisis. • Rainwater Retention Pond Project for Internal Recycling within the Factory. • Skimming Tank Project.
<p>Risk of climate change</p>	<ul style="list-style-type: none"> • Global climate change, which has caused rising temperatures, leads to water-related disasters and droughts, requiring all sectors to collectively respond to climate change through policies, regulations, guidelines, and collaborative frameworks. In addition, changes in consumer behavior affect production costs and market competition, necessitating adaptation to ensure sustainable business growth. 	<ul style="list-style-type: none"> • The Company utilizes renewable energy to reduce greenhouse gas emissions and help lower long-term costs. • Enhance collaboration with the Company's stakeholders to drive climate change initiatives across the entire value chain. 	<ul style="list-style-type: none"> • Alternative energy by installing solar rooftop. • Develop projects and measures to reduce greenhouse gas emissions. • 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. • Develop environmental policies, set targets, and monitor environmental projects. • Certified with environmental management system standards (ISO 14001: 2015) • Certified with Circular Economy Management Systems of organization part 2: Requirements (CEMs)
<p>Risk of reliance on major customers</p>	<ul style="list-style-type: none"> • Major customers have strong bargaining power, which affects the Company's selling prices. • The Company may focus excessively on developing products or services specifically for major clients. 	<ul style="list-style-type: none"> • Having major clients enables the Company to establish long-term collaborations, such as jointly developing new products or entering into stable long-term contracts. • The Company must enhance the quality of its products, services, and management systems, which will positively contribute to improving competitiveness, operational efficiency, and business standards. 	<ul style="list-style-type: none"> • Expand the market to potential new customer segments. • Develop and maintain strategic relationships with key clients while enhancing the quality of after-sales service and customer communication.

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
<p>Risk of image and reputation</p>	<ul style="list-style-type: none"> • Damage to the organization's reputation can result in the loss of business competitiveness and societal and community acceptance. • Impact on stakeholder confidence, such as customers losing trust in the organization, leading them to switch to competitors' services. 	<ul style="list-style-type: none"> • Opportunities to enhance corporate reputation through responsible business practices and consideration of ESG factors. • Opportunities to enhance internal governance systems and processes, as well as to improve effective communication with stakeholders. 	<ul style="list-style-type: none"> • Conduct business operations with due consideration for ESG principles. • Regular surveys are conducted to assess the satisfaction of stakeholders associated with the Company. • There are ongoing community development programs.
<p>Risk in the change of technology, cyber threat, server network, and software/ application</p>	<ul style="list-style-type: none"> • Operational activities and data transmission are disrupted due to technological systems and information that are unable to respond to or accommodate the required functions. • Delays in product delivery, communication with partners, business allies, customers, and others, as well as in supporting internal operations of the organization. • The impact may involve the leakage of sensitive information or personal data, affecting privacy and compliance with data protection laws (PDPA). 	<ul style="list-style-type: none"> • The Company's data is stored on a cloud system, which incorporates advanced cybersecurity measures to mitigate the risk of data loss. • Development of various software applications to enhance work efficiency. • Enables the Company to plan the development of personnel to enhance their knowledge and understanding of cybersecurity technologies, including PDPA compliance. 	<ul style="list-style-type: none"> • Monitor and track cyber threats by maintaining daily system audit logs. • Monitor and oversee the operation of servers, networks, software, and applications. • IT security system structure. • IT Helpdesk • Establish a comprehensive backup strategy for the Company's critical data to maintain uninterrupted business operations.
<p>Risk of changes in consumer behavior due to the circular economy trend</p>	<ul style="list-style-type: none"> • The Company must invest in improving its production processes, such as recycling film scraps to produce recycled plastic. • The Company has a waste management and supply chain system aligned with the principles of the circular economy. 	<ul style="list-style-type: none"> • Expand the customer base with new clients aligned with the principles of the circular economy, such as environmentally friendly products. • Reduce long-term production and waste management costs by applying circular economy principles, such as reusing or recycling waste, or developing production innovations to minimize resource consumption. 	<ul style="list-style-type: none"> • Develop environmentally friendly and innovative products to meet customer needs and enhance market competitiveness. • Implementing a process to recycle plastic raw materials from production and reduce production waste. • Develop a sustainability strategy and establish policies and action plans on environmental, social, and governance (ESG) matters in alignment with the principles of the Circular Economy. • Implement a corporate circular economy management system in business operations by circulating the use of materials for product packaging.

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
<p>Risks arising from raw material sourcing</p>	<ul style="list-style-type: none"> Caused the Company to receive products that did not meet quality standards. Delayed delivery of goods to the Company has an impact on business operations. 	<ul style="list-style-type: none"> Enhance the efficiency of raw material procurement planning. Select local sources of raw materials to reduce reliance on imports, thereby mitigating the risk of delays in transportation. 	<ul style="list-style-type: none"> Diversify sources of raw materials by establishing an Approved Vendor List, ensuring that there is more than one supplier for each material. Perform regular quality audits with our business partners. Perform regular audits of suppliers.
<p>Risk of corporate engagement</p>	<ul style="list-style-type: none"> Regarding employee performance, insufficient motivation has resulted in a decline in productivity. Employee turnover and attrition lead to discontinuity in operations, resulting in additional costs for recruitment and employee training. 	<ul style="list-style-type: none"> Opportunity to cultivate organizational values and culture. The Company's efforts to assess and address employee engagement issues have enhanced the organization's understanding of employee needs, enabling improvements in benefits, work practices, and workplace environment. Provide opportunities to develop leaders at all levels to understand motivation and manage teams effectively. 	<ul style="list-style-type: none"> Enhance employee engagement by implementing and participating in Company-organized programs and activities. Conduct an annual survey on employees' organizational engagement.
<p>Risk from Carbon Border Adjustment Mechanism (CBAM)</p>	<ul style="list-style-type: none"> The cost of production, distribution, and export is increased. Trade barriers from countries that issue regulations, laws, and regulations. 	<ul style="list-style-type: none"> The potential for developing a greenhouse gas (GHG) emissions data management system (Scopes 1-3), including the provision for third-party verification of the data to ensure the accuracy and certification of GHG emissions. The opportunity to receive benefits and support from the government, including participation in Green Loan or Carbon Credit programs, as well as tax incentives to promote the transition to a low-carbon economy. 	<ul style="list-style-type: none"> Monitor and comply with the European Union's Carbon Border Adjustment Mechanism (CBAM) Phase Two before cross-border transactions. Investing in enhancing energy efficiency within the production process to minimize greenhouse gas emissions. The Company shall maintain records of greenhouse gas emissions (Scopes 1-3) in accordance with ISO 14064 standards.
<p>Risks arising from geopolitical conflicts and trade wars</p>	<ul style="list-style-type: none"> Border closures, import-export restrictions and constrained transportation have resulted in increased raw material and logistics costs. The production process was disrupted due to a shortage of raw materials. 	<ul style="list-style-type: none"> Enhance opportunities for expanding into new markets in regions with lower risk profiles. Opportunities to source raw materials from locations that are not affected by geopolitical tensions and trade conflicts. 	<ul style="list-style-type: none"> Raw materials are stored in the warehouse to mitigate the risk of sudden shortages. The Company has reduced its reliance on business partners whose manufacturing bases pose a high level of risk. Monitor and track sanctions and trade restriction measures. Prepare a contingency plan for transportation, covering both import and export operations.

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Risk of raw material and cost volatility	<ul style="list-style-type: none"> The cost of goods may increase. The Company is unable to continuously control the selling price. 	<ul style="list-style-type: none"> The Company must manage risks through entering into long-term purchase and sales contracts. Diversify sourcing channels and maintain inventory levels at an appropriate standard. Utilize market data to analyze price trends and develop products to mitigate the impact of cost volatility in the global market. 	<ul style="list-style-type: none"> Establish contractual agreements with raw material suppliers to regulate the pricing and procurement quantities of raw materials. The Company maintains, monitors, and plans the management of raw materials to control costs and mitigate risks arising from price fluctuations.
Risk of freight price fluctuations	<ul style="list-style-type: none"> The transportation of goods by sea may take a long time, potentially causing delays in delivery to customers. Transportation costs may increase due to a shortage of shipping capacity, which could subsequently lead to higher product costs. 	<ul style="list-style-type: none"> Increase the utilization of domestic raw materials to reduce reliance on imported raw materials and to minimize international transportation. Encourage the Company to seek additional international freight service providers to ensure the timely delivery of goods. 	<ul style="list-style-type: none"> Increase the proportion of raw materials and products procured domestically. The Company has established an international freight transportation plan.
Risk of transportation delays and disruptions	<ul style="list-style-type: none"> Causing the company to be affected in product pricing, as well as in the forecasting of uncertain costs. 	<ul style="list-style-type: none"> Increase the opportunity for the Company to engage new logistics service providers in order to reduce reliance on a single provider. Enhance transportation routes, consolidate shipments, and promote efficient transportation. 	<ul style="list-style-type: none"> The Company is able to negotiate domestic transportation rates with its contracted service providers. Transportation planning and control are implemented to ensure the delivery of goods to both domestic and international customers.

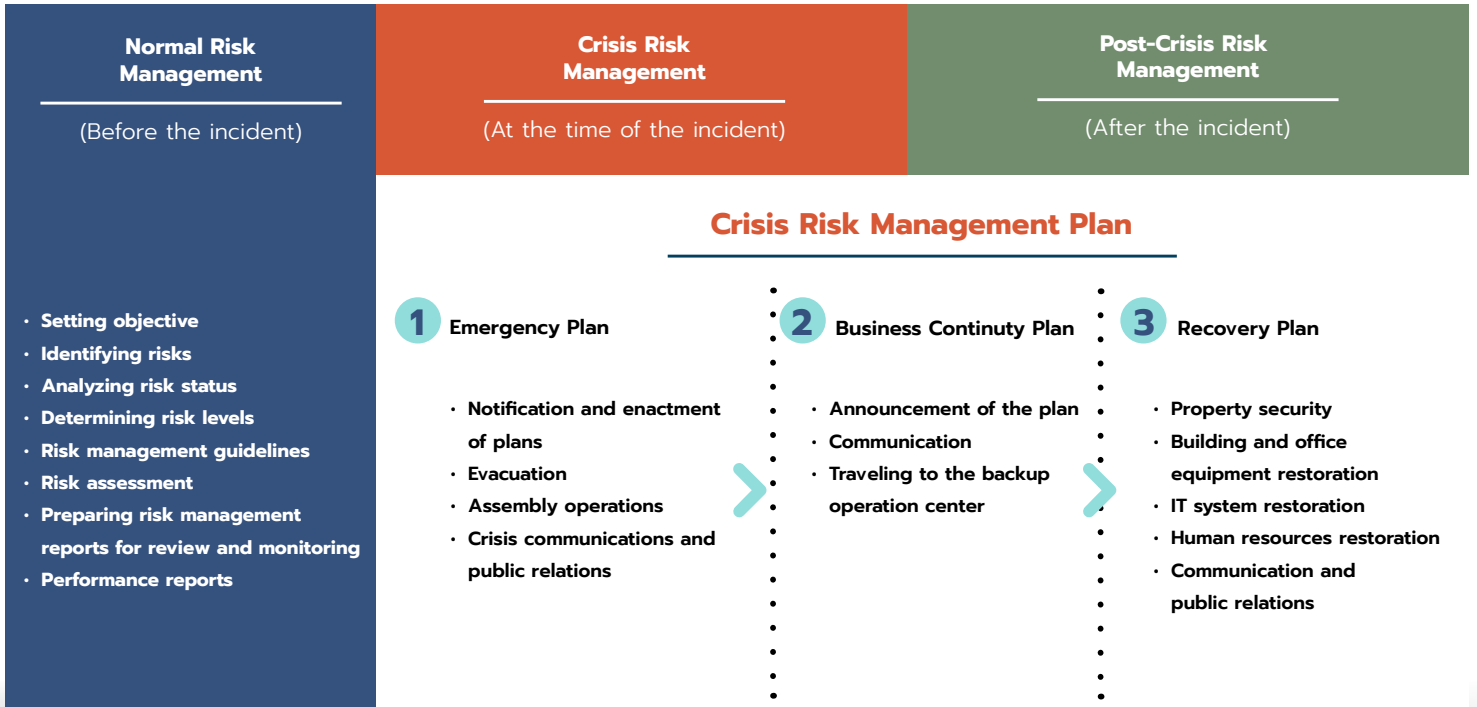
Emerging Risks

Risk Factors	Impact	Opportunity	Risk Management and Mitigation Plan
Risk from Cap and Trade in the industrial estate	<ul style="list-style-type: none"> In the absence of an appropriate greenhouse gas management system, the Company may generate excessively high greenhouse gas emissions, necessitating the purchase of carbon credits from external sources to compensate. The increase in operating costs has adversely affected the Company's selling prices and overall competitive position. 	<ul style="list-style-type: none"> The Company continuously manages its carbon footprint, resulting in the production of low-carbon products. This enables the expansion of the customer base for products with a low carbon footprint and environmentally friendly products. Enhances the Company's opportunity to plan for environmental and tax costs amid uncertainties that may affect the Company. 	<ul style="list-style-type: none"> Management of the Organization's Carbon Footprint and the Product's Carbon Footprint. The Company has established Net Zero and Carbon Neutrality targets. The Company implements measures to reduce greenhouse gas emissions at locations where such emissions are significant.

Guidelines for Risk and Crisis Management

The Company has established a Business Continuity Plan (BCP) to address crises and major emergencies, enabling effective management of key risks that may impact business operations in both the short and long term. These include natural disasters, fires, floods, accidents, terrorism, malicious acts against the organization, cyber threats, as well as outbreaks of epidemics or communicable diseases, which may result in operational disruptions and affect the Company’s credibility and reputation.

Business Continuity Plan (BCP)



Innovation Management

Technological advancements are a key driver of change across the economic, social, and environmental dimensions. At the same time, rising consumer awareness of environmental impacts includes product utilization, waste generation, storage, inefficient disposal practices, resource scarcity, and climate change related challenges. In addition, the imposition of import duties, carbon taxes, and other regulatory measures is becoming more stringent. These factors may affect the Company's business operations in the medium and long term, such as changes in product sales performance of individual products driven by growing demand for environmentally friendly products. Recognizing the importance of limited natural resources, the Company is committed to enhancing product quality and developing innovations to meet both current and future market demands.

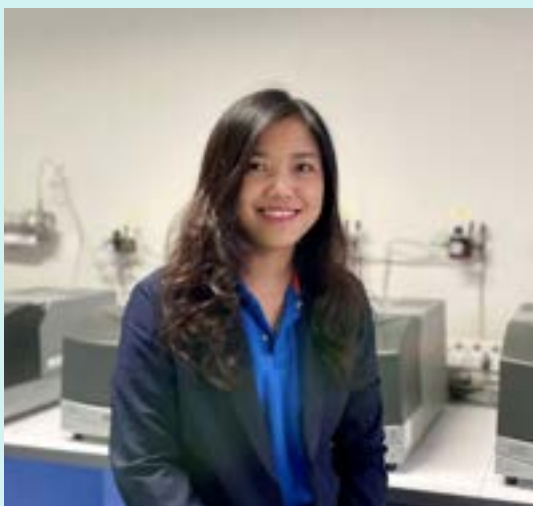
The Company places strong emphasis on research, development, and innovation to create new products that generate value for society and the environment, while also increasing value and meeting customer needs and satisfaction. Policies have been established to promote business innovation, with a focus on advancing production processes and developing environmentally friendly products that contribute to improving the quality of life for communities and society. Furthermore, the Company fosters collaboration in research and development with external organizations to enhance product quality and safety in accordance with established standards, while supporting efficient resource utilization. These efforts contribute to sustainable business operations over the long term.

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 a competitive business advantage by comparing products in the market and strengthening research and development. Additionally, competition is increasing to meet customer needs and follow the current trends.

Business Innovation Development Policy

The Company recognizes the evolving needs of consumers, society, and rapidly changing global trends, and places strong emphasis on research, development, and innovation. The Company is committed to fostering product innovation and advancing manufacturing process innovation, while also promoting collaborative research and development with external organizations. These efforts aim to enhance convenience and safety for consumers, as well as to support environmental conservation.



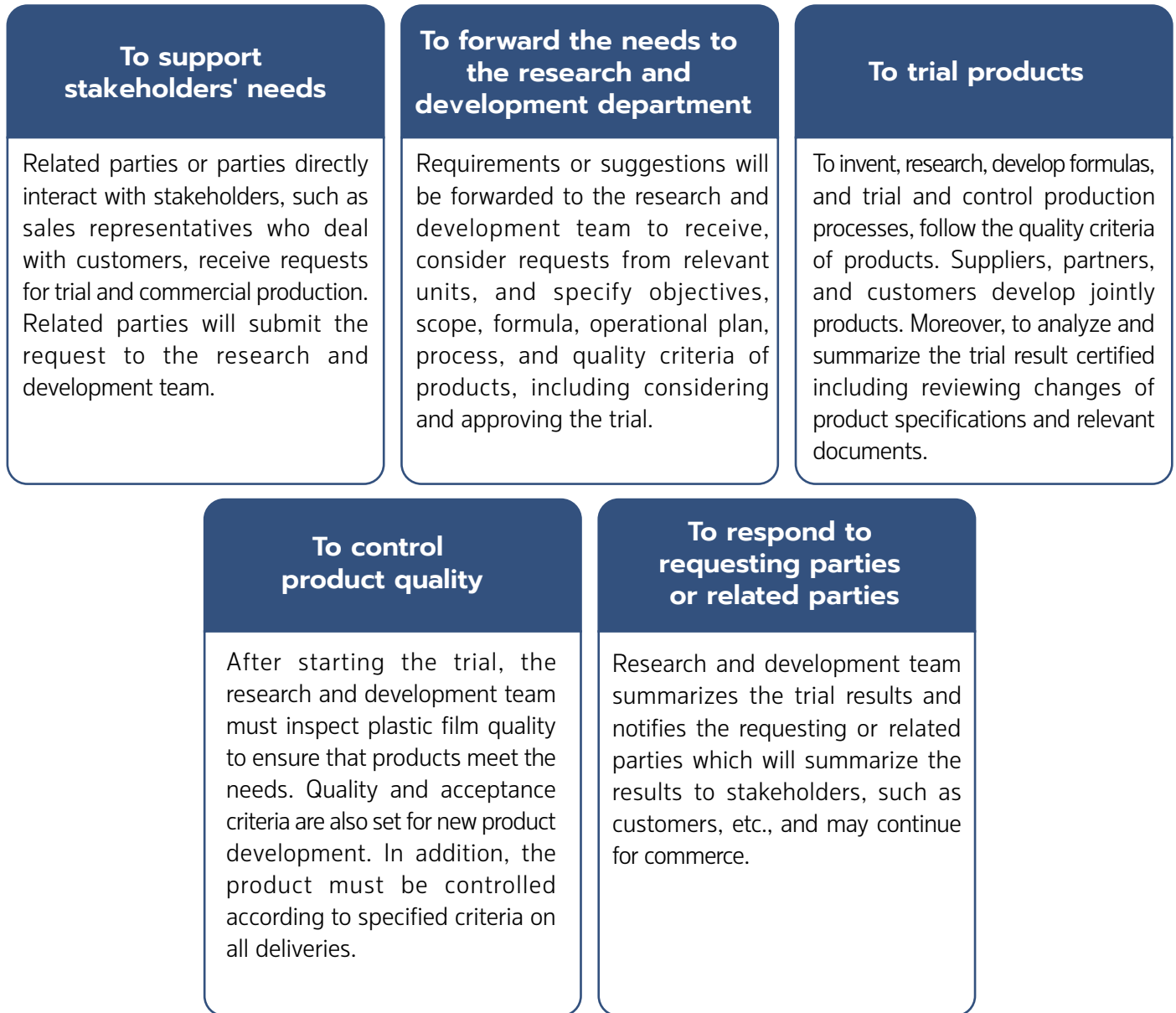
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We place strong emphasis on the design of packaging films that are efficient, environmentally friendly, and market competitive, to support the sustainable growth of the industry.

”

Ms. Kamonchanok O-Rak
Research and Development Manager

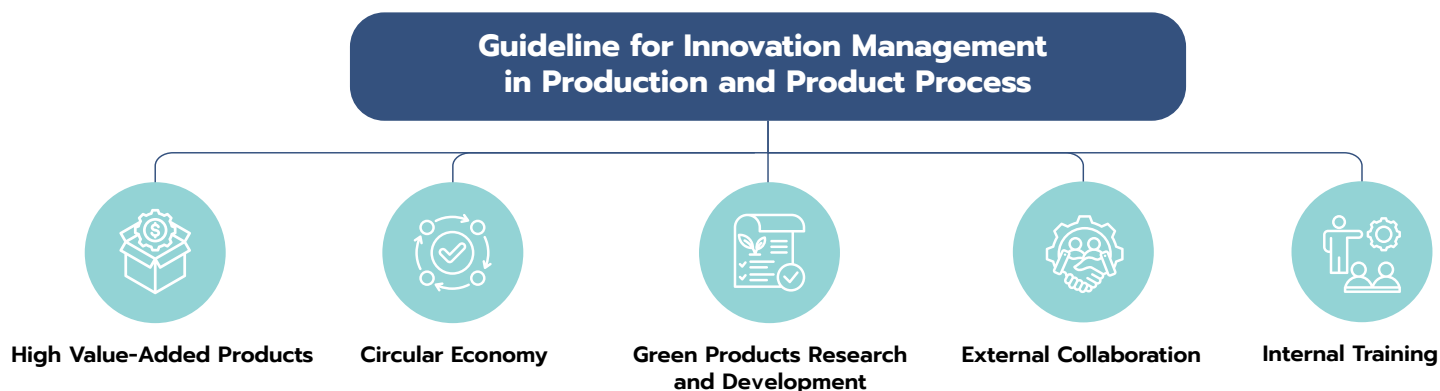
Innovation Management Process



Target
4
New Products

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 2025, 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 in accordance with international standards, helping develop internal personnel to maximize their potential, and raising operational efficiency while strictly enforcing standards in line with the organization’s measures.

Investment in Product Research and Development



The development and innovation of new products that meet market demands at both domestic and global levels, with a focus on reducing the use of fossil-based raw materials. This includes utilizing organic waste, natural-based products, and recycled plastics through reprocessing and transformation into raw materials for reuse in manufacturing processes. These efforts contribute to reducing plastic waste and greenhouse gas emissions, in alignment with the principles of the 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 has two manufacturing facilities in Thailand and a production base in Vietnam.

Product Innovation Management

The Company has continuously focused on the development and production of environmentally friendly films for many years. It is committed to promoting environmental awareness among both internal and external stakeholders, fostering a sustainability-driven culture, and developing alternative products that meet customer needs. The Company's portfolio of eco-friendly products includes Bio-Based Films, Biodegradable Films, Post-Consumer Recycled (PCR) Films, Post-Industrial Recycled (PIR) Films, and Mono-Material Films. In addition, the Company continues to advance its product offerings through ongoing innovation. The product design function places strong emphasis on controlling and ensuring the performance of all products. Environmentally friendly films are required to meet functional requirements and customer expectations, as well as end-consumer needs. The Company also prioritizes sustainable product design, taking into account environmental, social, and governance (ESG) responsibilities.



Categories of Environmentally Innovative Film Products (Green Products)

1. Bio-Based Film

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

Bio-Based BOPP Film and Bio-Based 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 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>Bio-Based BOPA film (BIOPA) is made from biomass polyamide (PA) plastic resins, in collaboration with the BASF Group, derived from used cooking oil and other organic waste through innovative extraction and synthesis to produce high-purity raw materials. In addition, the Company is the only manufacturer to stretch bio-based BOPA film using both sequential and simultaneous stretching 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 reduce 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, and 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 issue of waste has become a critical global challenge, contributing to pollution across both terrestrial and aquatic environments and adversely affecting living organisms. Reintegrating post-consumer waste back into the production cycle represents an effective approach to reducing overall waste generation. Recognizing the importance of the circular economy concept, the Company has developed Post-Consumer Recycled (PCR) film products. The Company currently manufactures three types of PCR films: Post-Consumer Recycled Biaxially Oriented Polyethylene Terephthalate Film (PCR BOPET Film), Post-Consumer Recycled Biaxially Oriented Polyamide Film (PCR BOPA Film), and Post-Consumer Recycled Biaxially Oriented Polypropylene Film (PCR BOPP Film).

PCR BOPET Film

Plastic waste has become a global environmental issue, with Thailand identified as one of the countries facing significant challenges related to marine plastic leakage. The Company has collaborated with Indorama Ventures Public Company Limited, a key business partner and one of the world's leading producers of recycled polyethylene terephthalate (PET) resin. Used PET plastics are collected and processed through recycling procedures, including washing, cleaning, sorting, shredding, thermal melting, and extrusion, to produce recycled plastic pellets. These Post-Consumer Recycled PET (PCR PET) pellets are subsequently used as raw materials in the production of PCR BOPET film. This process effectively transforms post-consumer plastic waste back into valuable raw materials through shredding, thermal melting, and extrusion into recycled resin pellets. Such initiatives contribute to reducing plastic waste generated from consumption by circulating plastic materials back into the production system as feedstock for plastic film manufacturing, while also supporting the principles of a circular economy.

PCR BOPP Film

Due to the concept of a circular economy, it has promoted the use of resources to the maximum benefit, including the use of recycled plastic resins, such as polypropylene (PP) plastic resins, in collaboration with HMC Polymers Company Limited through joint development. PCR BOPP film helps reduce the use of plastic resins from fossils and supports the development of mono-material packaging.

PCR BOPA Film

The Company has developed of BOPA plastic film from post-consumer recycled plastics involve the use of polyamide (PA) resin derived from mixed plastic waste. This process involves pyrolysis, through which mixed plastic waste is converted plastic waste back into PA resin. The initiative is undertaken in collaboration with BASF. The recycled PA resin is subsequently reintroduced into the plastic film production process. This approach contributes to reducing post-consumer plastic waste while also lowering greenhouse gas emissions.

In 2021, the Company successfully developed PCR-BOPA films are being introduced to the market to help reduce the use of fossil-based resin and replace it with recycled PA plastic resin.

3. Post-Industrial Recycled Film (PIR Film)

The plastic film manufacturing process always creates plastic waste. Therefore, the Company is committed to incorporating plastic waste back into the plastic film manufacturing process as much as possible to reduce plastic waste generated during the manufacturing process, minimize waste outside the factory and surrounding communities, and add value to plastic waste that can be reused as raw materials to produce various products again. It also reduces the raw material cost of the product. In 2025, the Company reduced the use of plastic resins from fossil plastic waste within the factory by 12,384 tonnes, which is equivalent to a reduction in greenhouse gas emissions of 23,299 tCO₂eq.

4. Mono-Material Film for Mono-Material Packaging

The Company is committed to and continuously supports customers in the concept of the 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 those that produce packaging for companies that manufacture and distribute snacks, by supporting the concept of mono-materials in accordance with customer use and needs, enabling customers to produce their own products. It also promotes the main concept of the circular economy, helping to reduce plastic waste and allowing more plastic to be recycled. In 2025, mono-material plastic films that were sent to produce mono-material packaging amounted to 379 tonnes. If waste is properly disposed of 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 713 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

The BOPA plastic film has been developed with enhanced properties that facilitate easier opening of packaging and enable a straight-line tear, thereby improving user convenience. This development has been completed, and commercial sales commenced in the fourth quarter of 2024. The product, known as BOPA plastic film for straight-cut packaging (Straight Cut Retort Film), is specifically designed to provide a clean and straight tear for improved usability.

Process Innovation Management

Project to Develop Dust Collectors in Cooling Traps

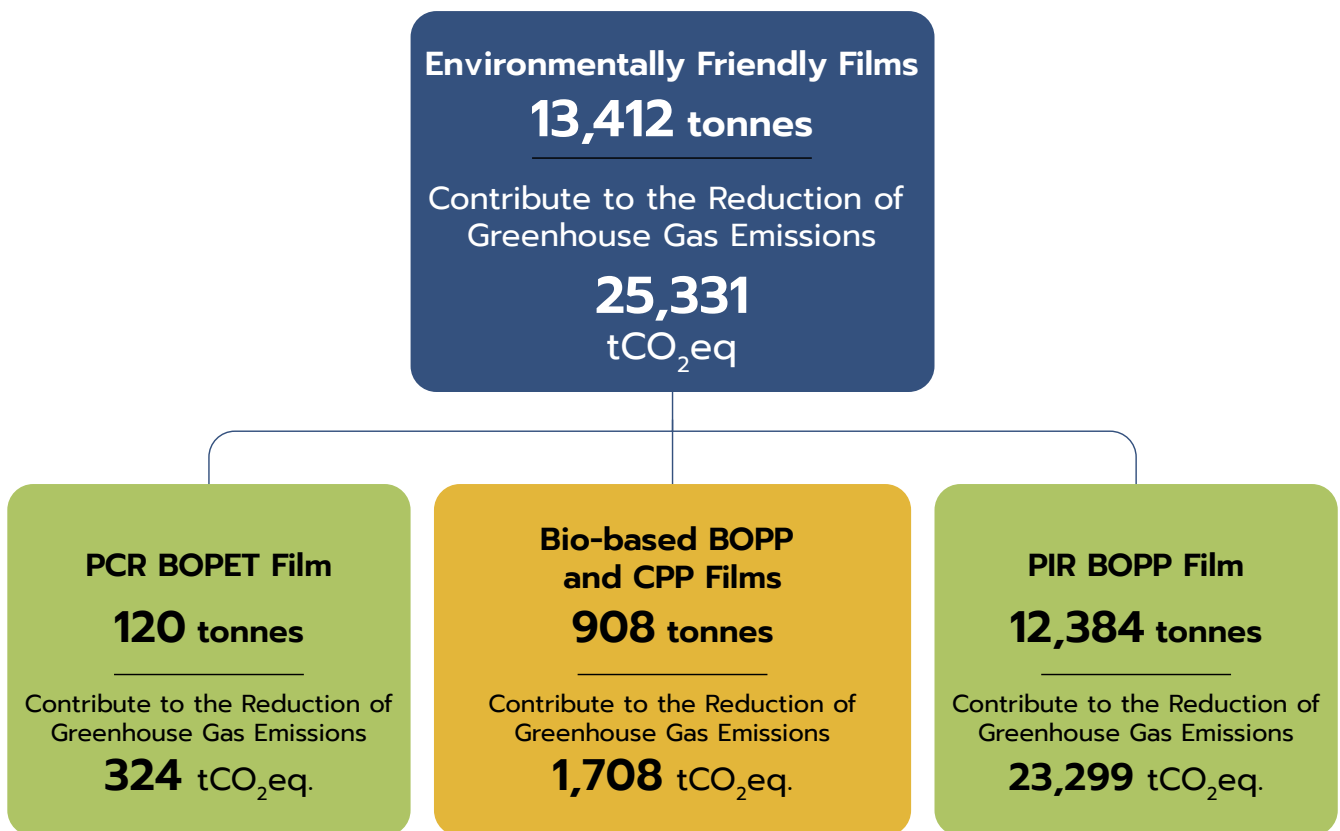
It is a project that optimizes the use of dust collectors using condensation processes by developing and improving the dust collector to increase the internal space to be able to collect more dust and prolong the life of dust collectors. As a result, the Company achieved cost savings of THB 3.78 million by reducing machine downtime, thereby improving the overall efficiency of the production process.



Performance of Innovation Management



Performance of Environmentally Friendly Products



Remark :

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

Supply Chain Management

Challenges in 2025, the Company faced significant challenges in managing an increasingly complex and rapidly changing supply chain. These challenges arose from various external factors, including volatility in raw material prices and procurement costs, as well as continued uncertainty in supply resulting from the global economic situation, geopolitical competition, and disruptions within the petrochemical industry. Such conditions intensified the difficulties in cost planning, inventory management, and product pricing. In addition, trade wars contributed to fluctuations in transportation conditions, leading to delays in the delivery of raw materials and finished products, as well as increasing the need for shared responsibility across the entire supply chain. Moreover, in order to meet customer expectations, the Company recognizes the importance of operating responsibly with due consideration for economic, environmental, and social dimensions. This includes respect for human rights, innovation management for environmentally friendly products (Green Products), anti-corruption and anti-bribery practices, as well as adherence to ethical standards for business partners. These efforts are aligned with the Company's corporate governance framework, relevant rules, regulations, measures, and applicable laws, and support the achievement of the United Nations Sustainable Development Goals (UN SDGs), particularly 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 quality, price, value, service quality, business continuity, and sustainability. The potential of the 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.



Suppliers' Code of Conduct

Business operations with responsibility, transparency, fairness, and legal compliance according to good corporate governance and Code of Conduct of the Company, respecting suppliers with fairness and honesty in accordance with the agreement or conditions that both parties have specified. The Company provides the Suppliers' Code of Conduct as a guideline for suppliers, consisting of:

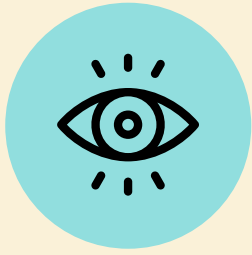


“

The Company focuses on building collaboration with the supply chain based on mutual responsibility and trust.

”

Ms. Sonnattanan Srijundee
Assistant Managing Director



Vision

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

Targets



50% of the Suppliers' Code of Conduct has been signed and acknowledged



100% of On-site critical suppliers audited and visited

Targets	2025	2026	2027
On-site supplier audited and visited	6 Critical Suppliers	100% of Critical Supplier	
Supplier risk assessment	35% of Tier 1 Supplier*	40% of Tier 1 Supplier*	45% of Tier 1 Supplier*
Suppliers' Code of Conduct signed and acknowledged	35% of Tier 1 Supplier*	40% of Tier 1 Supplier*	40% of Tier 1 Supplier*

Supply Chain Management

Sustainable Supply Chain Management Strategy

The Company conducts a supply chain strategy to enhance oversight of business operations and sustainable development throughout the supply chain through its procurement policy and the Suppliers' Code of Conduct. The Company operates its business by allocating resources efficiently, driving sustainable growth, and continuously responding to social and environmental issues. Consistent with sustainable business operation strategy, the Company aims to create sustainable growth to enhance competition and meet the needs of customers as follows:

1

To enhance green procurement and innovative initiatives

2

To elevate and adapt to change

3

To integrate ESG

4

Stakeholder engagement throughout the supply chain

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 the changing trends of customers and consumers.

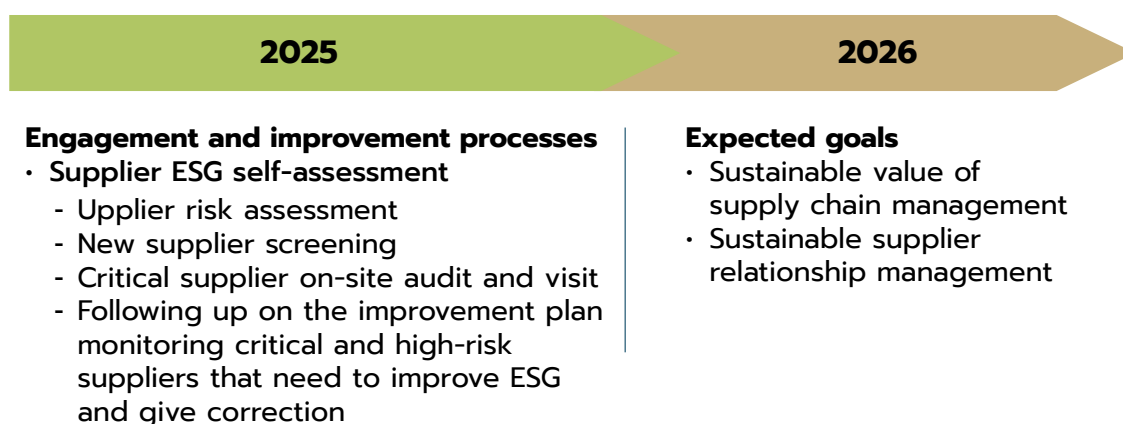
3. Stakeholder Engagement Throughout The Supply Chain

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), and 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

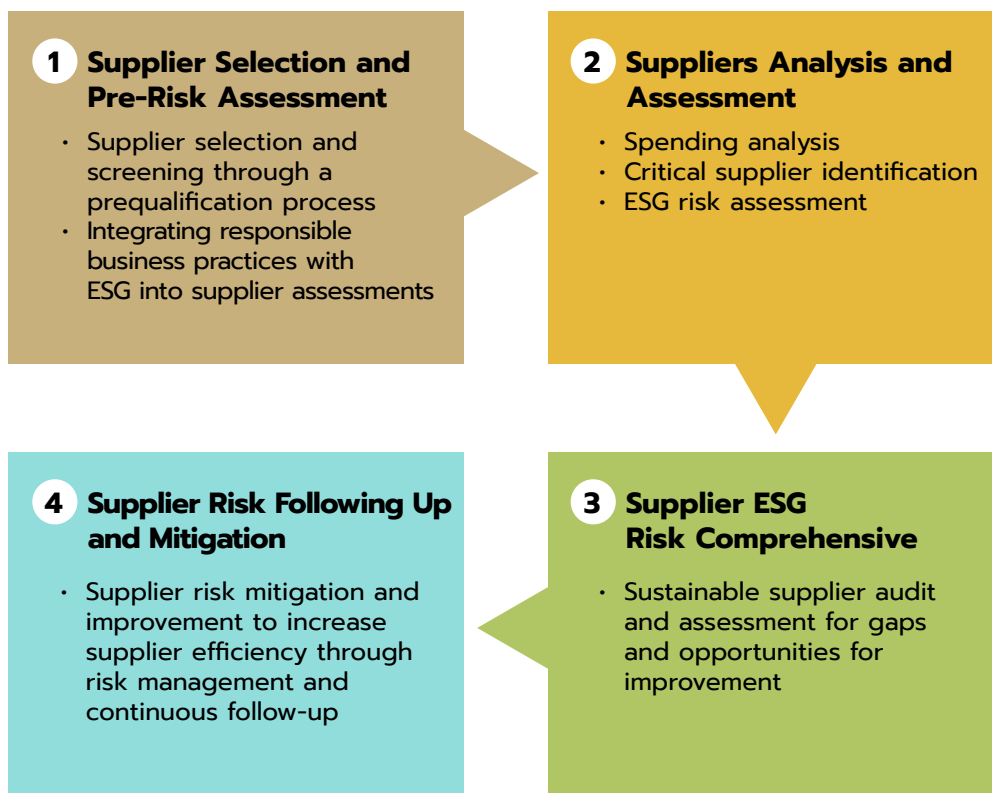


Supplier Assessment Plan

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

Targets	2025				2026				2027			
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



New Supplier Selection

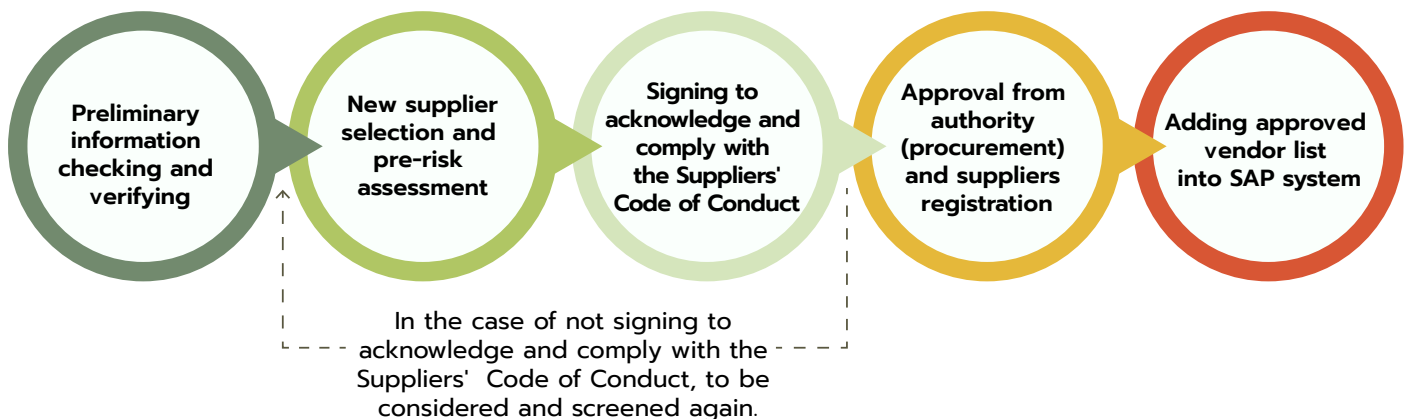
The Company selects new suppliers by the Procurement Department checking and verifying preliminary Company information. Finding potential suppliers for new business partners that are reliable and have policies and practices consistent with the Company. The Company screens suppliers according to the Company's 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 responsibly in terms of environment, society, and economy, including corporate governance. The new suppliers must assess risks by themselves and be screened for pre-risk assessment of the Company, to consider and inspect new suppliers, with a **score of 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 operations is part of the risk assessment factors to monitor and mitigate supplier risks continuously, as well as to create sustainable growth for suppliers.



Supplier Identification

The Company has established criteria for supplier identification by analyzing and determining strategies for systematic procurement operations and using them 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 order value, which are difficult to substitute and in a critical product or service group, including a few players in the market. The Company has evaluated suppliers by self-assessment in the form of a pre-qualification questionnaire, serving as criteria for identifying potential suppliers, and on-site visits 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 a pre-qualification questionnaire, serving as criteria for identifying potential suppliers, and on-site visits based on monthly supplier evaluation and annual supplier on-site audit and visit plan.

3. Tier 1 Suppliers

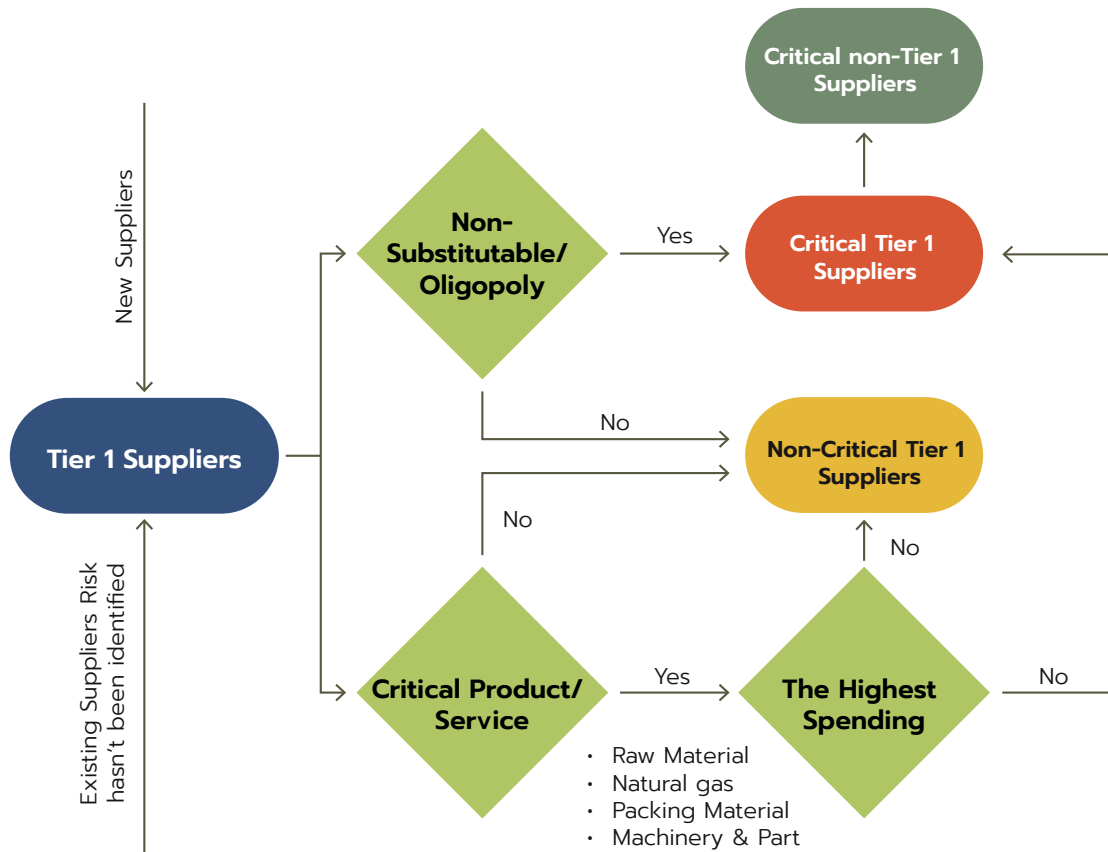
Suppliers with continuous orders every year are approved in the vendor list of the Company detailing in the information management system. The Company has evaluated suppliers by self-assessment in the form of a pre-qualification questionnaire, serving as criteria for identifying potential suppliers,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

4. Critical Non-Tier 1 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 such as geopolitical competition, war between Russia and Ukraine, and raw material prices. 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, analyzes risks, and prioritizes risks by evaluating the likelihood and impact of events.

Supplier Risk Assessment Process



Supplier Risk Identification

The Company identifies risks by 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 • The Suppliers' 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 Possible
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

Severity of Impact Criteria

	Severity of Impact				
	5: Severe	4: High	3: Moderate	2: Minor	1: Highly Possible
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 costs 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 that 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 that 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 a long time, or the impact can expand widely and cannot be restored. Mitigation period for > 2 years Contract canceled/ business license revoked 	<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 Investigated by government agencies and found evidence of offenses related to the environment 	<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 To be required to submit evidence and provide clarification to the investigation agency 	<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 Offense that may be warned of or adjusted for fees with insignificant value 	<ul style="list-style-type: none"> No identifiable impacts on surrounding social and environmental No need to mitigate and not exceeding the criteria specified in licenses, regulations, laws, or other related matters. No identifiable impact and no excess of 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 Directly affecting permission to conduct business, closed due to community disapproval % Supplier satisfaction < 20 	<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 Severe impact on the corporate 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"> Severe injury or accident resulting in loss of working time for the employee, or receiving complaints about health effects Affecting the corporate 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"> Minor injuries or illnesses to employees or surrounding citizens who do not need to leave work Limited impact on the corporate image, namely, some neighboring communities and related stakeholders that are of little importance % Supplier satisfaction > 60 - 80 	<ul style="list-style-type: none"> No identifiable impact on individuals, including employees working in the area No impact on the corporate image % supplier Satisfaction > 80

Risk Matrix

Severity of Impact \ Likelihood	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 the 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 that 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 two times in a row, the Company will stop buying any order immediately.

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

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

Monthly Supplier Evaluation Criteria

Economic

1. Quality and Safety of Material, Packaging, and Products/ Services
2. Delivery
3. Before and After Services
4. Pricing
5. Code of Conduct

Environment

6. Environmental Policies, Regulations, and Measures
7. Environmental Management
8. Green Products and The Circular Economy

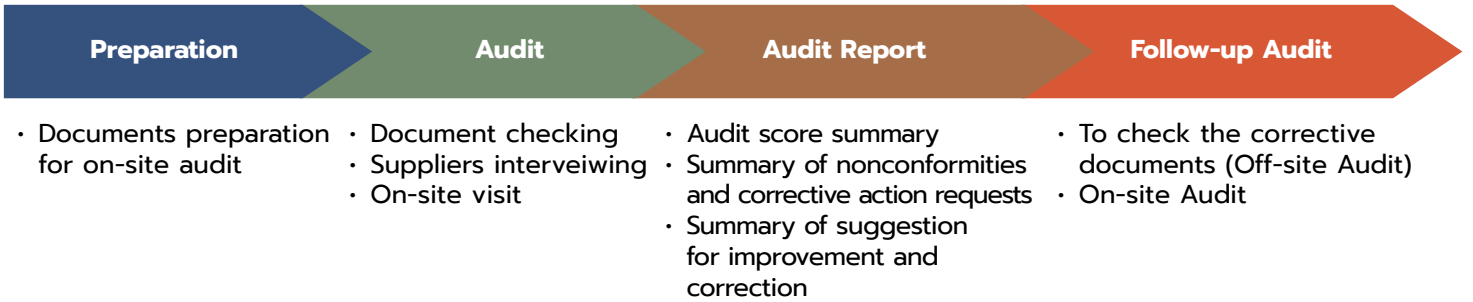
Social

9. Human Rights
10. Occupational Health and Safety
11. Social and Community

On-Site Audit and Visit

On-site audit and visit of suppliers will take the critical and high-risk suppliers to be assessed and visited as the 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 2025, the Company set a target to audit and visit 6 critical suppliers and achieved 6 critical supplier audits and visits equal to 100% of total critical suppliers.

Process of On-Site Audit and Visit



On-Site Audit and Visit of 2025



Performance

New Supplier Selection



New suppliers approved to vendor list

The Company can categorize its business partners as follows:

Suppliers	Number of Suppliers (item)	Spending Proportion (%)
Tier 1 Suppliers	696	100
Critical Tier 1 Suppliers	6 Raw Material: 3 Natural Gas: 1 Packing Material: 1 Machinery and Parts: 1	35 Raw Material: 96 Natural Gas: 0.64 Packing Material: 0.24 Machinery and Parts: 3
Non-Critical Tier 1 Suppliers	690	65

Supplier Identification

Based on the classification of suppliers providing hard-to-substitute goods and services that are critical to the Company’s production processes and products, where there are limited market players, together with an analysis of procurement spend among the highest-value suppliers within this group, the Company has identified the categories of suppliers that are critical to its production and products as follows:

- Raw Material Suppliers (Plastic Resin Pellets and Additives)
- Natural Gas
- Packing Material Suppliers
- Machinery and Parts Suppliers



Supplier Risk Assessment



The number of suppliers to be assessed for risks



Of critical suppliers to be assessed risks



Proportion of high-risk suppliers from risk assessment

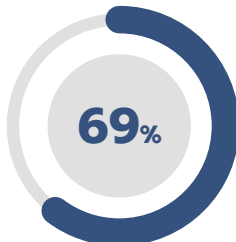
0.86% Suppliers with corporate governance risks
No environmental risks were identified among all suppliers
No social risks were identified among all suppliers



Number of high-risk critical suppliers from risk assessment

The number of suppliers with governance risks was zero cases
The number of suppliers with environmental risks was zero cases
The number of suppliers with social risks was zero cases

Results of Acknowledgment and Compliance with the Suppliers' Code of Conduct.



The number of suppliers signing to acknowledge and comply



The number of suppliers following Code of Conduct

On-Site Supplier Audit and Visit of 2025



Number of critical suppliers to be audited and visited



Proportion of critical suppliers to be audited and visited

* Overseas critical suppliers are assessed through self-assessment questionnaires.



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

- The number of corporate governance risks identified from the supplier risk assessment was zero.
- The number of environmental risks identified from the supplier risk assessment was zero.
- The number of social risks identified from the supplier risk assessment was zero.

Collaboration Project with Suppliers

The company places great importance on promoting the sustainable business development of its suppliers through initiatives aimed at enhancing their capabilities. These initiatives follow sustainable raw material management standards to ensure that the company maintains the quality and safety of its products and services, continuously receives high-quality raw materials from suppliers, operates in an environmentally friendly manner, and contributes to improving the quality of life for communities and society.

Sustainable Capacity Building for Suppliers and Business Partners

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.

Work Safety Training Program for Contractors

The Company has implemented a project to enhance contractors' operational practices within its premises to ensure workplace safety and reduce accident rates within the factory area. The Safety and Environmental Department conducts training on occupational safety and environmental management for contractors before commencing work. In addition, site-specific risk mitigation measures are implemented to reduce potential risks associated with on-site operations.



Innovation Development Project for Recycling Plastic Leftovers from Production Process

The Company has collaborated with Ampacet (Thailand) Co., Ltd. to jointly develop a process for recycling plastic waste generated from the Company's production processes into plastic resin pellets. These recycled pellets are subsequently reused by the Company as raw materials in its production processes, in alignment with circular economy principles. This initiative resulted in a reduction of fossil-based raw material usage by 10 tonnes, equivalent to a reduction of greenhouse gas emissions of 0.02 tCO₂eq.

Creating Value Added and Circulating Products with Suppliers and Business Partners

Recycling Plastic Cup Project

The Company has collaborated with its suppliers to develop plastic cups made from leftover plastic from the Company's production process. Sending to produce plastic cups, circulating and sending back to the Company using them as packaging. There is the use of fossil raw materials by 0.91 tonnes, and the reduction of greenhouse gases is equal to 30 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 sends plastic straps to circulate and send back to the Company for use as packaging. There is the use of fossil raw materials by 165 tonnes, and the reduction of greenhouse gases is equal to 538 tCO₂eq.

Plastic Pallet Exchange Project

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 43 tonnes, equivalent to a greenhouse gas reduction of 143 tCO₂eq.





To Conduct Business
Responsibly for The Environment

Energy Management

Energy is a critical resource for the Company's business operations. The Company recognizes that energy consumption in its operational processes is one of the key factors contributing to climate change. Therefore, the Company systematically manages energy under its energy conservation policy while closely monitoring national directions and developments related to greenhouse gas (GHG) emission reduction and climate change mitigation. These efforts are aligned with Thailand's Nationally Determined Contribution (NDC), which has been submitted to the Secretariat of the United Nations Framework Convention on Climate Change (UNFCCC). Under this commitment, Thailand aims to reduce its greenhouse gas emissions by 30% from the baseline by 2030.

In addition, the Company is part of the industrial sector that plays an important role in supporting Thailand's efforts to achieve its national greenhouse gas reduction targets under the Energy sector mitigation roadmap. The Company's energy reduction initiatives support the Energy Efficiency Plan (EEP) 2018–2037, which targets a 30% reduction in energy intensity

by 2037. Furthermore, these initiatives are aligned with the Alternative Energy Development Plan (AEDP) 2018–2037, which aims to increase the share of renewable and alternative energy in the forms of electricity, heat, and biofuels to 30% of the country's final energy consumption by 2037. The Company has continuously applied the principles and targets of these plans to its organizational energy management practices.

Recognizing the challenges of energy management and its direct linkage to climate change issues, the Company continuously assesses both direct and indirect risks and impacts associated with energy consumption in its operations. At the same time, the Company promotes employee participation at all levels in improving energy efficiency. These efforts contribute to supporting Thailand's national goal of achieving Net Zero greenhouse gas emissions by 2050. The Company also ensures that its energy management practices comply with the Energy Conservation Promotion Act (1992), as amended in 2007.



Energy Management Target



Reducing the electrical energy usage by **5%** compared to the previous year.



“

The Company is committed to increasing the use of solar power to reduce reliance on conventional electricity sources. This is achieved by expanding the share of renewable energy while continuously implementing initiatives to improve energy efficiency.

”

Mr. Pornchai Suwanamorlert

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:

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

Table Shown Specific Energy Consumption

Detail	Unit	Laem Chabang Industrial Estate	Pinthong Industrial Estate (Project 5)
Electricity Consumption	kWh	96,145,780.72	51,890,273.53
Calorific Value	MJ	196,105,615.50	106,538,120.00
Plastic Film Production	Tonnes	79,313.30	76,057.97
Specific Energy Consumption	MJ/tonne	3,684.77	3,856.83

Remarks :

1. The data shown is certified by Mr. Bandit Chaipranitthan, who is an energy auditor accredited by the Act of Energy Conservation.
2. 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 2050.

Performance

Annual reports detailing energy consumption will be submitted to the Department of Alternative Energy and Energy Conservation, Ministry of Energy. The 2025 energy usage data for the Company is presented as follows:

Table Shows 2025 Energy Consumption at Laem Chabang Industrial Estate Factory

	Detail	Megajoules
A	Total Fuel Consumption within Plant from non-renewable sources	196,105,615.50
	Natural Gas Consumption	196,105,615.50
B	Total Fuel Consumption within Plant from renewable sources generated from Plant	4,250,453.79
	Electricity Consumption from Solar generated	4,250,453.79
C	Total Electricity Consumption within Plant	341,874,356.79
	Electricity Consumption, meter number 208205633	337,185,428.79
	Electricity Consumption, meter number 23049353	4,688,928.00
D	Total Electricity Sold from Plant	-
	Total energy consumption within plant ((A+B+C)-D)	542,230,426.08

Remarks :

1. The data shown represents the Laem Chabang Industrial Estate factory only.
2. Information on electricity and natural gas consumption is derived from the Energy Management Report 2025, certified by Mr. Bandit Chaipranitthan, an energy auditor.
3. All information has been initially verified by Thailand Greenhouse Gas Management Organization (Public Organization).
4. Conversion factors have been referenced from the Thailand Energy Statistic Report 2024, Ministry of Energy, page 227, item no. 5.

Table Shows 2025 Energy Consumption at Pinthong Industrial Estate (Project 5) Factory

	Detail	Megajoules
A	Total Fuel Consumption within Plant from non-renewable sources	106,538,120.00
	LNG Consumption	106,538,120.00
B	Total Fuel Consumption within Plant from renewable sources generated from Plant	19,289,424.70
	Electricity Consumption from Solar generated	19,289,424.70
C	Total Electricity Consumption within Plant	167,515,560.00
	Electricity Consumption, meter number 6500202294	167,515,560.00
D	Total Electricity Sold from Plant	-
Total energy consumption within plant ((A+B+C)-D)		142,579,100.70

Remarks :

1. The data shown represents the Pinthong Industrial Estate (Project 5) only.
2. Information on electricity and natural gas consumption is derived from the Energy Management Report 2025, certified by Mr. Bandit Chaipranitthan, an energy auditor for the Pinthong Industrial Estate (Project 5) factory.
3. All information has been initially verified by the Thailand Greenhouse Gas Management Organization (Public Organization).
4. Conversion factors have been referenced from the Thailand Energy Statistic Report 2024, Ministry of Energy, page 227, item no. 5.

Table Shows the Proportion of Electricity Consumption within Organization at Laem Chabang Industrial Estate Factory

System	Energy Consumption	
	kWh/Year	Percentage
Lighting	789,289.65	0.82
Air conditions* in the office area	4,046,255.39	4.21
Cooling	12,486,285.00	12.99
Film Production	71,911,527.02	74.79
Air pressure	4,824,022.50	5.02
Others	2,088,401.16	2.17
Total	96,145,780.72	100.00

Remarks :

* Only split-type air conditioners.

- The data presented only pertains to the Laem Chabang Industrial Estate factory.

In 2025, the Company established an energy conservation target and plan, aiming to reduce energy consumption by 0.29% compared to the original baseline. Successfully achieving this goal, the Company reduced energy usage by 0.29% in 2025. The significant savings were attributed to the Production Line Inverter Installation Project. Details are shown in the topic of the project to promote energy reduction.

Table Shows the Proportion of Electricity Consumption within Organization at Pinthong Industrial Estate (Project 5) Factory

System	Energy Consumption	
	kWh/Year	Percentage
Lighting	143,902.85	0.28
Air conditions* in the office area	505,237.48	0.97
Cooling	4,058,055.11	7.82
Film Production	43,050,109.46	82.96
Air pressure	1,877,583.36	3.62
Others	2,255,385.27	4.35
Total	51,890,273.53	100.00

Remarks :

* Only split-type air conditioners.

- The data presented only pertains to the Pinthong Industrial Estate (Project 5) factory.

In 2025, the Company established an energy conservation target and plan, aiming to reduce energy consumption by 0.13% compared to the original baseline. Successfully achieving this goal, the Company reduced energy usage by 0.14% in 2025. The significant savings were attributed to the solar cell project. Details are shown in the topic of the project to promote energy reduction.



Energy Reduction Project

1. BOPP & BOPET Production Line Machinery Project at Pinthong Industrial Estate (Project 5) Factory

A new machinery project is underway for the BOPP production line at the Pinthong Industrial Estate (Project 5) factory. The machines can produce more plastic film per hour, increasing production efficiency. As a result, the Company can reduce energy consumption by 11,351.88 MWh per year, which will lower electricity costs by up to 43.93 million Baht per year and reduce greenhouse gas emissions by 18,618.83 tCO₂eq.



Rooftop Solar Cell Project with 0.45 MWh

The Company has installed an additional 0.45 MW rooftop solar power system at Pinthong Industrial Estate (Project 5) factory. Previously, the Company had installed a rooftop solar system at the same facility with a capacity of 4.2 MW, bringing the total installed capacity at Pinthong Industrial Estate (Project 5) factory to 4.65 MW. In 2025, this project generated approximately 5,727.09 MWh of electricity per year, replacing electricity purchased from the grid. This resulted in cost savings of approximately 22.39 million Baht per year and a reduction of greenhouse gas emissions by 2,862.97 tCO₂eq per year.

In addition, the Company has implemented a 1 MW rooftop solar power system at Laem Chabang Industrial Estate factory. In 2025, this project generated approximately 1,079.97 MWh of electricity per year, replacing electricity purchased from the grid. This resulted in cost savings of approximately 4.22 million Baht per year and a reduction of greenhouse gas emissions by 539.88 tCO₂eq per year.

From the rooftop solar power projects at both facilities, the Company generated a total of approximately 6,807.06 MWh of electricity per year, replacing electricity purchased from the grid. This resulted in cost savings of approximately 26.61 million Baht per year and a reduction of greenhouse gas emissions by 3,102.85 tCO₂eq per year.



Solar Farm Project with 4.26 MWh

The Company is implementing a 4.26 MW solar farm power generation project at Pinthong Industrial Estate (Project 5) factory. From January to December 2026, the project is expected to generate 5,247.78 MWh per year, replacing electricity from the grid. This will result in cost savings of approximately 20.52 million Baht per year and a reduction in greenhouse gas emissions by 2,623.36 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 2025, the Company changed to using 246 LED bulbs within the Laem Chabang industrial Estate factory area has led to a reduction in energy consumption by 23,812.31 kWh. This project saved 93,106.12 Baht and reduced greenhouse gas emissions by approximately 11.90 tCO₂eq.

Production Line Inverter Installation Project

The Company implemented an inverter installation project in production line machinery to improve energy efficiency. This initiative reduced electricity consumption by 482.43 MWh per year, resulting in cost savings of approximately 1.80 million Baht and a reduction in greenhouse gas emissions of 241.16 tCO₂eq.

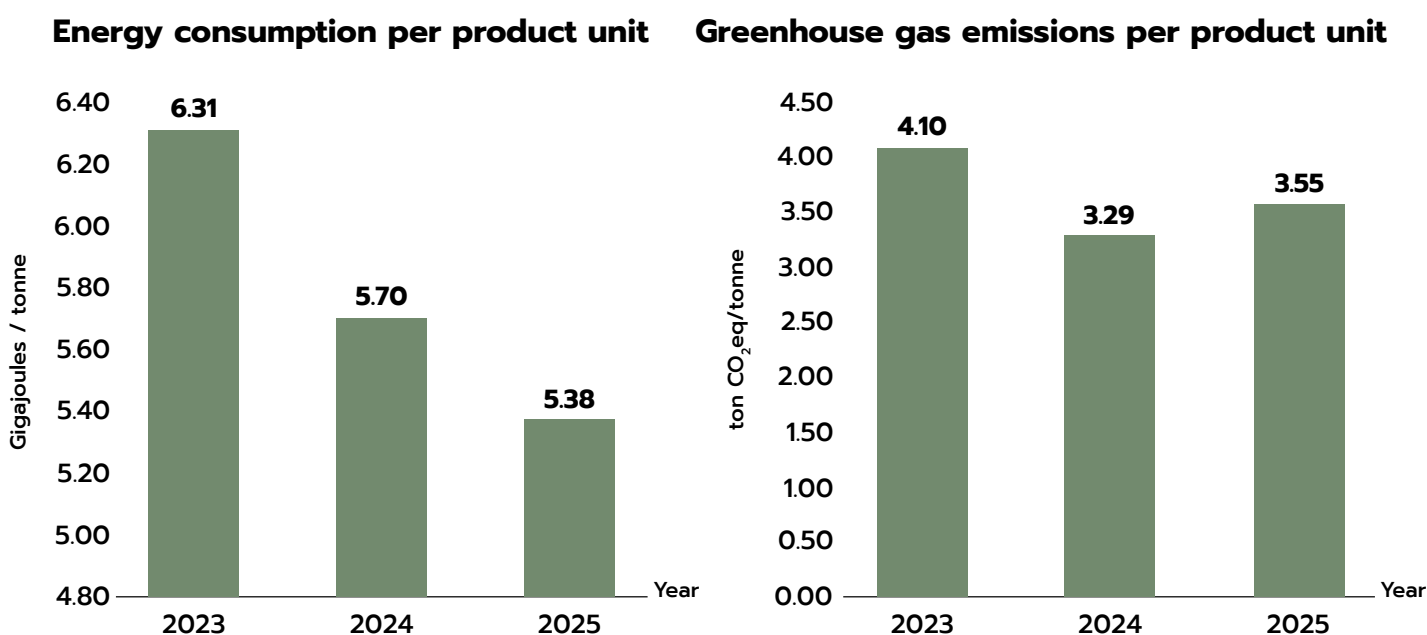
Renewable Energy Initiative

The Company’s plastic film production processes require substantial electricity. At its Laem Chabang Industrial Estate and Pinthong Industrial Estate (Project 5) factories, 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 Certificate (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 2030.

The Figure Shows the Energy Consumption per Product Unit in the Year 2025



In 2025, the Company continued to reduce energy consumption intensity per unit of product, reflecting ongoing improvements in energy efficiency. However, greenhouse gas emissions intensity per unit of product increased compared to the previous year. This was primarily due to a rise in the emission factor (EF) of purchased electricity, as well as changes in the raw material mix, with a higher proportion of PET and PA resins, which have relatively higher emission factors. As a result, overall greenhouse gas emissions per unit of product increased.

Water Management

The Company recognizes the importance of water resources, which play a critical role in production processes as well as broader economic and social activities. Thailand is considered an area experiencing high to extremely high water stress, making efficient water resource management increasingly important. Therefore, the Company places strong emphasis on managing water resources efficiently to ensure sufficient supply for business operations and employee activities. The Company also acknowledges the expectations of stakeholders regarding efficient water use and responsible wastewater management. In response, the Company promotes collaboration with government agencies, private sector organizations, and industrial partners, while actively participating in water resource management at both local and national levels. These efforts aim to promote sustainable water use alongside the conservation and restoration of water sources. Such initiatives support the United Nations Sustainable Development Goal 6 (SDG 6): **Clean Water and Sanitation, which focuses on ensuring the availability and sustainable management of water and sanitation for all.** Addressing these challenges requires effective planning, the application of appropriate technologies, and systematic water resource management to support the Company’s long-term sustainable business operations.

Water Management Target

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

Target 2025	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

- 01 Establish Environmental Management Policy and set targets to reduce the use of wastewater resources in the short-term and long-term.
- 02 Prepare process flow diagrams and conduct quality analysis of the water inlet and outlet. Continuously monitor water usage and plan for an automatic water on-off system.
- 03 Study and follow the movement from the World Resources Institute. Identify appropriate tools for water management planning and prepare to conduct water stress analysis in the factory area to facilitate appropriate water management.
- 04 Regularly inspect equipment and repair any defects or sources of unnecessary water loss, adhering to the 3Rs principle: Reduce, Reuse, Recycle
- 05 Acquiring machinery and tools, such as filtration tanks, to treat wastewater in temperature-controlled tanks. These filtration tanks are equipped with activated carbon to absorb impurities, allowing water to be recycled and reused.
- 06 Organize various projects, such as utilizing rainwater in the Company's business activities during the rainy season, to enhance water use efficiency.
- 07 Prepare reserve water storage areas within the factory premises to mitigate the risk of drought. Implement water recycling projects to efficiently manage water resources through reuse.
- 08 Launching campaigns to raise employee awareness about the value of water and encouraging the use of recycled water, in line with circular economy principles.

Surface Water Management

The Company has a rainwater storage pond with a capacity of 10,000 cubic meters, used as a source of recycled water within the factory. Measures to monitor and improve the quality of surface water include:

Details	Unit	2025 Performance
Potential of Hydrogen ion (pH)	pH	6.82
Biochemical oxygen demand (BOD)	mg/L	82.66
Total dissolved solids (TDS)	mg/L	40.07

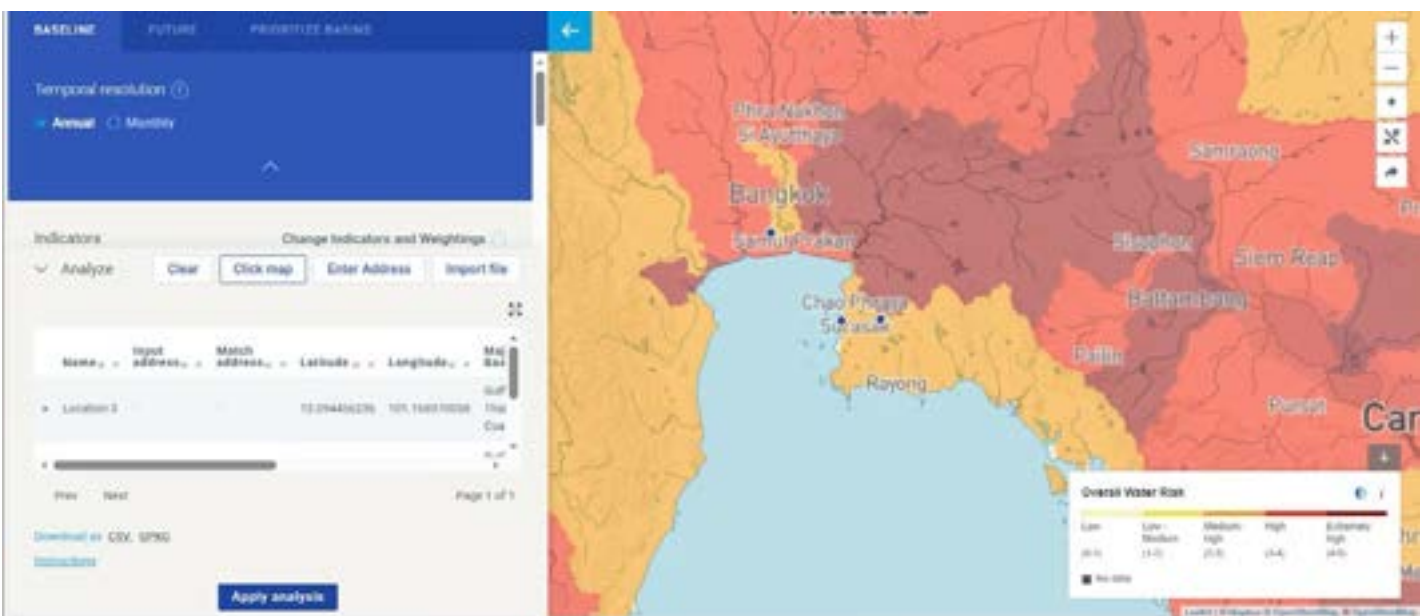
Water Stress Analysis

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 the Company’s two factories ranges from 20% to 40% (classified as medium-high). The Company’s headquarters is located in an area with a water stress level of 40% to 80% (classified as high). However, there have been zero instances of water allocation conflicts or water shortages affecting the Company’s operations. The Company manages potential risks associated with water stress by utilizing recycled water from on-site water storage ponds to support its operations.

Table Showing Water Stress Levels

Locations	Low	Low-Medium	Medium-High	High	Extremely High
	(<10%)	(10-20%)	(20-40%)	(40-80%)	(>80%)
Headquarters	-	-	-	○	-
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 (m ³)	Production volume (tonnes)	Water consumed per production unit (m ³ /tonnes)
Headquarters	High (40-80%)	505.00	-	-
Laem Chabang Industrial Estate Factory	Medium-high (20-40%)	171,866.00	79,313.30	2.17
Pinthong Industrial Estate (Project 5) Factory	Medium-high (20-40%)	78,033.72	76,057.97	1.02

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 3Rs principle: Reduce water consumption, Recirculate and recycle water, Reduce and eliminate hazardous chemicals causing wastewater contamination, reuse improved quality treated wastewater, and develop projects to increase water efficiency by setting measures for water management in business operations, which consist of:
 - Application of the 3Rs 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 3Rs principles within the factory to reduce water loss in the production process.
 - Promoting responsible water usage to reduce water consumption per ton of production effectively.
 - Establishment of a reserve water storage area within the factory premises, totaling 1,418.20 cubic-meter, with regular checks on water quantity every week.
 - Utilization of water reuse, totaling 10,000 cubic-meter, to increase the use of alternative water sources and reduce water consumption at Pinthong Industrial Estate (Project 5) factory. These reserves also serve firefighting and emergency purposes.
 - Implementation of a skimming tank project to filter water from a 1.5 cubic-meter 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.

Performance

Table Shows Water Withdrawal

Location	Location Water supplier	Water sources ¹	2024			2025			Different
			Water purchase volume	Surface water volume	Total	Water purchase volume	Surface water volume	Total	Water purchase volume
Headquarters	Metropolitan Waterworks Authority	Chao Phraya River	506.00	0	506.00	505.00	0	505.00	Reduce 0.19%
Laem Chabang Industrial Estate Factory	Industrial Estate Authority of Thailand	Tap water from Bang Pakong River	200,763.00	0	200,763.00	171,866.00	0	171,866.00	Reduce 14.39%
Pinthong Industrial Estate (Project 5) Factory	Industrial Estate Authority of Thailand	Tap water from Bang Pakong River and Surface Water	23,050.00	56,346.00	79,396.00	22,520.00	55,513.72	78,033.72	Reduce 1.71%

Remarks :

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

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

Location	Description	Target value (compared to previous year)	2024	2025
Laem Chabang Industrial Estate Factory	Water withdrawal per product unit (cubic meters per tonne)	≤ 1 %	2.40	2.17
	Recycled water compared to water withdrawal in the same year (%)	≥ 1 %	69.51	50.02
Pinthong Industrial Estate (Project 5) Factory	Water withdrawal per product unit (cubic meters per tonne)	≤ 1 %	1.07	1.02
	Recycled water compared to water Withdrawal in the same year (%)	≥ 1 %	100	71.14

Remarks :

1. The data shown represented Laem Chabang Industrial Estate Factory and Pinthong Industrial Estate (Project 5) Factory in Chonburi province.
2. The data from the head office regarding the amount of usage in the office.

In 2025, the Company's water usage rate per product unit at the Laem Chabang Industrial Estate Factory was 171,866.00 m³, representing a 14.39% reduction from 2024. The total amount of recycled water used was 172,002.00 m³, accounting for 100% of total water usage for the year, primarily sourced from the machinery cooling system. At the Pinthong Industrial Estate (Project 5) Factory, total water consumption was 78,033.72 m³, representing a 1.71% reduction from the previous year. The amount of recycled water used was 55,513.72 m³, equivalent to 100% of the total water consumption during the same period.

As a result, the Company successfully achieved its targets for reducing water usage and increasing the utilization of recycled water. 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 establishing and implementing safety, occupational health, and environmental policies, as well as environmental management plans. These measures ensure that wastewater quality consistently complies with the required standards. Key parameters used to monitor wastewater quality include pH, temperature, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Total Suspended Solids (TSS), oil and grease, and heavy metals such as mercury (Hg) and arsenic (As). In addition, the Company measures the quality of wastewater discharge daily through an online monitoring system to track performance and improve the efficiency of wastewater management operations.



Water Management Project

Water Reuse

In 2025, 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 55,513.72 m³ per year, resulting in annual cost savings of around 1.44 million Baht per year. This initiative has also contributed to a reduction in greenhouse gas emissions by 14.29 tCO₂eq per year.



RO Water System Improvement Project

In 2025, the Company improved its Reverse Osmosis (RO) water system by installing an inverter to control the speed of the high-pressure pump motor in accordance with actual operational demand. This initiative reduced water consumption by approximately 5,597.64 m³ per year and decreased electricity consumption by approximately 13.00 MWh per year. As a result, greenhouse gas emissions were reduced by approximately 8.19 tCO₂eq per year.



Laem Chabang Water Conservation Initiative

The Company partnered with the Laem Chabang Industrial Estate, surrounding communities, and Global Utility Services Co., Ltd. to participate in the Laem Chabang Water Conservation Initiative. This collaboration aims to promote shared responsibility in monitoring and protecting local water resources while raising awareness of water conservation and environmental protection. As part of the initiative, participants engaged in environmental activities such as throwing EM Balls to help treat wastewater and planting mangrove trees. These activities help reduce water pollution, support the restoration of coastal ecosystems, and promote sustainable environmental conservation in the surrounding areas.



Pollution, Light, Noise, and Heat Management

The Company prioritizes systematic pollution management and environmental protection by continuously monitoring environmental changes and assessing potential impacts arising from its business operations across the value chain. The Company recognizes that production processes, the use of natural resources and energy, waste generation, product transportation to customers, and employee activities within the workplace may create both direct and indirect environmental impacts.

Therefore, the Company implements effective environmental and pollution management practices, focusing on efficient resource utilization, the prevention and mitigation of environmental impacts, and the monitoring and control of waste and pollutants in compliance with relevant laws and regulations. The Company also considers the impacts on stakeholders and surrounding ecosystems, while promoting responsible environmental practices that support environmental value creation and long-term sustainability.

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 developing 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 manner applicable to the circular economy principles.
6. Cultivating the organization culture focusing on the 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.



Air Pollution Control in Compliance with the Ministry of Industry Notification on Air Emission Standards from Factories (2006).

Light, Noise, Heat, and Chemical Targets

The Company has established targets to ensure that environmental quality in operational areas, including lighting, noise, heat, and chemical levels, complies with legal standards through regular monitoring.



100% of environmental quality monitoring results complied with the required standards (lighting, noise, dust, heat and chemical substances).

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 that 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.

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.

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.

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 2025

Measurement list	Unit	Standard	Monitoring results			
			BOPA Film	BOPP Film	BOPET Film	COATED Film
Total Suspended Particulate	mg/m ³	320	1.15	0.80	4.23	0.50
Sulfur Dioxide	ppm	60	<1.30	<1.30	<1.30	<1.30
Oxides of Nitrogen	ppm	200	<1.00	<1.00	<1.00	<1.00
Carbon Monoxide	ppm	690	33.00	33.90	72.37	49.70

Remarks :

1. The measurement and analysis of air quality emitted from the boiler stack, March 19-20, 2025, by Vcare Environment Services Co., Ltd.
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 Lighting Intensity Measurement at the Laem Chabang Industrial Estate Factory for 2025

Category	Amount	Average measurement results (Lux)	Standard (Lux)
Rough work	-	-	≥200-300
slightly detailed work	30	295.86	≥400-500
highly detailed work	2	921.00	≥800-1200

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 19-20 March 2025, conducted by Vcare Environment Services Co., Ltd
2. Data showed only the Laem Chabang industry estate factory.



**Table Showing Lighting Intensity Measurement
at the Pinthong Industrial Estate (Project 5) Factory for 2025**

Category	Amount	Average measurement results (Lux)	Standard (Lux)
Rough work	41	755.52	≥200-300
slightly detailed work	136	282.21	≥400-500
highly detailed work	2	727.00	≥800-1200

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 22 August 2025, conducted by Smile Laboratory Co., Ltd.
2. Data showed only the the Pinthong Industrial Estate (Project 5) factory.

In 2025, certain areas did not meet the required lighting standards. At the Laem Chabang Industrial Estate factory, the average illumination level for the “slightly detailed work” category was 295.86 lux. Similarly, at the Pinthong Industrial Estate (Project 5) factory, the average illumination levels for the “slightly detailed work” and “highly detailed work” categories were 282.21 lux and 727.00 lux, respectively. To address this issue, the Company installed an additional 246 light bulbs and cleaned existing light sources in both production and office areas to ensure compliance with the standards. As a result, the illumination level for the “highly detailed work” category at the Laem Chabang Industrial Estate factory is complies with the required 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 at the Laem Chabang Industrial Estate Factory for 2025

Standard	Amount	Unit	Average Leq8-hour measurement results (dBA)
≤85.00	20	dBA	83.87

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 19-20 March 2025, conducted by Vcare Environment Services Co., Ltd
2. Data showed only the Laem Chabang industry estate factory.

Table Showing Sound Pressure Level Quality Measurement at the Pinthong Industrial Estate (Project 5) Factory for 2025

Standard	Amount	Unit	Average Leq8-hour measurement results (dBA)
≤85.00	17	dBA	82.88

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 22 August 2025, conducted by Smile Laboratory Co., Ltd.
2. Data showed only the the Pinthong Industrial Estate (Project 5) factory.

In 2025, the Company found that noise levels did not meet the standards set by the Ministry of Industry in certain areas. At the Laem Chabang Industrial Estate factory, seven points recorded an average 8-hours noise level of 83.87 dBA. Similarly, at the Pinthong Industrial Estate (Project 5) factory, seven points recorded an average 8-hour noise level of 82.88 dBA. However, these areas are locations where employees do not routinely perform work. As a result, the Company has implemented management measures, including strict noise control, through the Hearing Conservation and Noise Control Projects, 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 is as follows:



Table Showing Heat Level Quality Measurement at the Laem Chabang Industrial Estate Factory for 2025

Category	Standard Workload (kcal/hr)	Temperature (°C)	Amount	Temperature (°C)	Workload (kcal/hr)
Light work	0-200	≤34	5	35.08	160
Moderate work	201-350	≤32	15	30.42	242.20
Heavy work	>350	≤30	-	-	-

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 19-20 March 2025, conducted by Vcare Environment Services Co., Ltd
2. Data showed only the Laem Chabang industry estate factory.

Table Showing Heat Level Quality Measurement at the Pinthong Industrial Estate (Project 5) Factory for 2025

Category	Standard Workload (kcal/hr)	Amount Temperature (°C)	Amount	Temperature (°C)	Workload (kcal/hr)
Light work	0-200	≤34	-	-	-
Moderate work	201-350	≤32	15	32	28.99
Heavy work	>350	≤30	-	-	-

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 22 August 2025, conducted by Smile Laboratory Co., Ltd.
2. Data showed only the Pinthong Industrial Estate (Project 5) factory.

In 2025, we found that the heat level according to the type of light work did not meet the required standards in certain areas. At the Laem Chabang Industrial Estate factory, 5 points under the “light work” category recorded an average temperature of 35.08°C, which exceeded the standard limits.

In response, the Company implemented improvement measures to control heat levels, including engineering controls and the installation of appropriate ventilation systems in the affected areas. In addition, administrative measures such as work rotation were introduced, and employees were provided with personal protective equipment (PPE). Training sessions on the proper use of PPE were also organized. Meanwhile, at the Pinthong Industrial Estate (Project 5) factory, the heat monitoring results were found to be in compliance with the required standards.

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), the Occupational Safety and Health Administration (OSHA), and the measurement as follows:

Table Showing Chemical Quality Measurement at the Laem Chabang Industrial Estate Factory for 2025

Standard ¹	Standard ²	Standard ³	Amount	Details	Unit	Performance
-	-	-	10	VOCs	mg/m ³	0.55
≤1000	≤250	≤1000	3	Acetone	ppm	< 1.40
-	≤5	-	3	Fume aluminum	mg/m ³	0.02
≤1000	≤1000	≤1000	1	Ethanol	ppm	5.77
≤50	≤25	≤50	2	Ammonia	ppm	0.33
≤10	≤10	≤10	1	Acetic acid	ppm	0.03
≤1	≤1	≤1	1	Sulfuric acid	mg/m ³	0.08

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 19-20 March 2025, conducted by Vcare Environment Services Co., Ltd
2. Data showed only the Laem Chabang industry estate factory.
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.

**Table Showing Chemical Quality Measurement
at the Pinthong Industrial Estate (Project 5) Factory for 2025**

Standard ¹	Standard ²	Standard ³	Amount	Details	Unit	Performance
-	-	-	14	VOCs	mg/m ³	1.09
≤1000	≤250	≤1000	2	Acetone	ppm	0.13
-	≤5	-	2	Fume aluminum	mg/m ³	0.01
-	-	0.75	4	Ethanol	ppm	<0.001
-	-	-	10	Ammonia	ppm	0.163
-	-	15	3	Acetic acid	ppm	0.69

Remarks :

1. Source: Environmental Quality Monitoring and Analysis Report dated 19-20 March 2025, conducted by Vcare Environment Services Co., Ltd
2. Data showed only the Pinthong Industrial Estate (Project 5) factory.
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 2025, measurements confirmed that the levels of seven monitored chemicals at the Laem Chabang Industrial Estate and six monitored chemicals at the Pinthong Industrial Estate (Project 5) complied with all applicable standards, including the Notification of the Department of Labour Protection and Welfare on Occupational Exposure Limits for Hazardous Chemicals (2017), the National Institute for Occupational Safety and Health (NIOSH), and the Occupational Safety and Health Administration (OSHA). Based on these results, the Company provided personal protective equipment (PPE) for employees working in the 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 2025, 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.

1. Survey and Consideration of Points Requiring Additional Air Pollution Measurement

The Company has conducted a survey of pollution points within the factory and is considering areas that may necessitate additional inspection in collaboration with environmental measurement companies. This initiative aims to cover areas where air pollution is expected to be emitted, and regular maintenance inspections are conducted to mitigate impacts on employees, the surrounding environment, and communities near the Company.



2. Project to Improve The Efficiency of Electrical Equipment

The Company has transitioned to using LED light bulbs within the Laem Chabang Industrial Estate area. For more information, refer to the section on [Energy Management](#).

3. 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 more information, refer to the section on the [Safety, Occupational Health, and Working Environment](#).



4. Air Purifier Installation Project

The Company installed air purifier systems in the production areas to help reduce air pollution and improve indoor air quality within the working environment. This initiative aims to reduce the accumulation of dust and airborne contaminants, thereby promoting a safer and more suitable working environment for employees while also helping to minimize environmental impacts on the surrounding areas.

5. Cleaning Filter Machine Installation Project

The Company installed a Cleaning Filter Machine in the production area to control and reduce the dispersion of dust and air pollutants generated from the production process. This initiative helps improve air quality within the factory, reduce potential health impacts on employees, and support the Company's environmental management efforts.



Waste Management

Waste management is a key priority for the Company. The Company is committed to improving and developing environmentally friendly plastic film production processes by emphasizing efficient resource utilization throughout the value chain. This includes maximizing the value of waste and unused materials through reuse and recovery practices.

The Company recognizes that plastic film products may contribute to waste generation during consumption, and improper waste management could lead to environmental impacts and climate change. To address this, the Company emphasizes sustainable raw material sourcing, minimizing waste during production, and implementing effective waste management practices in accordance with relevant regulations and best practices.

The Company also applies the circular economy concept by focusing on reducing resource consumption and waste generation through the 5Rs principles (Refuse, Reduce, Reuse, Recycle, and Renewable). This approach enhances resource efficiency, minimizes environmental impacts, and strengthens the competitiveness of the Company's products and services in alignment with national and international sustainability standards.

Waste Management Guidelines

The Company manages its operations comprehensively by integrating environmental, social, and governance (ESG) principles while strictly adhering to its environmental policies to prevent and mitigate potential impacts on its business operations. To promote sustainable practices, the Company raises awareness among executives and employees regarding the environmental impacts of waste generation. Through this approach, employees are encouraged to participate in waste management initiatives through various ongoing projects. These efforts aim to improve waste management processes 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.



Waste Management Target and Performance in 2025

Issues	Target	Performance 2025	
		Amount (tonnes)	%
The internal recycled plastic utilization rate is greater than or equal to 20% of the total raw materials used in the production process.	20%	20,738.60	20.39%
The amount of general waste disposed of through landfill.	≤ 96 tonnes/year	103.69	Reduce 37.00%
The amount of hazardous waste	≤ 180 tonnes/year	83.96	Reduce 35.37%

In 2025, the Company reported using 20,738.60 tonnes of plastic resins made from recycled and natural materials, accounting for 20.39% of total raw materials used in the production process. The Company generated 103.69 tonnes of general waste and 83.96 tonnes of hazardous waste for disposal, representing reduce of 37.00% and 35.37%, respectively, compared to the previous year. Although the Company expanded its production capacity at the Pinthong Industrial Estate (Project 5) factory, which could potentially increase the amount of waste generated, effective waste management practices enabled the Company to control and significantly reduce the volume of waste requiring disposal. Based on these results, the Company successfully achieved its 2025 targets for increasing the utilization of recycled and natural plastic resins and reducing the amount of waste requiring disposal.



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 9,392.26 tonnes, resulting in savings of 253.71 million Baht. Additionally, it reduces greenhouse gas emissions by 21,466.43 tCO₂eq, and decreases electricity consumption by 11.35 MWh 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.

Project to Utilize Food Waste for Fish Food Production

The Company has implemented a waste segregation initiative to separate food waste for use as fish feed, transforming waste into a valuable resource in line with the circular economy concept. This initiative also supports local fishermen by providing an alternative feed source, helping to reduce feed costs. This initiative resulted in a reduction of food waste sent for disposal by 12.00 tonnes, representing 11.57% of the total waste previously sent to landfill. Additionally, this action is estimated to have reduced greenhouse gas emissions by 30.36 tCO₂eq.

Recycling Community Competition Project

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

Collaborative Project for Developing Plastic Resins from Plastic Waste Generated in the Production Process with Business Partners

The Company has partnered with its business partners to recycle production waste into plastic resins, which are then returned for use in the production of environmentally friendly plastic films. This initiative reflects the Company's commitment to applying circular economy principles by maximizing the use of resources generated from the production process. This initiative has successfully reduced the use of fossil-based raw materials by 10.20 tonnes, equivalent to a reduction of 0.02 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 2,329.77 tonnes saving costs by 14.76 million Baht and the greenhouse gas emissions equivalent to 216.67 tCO₂eq.



Sideboard Circulation Project

Wooden sideboards are accepted back for recycling, reducing disposal volume by 35.03 tonnes, and cutting disposal costs by 0.78 million Baht and the greenhouse gas emissions equivalent to 13.46 tCO₂eq.



Plastic Pallet Exchange Project with Partners

The Company collaborates with its pallet partners by exchanging 7 unusable plastic pallets for new ones, which are then returned to the Company for operational use. This initiative reduced plastic pallet disposal by 43.21 tonnes and lowered greenhouse gas emissions by 142.52 tCO₂eq.

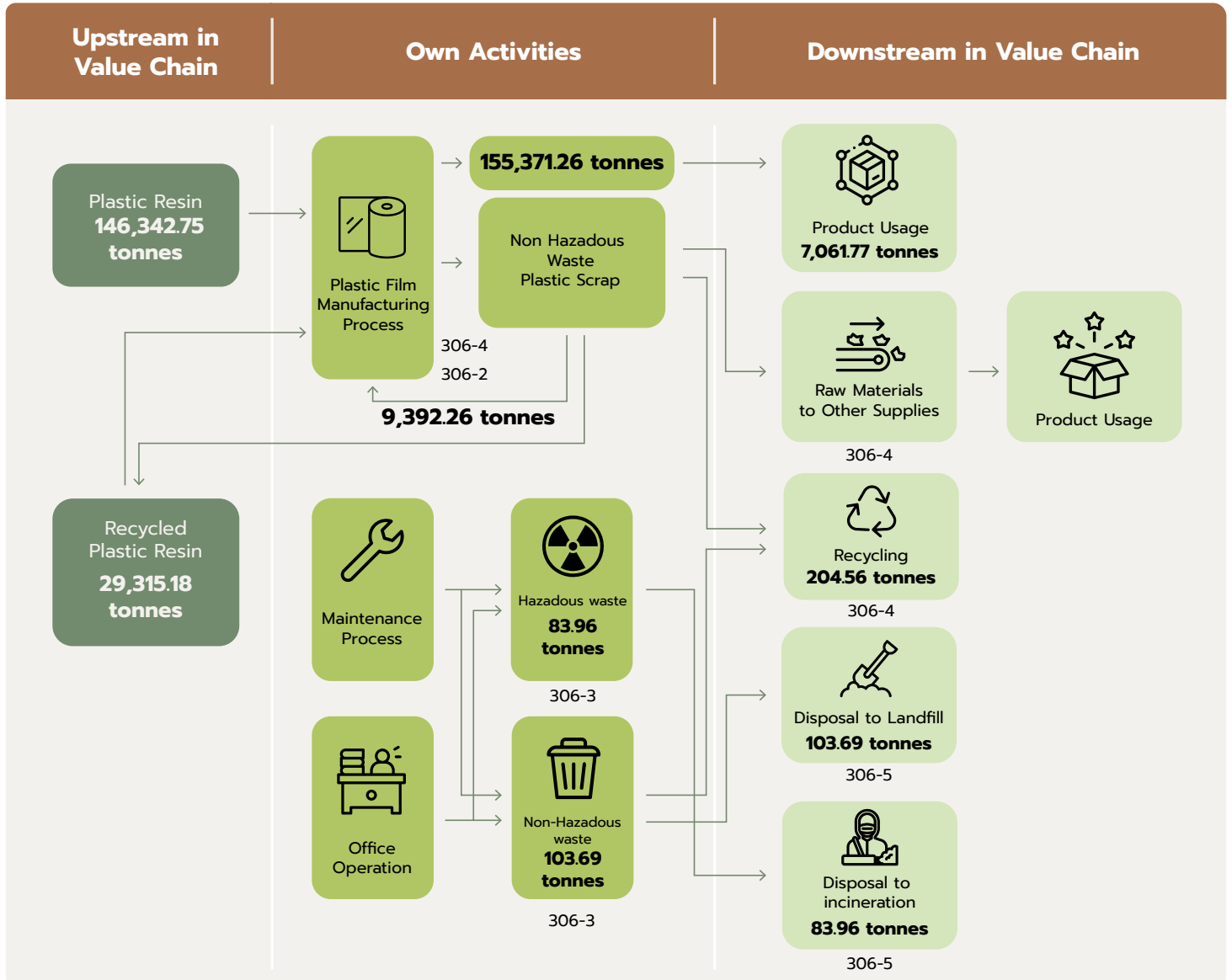


Improvement Project to Reduce The Thickness of Fabric Sheets Used to Absorb Oil and Chemicals in the Production Process

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 17.94 tonnes in the use of new pads for absorbing oil and chemicals. This corresponds to a reduction of 36.41 tCO₂eq in greenhouse gas emissions.



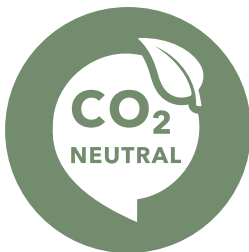
Waste Process Flow



Climate Change Management

Climate change, driven by the continuous increase in the global average temperature alongside economic growth, has intensified environmental challenges and crises worldwide. These changes have also created significant impacts on the plastic packaging film industry. As part of an energy-intensive industrial sector, the Company recognizes its responsibility to mitigate the impacts of its business operations on climate change and to contribute to limiting the global temperature rise to no more than 1.5°C. To support this commitment, the Company has set a target to achieve Net Zero greenhouse gas emissions by 2050. To successfully achieve this goal, the Company aims to strengthen collaboration with key stakeholders, including customers, suppliers, employees, government agencies, and civil society. Through these partnerships, the Company aim to drive the transition toward a low-carbon economy while supporting business operations that reduce both direct and indirect greenhouse gas emissions.

Targets



The Company has set targets to reduce greenhouse gas emissions by aiming to achieve 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 2050.

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 percent compared to the emissions recorded in 2024. 	<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 the year 2050.

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.

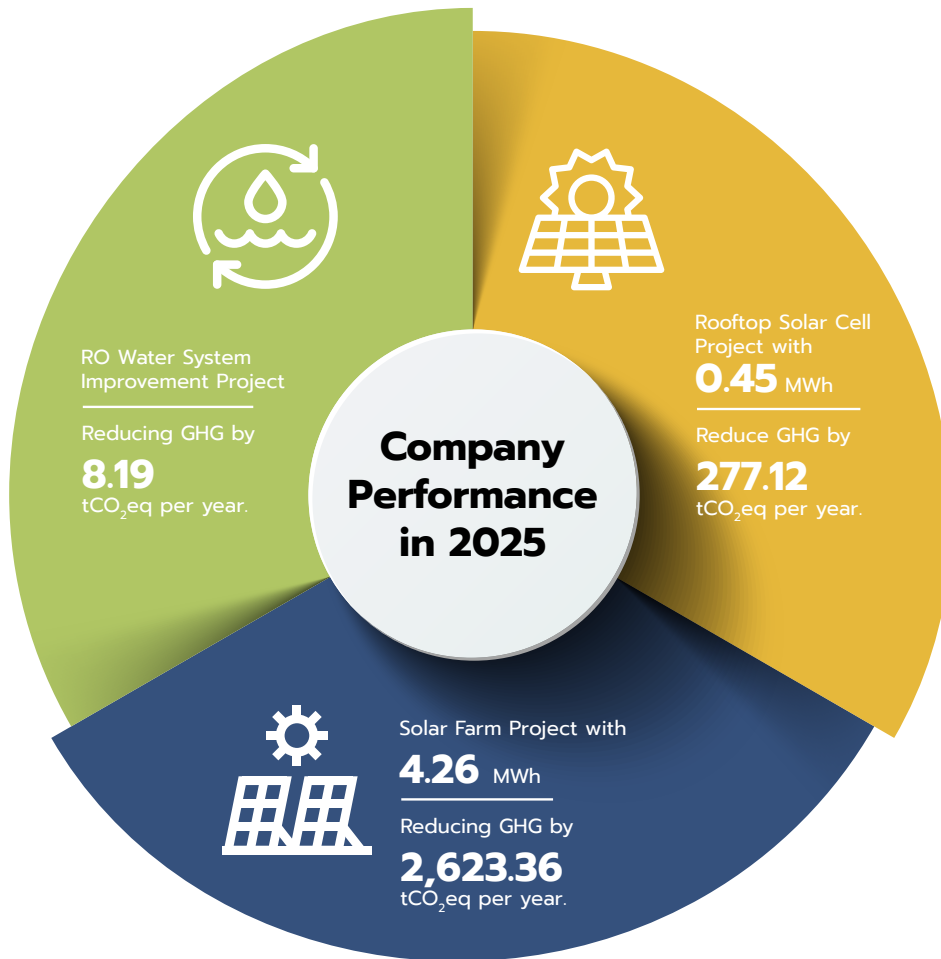


Greenhouse Gas Management Standards

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



Performance



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 2025, 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)
19,084 tCO₂eq



Scope 2 (Indirect)
63,406 tCO₂eq



Scope 3 (Other Indirect)
468,550 tCO₂eq

The Table Shows 2025 GHG Emissions Scope 1-3

Scope	Target value (compared to previous year)	Amount	
		2024	2025
Scope 1	Increase 1.09%	18,877.00	19,084.00
Scope 2	Increase 3.66%	61,165.00	63,406.00
Scope 3	Increase 6.43%	440,234.00	468,550.00
Total	Increase 5.91%	520,276.00	551,040.00

Remarks :

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



The Table Shows 2025 GHG Emissions Scope 3

Scope 3	Percentage compared to the previous year	Amount	
Category		2024	2025
Category 1 : Purchased goods and services	Increase 6.55%	438,042.78	466,725.31
Category 2 : Capital goods	Reduce 100%	1.78	-
Category 3 : Fuel-and energy-related activities	-	-	-
Category 4 : Upstream transportation and distribution	Reduce 15.85%	62.14	52.29
Category 5 : Waste generated in operations	Reduce 79.13%	394.32	82.26
Category 6 : Business Travel	-	-	-
Category 7 : Employee commuting	-	-	-
Category 8 : Upstream Leased Assets	-	-	-
Category 9 : Downstream transportation and distribution	Reduce 2.45%	1,732.55	1,690.07
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 (Public Organization) scheme.
3. The reporting boundary covers A.J. Plast Public Company Limited, excluding joint venture companies.

In 2025, our direct greenhouse gas emissions amounted to 19,084.00 tCO₂eq. Indirect emissions from energy usage totaled 63,406.00 tCO₂eq, and other indirect emissions accounted for 468,550.00 tCO₂eq. This resulted in a total of 551,040.00 tCO₂eq, representing an Increase of 5.91% 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	2024	2025
Scope 1-2 GHG Emissions to Film Production	0.51 tCO ₂ eq	0.53 tCO ₂ eq

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

Carbon Intensity	2024	2025
Scope 1-3 GHG Emissions to Film Production	3.29 tCO ₂ eq	3.55 tCO ₂ eq

Remarks :

1. Unit: tCO₂eq.
2. All emissions amounts are verified by the accredited body under the Thailand Greenhouse Gas Management Organization (Public Organization) 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. The Company has also integrated these considerations into its enterprise risk management framework to ensure preparedness in addressing potential risks associated with such regulatory measures.

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 (Public Organization) scheme.
3. The reporting boundary covers A.J. Plast Public Company Limited, excluding joint venture companies.



Project to Drive Greenhouse Gas Management

Rooftop Solar Cell Project with 0.45 MWh

The Company has installed an additional 0.45 MW rooftop solar power system at Pinthong Industrial Estate (Project 5). Previously, the Company had installed a rooftop solar system at the same facility with a capacity of 4.2 MW, bringing the total installed capacity at Pinthong Industrial Estate (Project 5) to 4.65 MW. In 2025, this project generated approximately 5,727.09 M kWh of electricity per year, replacing electricity purchased from the grid. This resulted in cost savings of approximately 22.39 million Baht per year and a reduction of greenhouse gas emissions by 2,862.97 tCO₂eq per year.

In addition, the Company has implemented a 1 MW rooftop solar power system at Laem Chabang Industrial Estate. In 2025, this project generated approximately 1,079.97 M kWh of electricity per year, replacing electricity purchased from the grid. This resulted in cost savings of approximately 4.22 million Baht per year and a reduction of greenhouse gas emissions by 539.88 tCO₂eq per year.

Solar Farm Project with 4.26 MWh

The Company is implementing a 4.26 MW solar farm power generation project at Pinthong Industrial Estate (Project 5). It is projected that during the operational period from January to December 2026, the Company will be able to generate approximately 5,247.78 M kWh of electricity per year, replacing electricity consumption from the grid. This will result in cost savings of approximately 20.52 million Baht per year and a reduction in greenhouse gas emissions by 2,623.36 tCO₂eq.



Water Reuse

In 2024, the Company introduced a 10,000.00 m³ rainwater storage pond to reduce tap water consumption by approximately 55,513.72 m³ per year, saving about 1.44 million Baht annually. This initiative also contributes to a reduction of 14.29 tCO₂eq in greenhouse gas emissions. For more information, refer to the section on [Water Management](#).



RO Water System Improvement Project



In 2025, the Company improved its Reverse Osmosis (RO) water system by installing an inverter to control the speed of the high-pressure pump motor in accordance with actual operational demand. This initiative reduced water consumption by approximately 5,597.64 cubic meters per year and decreased electricity consumption by approximately 13.00 MWh per year. As a result, greenhouse gas emissions were reduced by approximately 8.19 tCO₂eq per year. For more information, refer to the section on [Water Management](#).

Aluminum Core Replacement Project

In 2025, the Company replaced paper cores with aluminum cores in its production process. This initiative reduced paper core waste sent to landfill by approximately 0.15 tonnes per year, resulting in cost savings of around 0.02 million Baht annually and a reduction in greenhouse gas emissions of approximately 0.26 tCO₂eq per year.



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 9,392.26 tonnes, resulting in savings of 253.71 million Baht. Additionally, it reduces greenhouse gas emissions by 21,466.43 tCO₂eq, and decreases electricity consumption by 11.35 MWh 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](#).

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 4 certification.

LET'S ZERO TOGETHER Project: Driving Action Toward a Sustainable Future

The Company participated in the “LET’S ZERO TOGETHER: Awakening Action for a Sustainable Future” initiative in collaboration with local communities and government agencies by planting mangrove trees to increase green areas at the Ban Laem Chabang mangrove forest. A total of 600 mangrove trees were planted under this initiative, which is expected to contribute to a greenhouse gas emissions reduction of approximately 8.24 tCO₂eq. For more information, refer to the section on [Biodiversity Management](#).



Biodiversity Management

The Company recognizes that human activities and the rapid expansion of economic growth at present have led to an increased consumption of natural resources, thereby exerting significant pressure on ecosystems and biodiversity. Biodiversity is regarded as a critical component of natural capital and plays an essential role in maintaining ecosystem integrity, resilience, and overall ecological health. Furthermore, biodiversity supports the provision of ecosystem services that are essential to business operations, economic development, and societal well-being.

Biodiversity Opportunities and Challenges

In response to biodiversity-related challenges, the Company recognizes the opportunity to manage its impacts comprehensively. The Company prioritizes reducing negative impacts on biodiversity loss by applying the Mitigation Hierarchy, namely Avoid, Minimize, Restore, and Offset, as appropriate. This approach aims to achieve No Net Loss of biodiversity and support a Net Positive Impact on nature in the long-term.

Moreover, the Company faces the challenge of addressing both its dependencies on and impacts to natural resources and biodiversity throughout the value chain. This includes internal operations, raw material sourcing, and partner activities, which may involve land use changes, water consumption, emissions, and waste management. These factors are interconnected and may affect ecosystems on a broader scale. Guided by sustainable development principles, the Company integrates biodiversity considerations into corporate governance, risk management, and business decision-making, and implements appropriate monitoring and control measures to protect, restore, and responsibly use natural resources.

As a leader in the packaging film manufacturing industry, the Company recognizes that its operations use natural resources, energy, and raw materials, which may directly and indirectly affect the environment and biodiversity. Therefore, the Company focuses on improving resource and energy efficiency, managing waste, and overseeing products throughout their life cycle to systematically reduce environmental impacts.

The Company also promotes the use of efficient technologies and clean energy, such as rooftop solar power projects, along with appropriate water management practices. In addition, the Company develops environmentally friendly products designed for recyclability and collaborates with suppliers and partners to ensure responsible value chain management. Through these efforts, the Company seeks to prevent, reduce, and restore impacts on biodiversity to support long-term sustainable conservation.

The Company has Designated Biodiversity as One of its Material Sustainability Issues.

The Company recognizes that biodiversity is a fundamental foundation of economic, social, and environmental systems and plays a vital role in maintaining the stability of natural resources that support long-term business operations. Although the Company's manufacturing facilities are located within industrial estates, where land use and supporting infrastructure are regulated, the Company acknowledges that industrial activities may still create direct and indirect impacts on the surrounding environment and ecosystems. Amid global challenges such as climate change, natural resource degradation, and biodiversity loss, the Company considers biodiversity impact management to be an important component of its sustainable development strategy. It implements systematic measures alongside its long-term business growth.

In addition, the Company has conducted a materiality assessment in accordance with the Double Materiality principle under the Global Reporting Initiative (GRI) Universal Standards 2021 and GRI 101: Biodiversity 2024. The assessment considers both the impacts of the Company's activities on biodiversity throughout the value chain and the nature-related risks and opportunities that may affect business operations. Although the Company operates within industrial estates with centralized environmental management systems, it recognizes that the use of raw materials, energy consumption, water utilization, waste management, and greenhouse gas emissions from production processes may contribute to broader ecosystem changes, both directly and indirectly. Furthermore, evolving regulations, customer expectations, and market trends emphasizing environmentally friendly products may also influence the Company's future competitiveness.

Biodiversity Policy

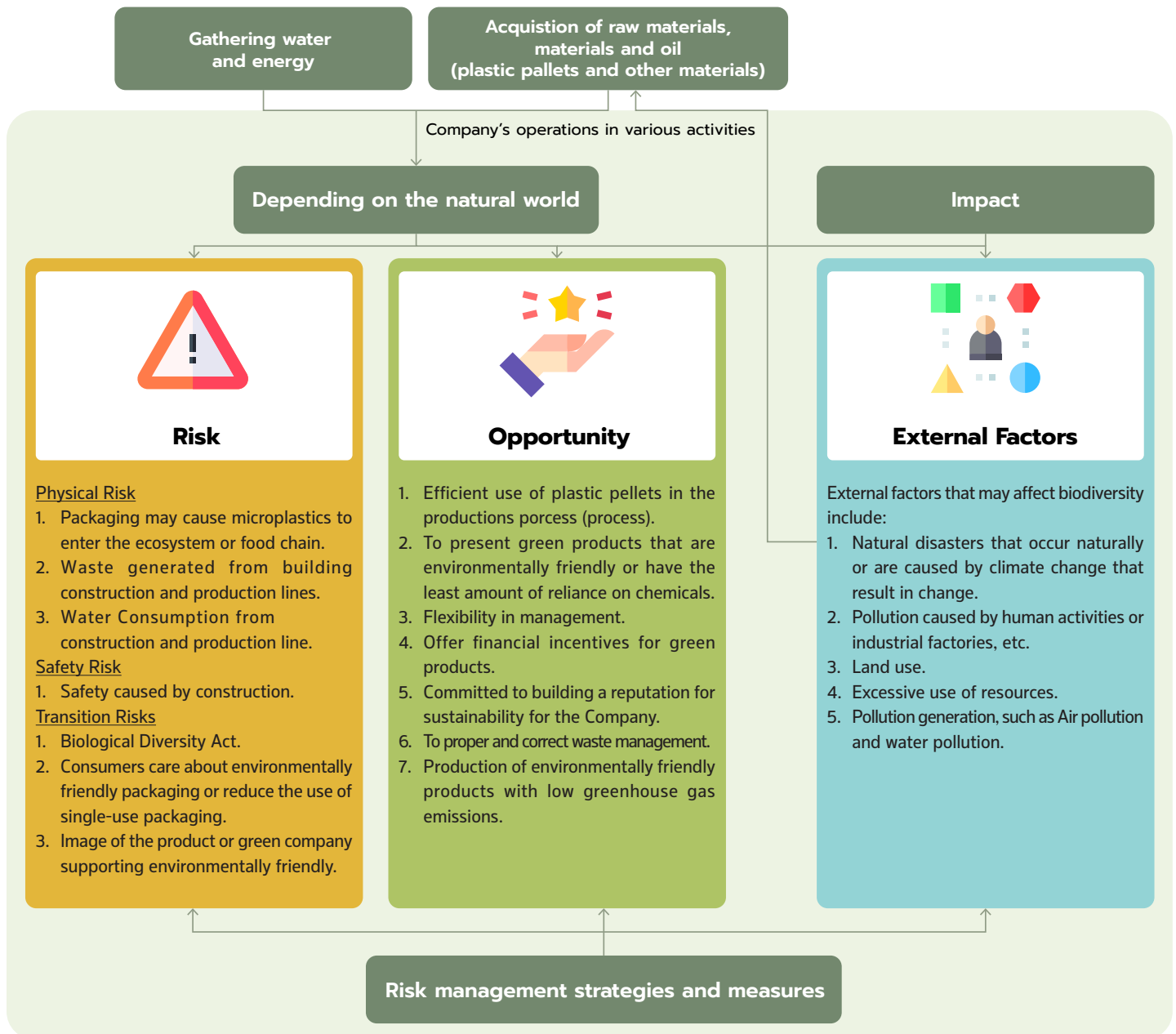
A.J. Plast Public Company Limited recognizes that biodiversity is essential to business operations, the economy, and society. It is a key component of natural capital, providing vital benefits to humans and other living organisms. Biodiversity contributes to the stability, integrity, and overall health of ecosystems.

The Company is committed to protecting and preserving biodiversity through effective governance practices that align with its vision, mission, and sustainability management approach. The Company promotes regulations and measures to conserve and restore biodiversity, while supporting and encouraging the use of products that minimize biodiversity impacts, reflecting its dedication to sustainable management.

Governance Structure and Risk Management



The Impact Assessment of The Company on Biodiversity and Dependence on 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 2025, 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) was 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](#).

For more information, please contact:



If you have any suggestion 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

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) factories 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:



In 2025, the Company expanded production machinery at A.J. Plast (Vietnam) Co., Ltd., which operates BOPP film production lines. The expansion included increasing the production capacity of BOPET and Metallized film. Neither of these projects is located within any of the 6 designated area categories defined by the International Union for Conservation of Nature (IUCN).

Biodiversity Impacts Reduction Project

LET'S ZERO TOGETHER Project: Driving Action Toward a Sustainable Future

The Company participated in the “LET'S ZERO TOGETHER: Awakening Action for a Sustainable Future” initiative in collaboration with local communities and government agencies by planting mangrove trees to increase green areas at the Ban Laem Chabang mangrove forest. A total of 600 mangrove trees were planted under this initiative, which is expected to contribute to a greenhouse gas emissions reduction of approximately 8.24 tCO₂eq.



Laem Chabang Water Conservation Initiative

The Company partnered with the Laem Chabang Industrial Estate, surrounding communities, and Global Utility Services Co., Ltd. to participate in the Laem Chabang Water Conservation Initiative. This collaboration aims to promote shared responsibility in monitoring and protecting local water resources while raising awareness of water conservation and environmental protection. As part of the initiative, participants engaged in environmental activities such as throwing EM Balls to help treat wastewater and planting mangrove trees. These activities help reduce water pollution, support the restoration of coastal ecosystems, and promote sustainable environmental conservation in the surrounding areas.



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To Aim to Develop
The Potential People and Society

Human Rights

The Company places significant importance on respecting and protecting human rights throughout its value chain. It recognizes that its business operations are connected to a wide range of stakeholders, including employees, suppliers, customers, shareholders, and communities. Accordingly, the Company prioritizes the assessment and management of potential human rights impacts arising from its operations. It has established mechanisms and operational practices to promote and safeguard the human rights of all stakeholder groups. These efforts are aligned with the Company's policies, which emphasize fair, transparent, and non-discriminatory treatment of employees, customers, business partners, and all stakeholders, both within the organization and across the supply chain.

Human Rights Management

The Company upholds respect for and protection of human rights as a fundamental principle of its business operations and as a core commitment. It is dedicated to respecting and safeguarding the human rights of all stakeholder groups connected to its operations across the entire value chain. The Company has established a Human Rights Policy and communicates it to both internal and external stakeholders. In addition, it has defined human rights management approaches and practical guidelines to comprehensively assess human rights risks, as well as to manage such risks in order to prevent, mitigate, and minimize potential impacts arising from incidents that may affect human rights.

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 the 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, human resources, and administration department have been the central agencies to collect complaints before bringing 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 implements 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 have identified relevant human rights issues. Measures will be taken to reduce human rights risks on issues related to stakeholders. The Company has established a requirement to conduct Human Rights Due Diligence every two years. In 2025, the Company prepared a Human Rights Due Diligence Report, which serves as a basis for continuously enhancing its management approaches and strengthening human rights measures across the organization.

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 on 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.



Human Rights Policy
Click here for more details on the [website](#).

Target



Human Rights Complaint
0 case

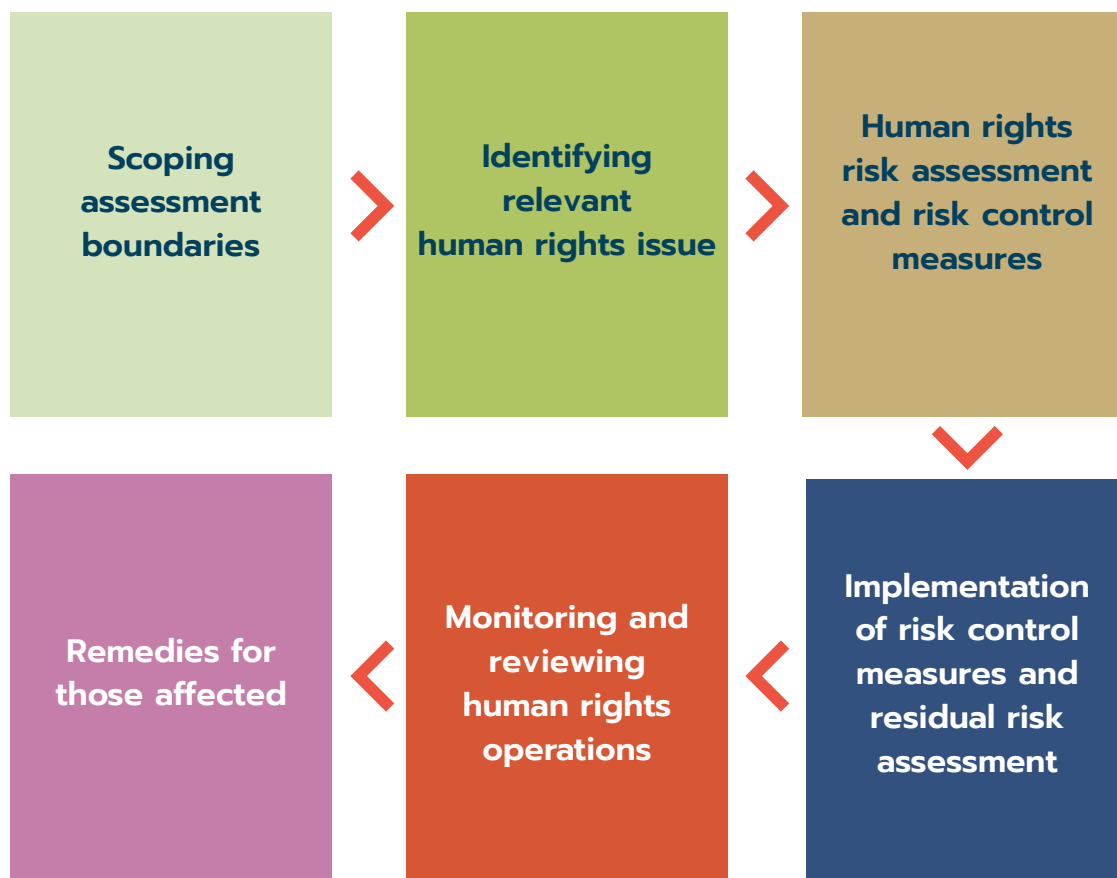
Human Rights Due Diligence: HRDD

The Company conducts Human Rights Due Diligence (HRDD) on a two-year basis. This process aims to comprehensively assess human rights risks across the Company and its value chain, covering all relevant stakeholders, including employees, business partners, suppliers, contractors, customers, communities, and society.

Culture and Communication



Furthermore, the Company has assessed potential human rights impacts that may arise from its operations and products, which could affect stakeholders. This assessment is conducted with the following guidelines;



In defining the assessment scope and identifying relevant human rights risk issues, the Company undertakes a review of human rights concerns observed within the same industry, as well as an analysis of media information. This process involves identifying actual or potential human rights issues, along with the stakeholders and vulnerable groups that may be affected. The identified issues are then assessed to determine their risk levels and prioritized accordingly. The remaining salient human rights risks are subsequently used to inform the development of appropriate mitigation measures to effectively reduce such risks.



Human Rights Due Diligence Report 2025
Click here for more details on the [website](#).

Human Rights Performance

In 2025, the Company's comprehensive human rights risk assessment identified a continued high-risk area: employee health and safety. Although the Company has established Safety, Occupational Health, and Working Environment Policy and provides employees with safety training, workplace accidents still occur. Accordingly, the Company has implemented additional risk management measures to prevent and mitigate human rights risks that may impact employee health and safety, as follows:

1. Implement measures and strictly review existing measures and programs.
2. The safety training program is based on job position and is set as an annual plan for employees of all levels to participate in the training.
3. Promote and strengthen a safety culture across the entire organization.
4. Setting the 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 and complies with the law, placing great importance on gender equality and equity. It has established a Gender Equality Policy and initiatives to promote equal opportunities and treatment, free from any form of discrimination. The Company upholds human rights by ensuring that everyone receives equal treatment, without bias or disparity based on gender, age, religion, ethnicity, nationality, disability, sexual orientation, or gender identity.

Furthermore, over the past year, the Company organized activities to promote gender equality through the Happy Pride Month event. Employees participated by wearing colorful attire and expressing their views on gender diversity, demonstrating support for the LGBTQ+ community.



Freedom of Collective Bargaining

The Company respects employees' rights to engage in collective bargaining and provides opportunities for communication between management and employees regarding employee benefits. This is facilitated through the Welfare Committees at each company's establishment, with employee representatives elected by their peers. All employees, 100% of the workforce, are covered under collective bargaining agreements.



100%
of employees are covered
under collective bargaining
agreements

Grievance Mechanism

The Company provides whistleblower channels for stakeholders both within the organization and across its supply chain, including employees, customers, business partners, contractors, and communities to express opinions, provide suggestions, report information, submit tips, or file complaints through the Company's grievance mechanisms. These mechanisms are designed to ensure accessibility for all stakeholders throughout the value chain. Measures are in place to protect the rights of complainants, whistleblowers, respondents, and all parties involved, ensuring fairness and safeguarding human rights. The grievance process maintains confidentiality, protecting the identity of individuals filing complaints, and covers both internal and external stakeholders. To ensure effective handling, the Company has established clear timelines: initial review and response to the complainant must be completed within 15 days, followed by investigation, problem resolution, and reporting the outcomes back to the complainant. The process also includes imposing sanctions on those found responsible. Moreover, the Company is committed to providing remedies to affected individuals in cases where it is determined that its actions contributed to human rights impacts or violations.

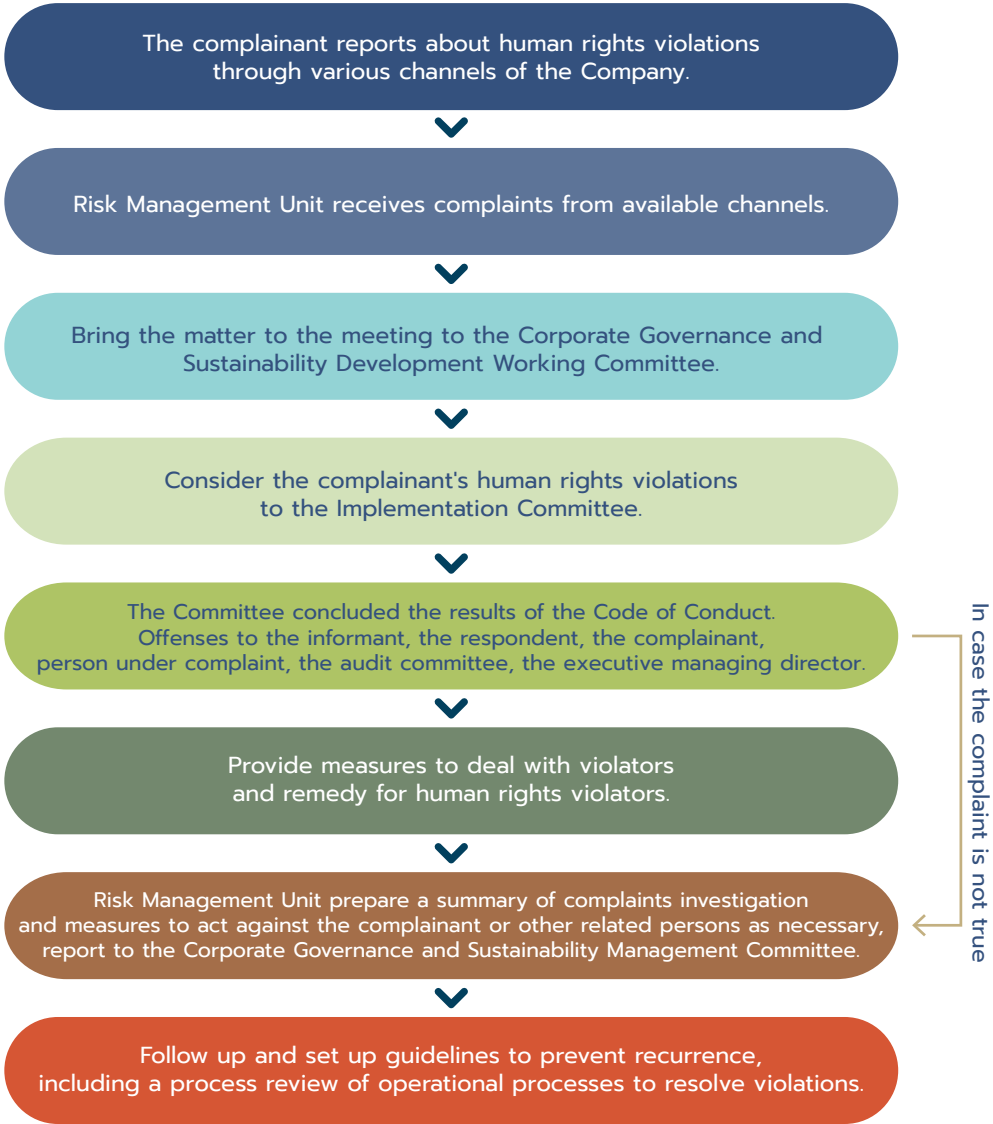
The Company has established a process for monitoring and reporting its human rights performance to ensure that mitigation measures are adequate and effectively address impacts. Key performance indicators covering human rights risk issues have been defined, and results are reported to the Corporate Governance and Sustainability Management Committee to keep them informed of the situation. The Company conducts a comprehensive review of its human rights management every two years and monitors human rights activities on a consistent and continuous operation.

Human Rights Remediation and Recovery Mechanisms. The Company takes responsibility for addressing and remedying human rights impacts resulting from its operations, in accordance with the principles of the UN Guiding Principles on Business and Human Rights (UNGPs). In cases where the Company causes or contributes to human rights violations, it collaborates with external remediation mechanisms and processes, such as government agencies, independent bodies, or experts. Complainants are free to choose the channel through which they submit their grievance. Operational-level remediation mechanisms are designed to be effective, legitimate, accessible, equitable, transparent, and aligned with human rights principles. They are based on the meaningful participation of the complainant and other relevant stakeholders. Measures include restoration and remediation, with lessons learned used to review, correct, and establish preventive

measures. The Company provides appropriate physical assistance and compensation, in both monetary and non-monetary forms, tailored to each case, addressing both short-term and long-term needs. These actions aim to mitigate impacts arising from human rights violations caused by the Company’s activities and to prevent recurrence, whether intentional or unintentional, ensuring that the Company’s human rights management is effective and appropriate.



For the year 2025, no incidents of human rights violations were reported. The Company continues to promote human rights and communicate its grievance channels. It follows established procedures for monitoring and handling complaints, including protecting and safeguarding whistleblowers, investigating cases, and providing remediation to affected parties in accordance with Company guidelines. At the same time, the Company imposes sanctions on wrongdoers transparently, clearly, and fairly in line with Company regulations. To prevent future human rights violations, the Company has implemented measures and operational plans to control risks and prevent recurrence.

Whistleblowing Management Compliant Tracking, and Management Process




Whistleblowing Channel

In case of doubt, you want to notify or file a complaint if your rights are violated. Please contact or inquire at the risk management unit of the Company. Details of the channels are as follows;

 Company website: <http://www.ajplast.co.th/contact.php>  Company complaint box

 Email: whistleblow@ajplast.co.th

 Phone: +66 8960 2696

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



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

1. The Company will handle all reports confidentially, prioritizing the safety of the whistleblower and all individuals associated with the information source.
2. The identity of whistleblowers and complainants will not be disclosed and will be kept strictly confidential
3. If a complainant feels unsafe or suffers harm as a result of reporting, they may request protection from the Company. The Company will consider and provide appropriate measures on a case-by-case basis.

แจ้งเบาะแส หรือร้องเรียนได้ง่าย ๆ

บริษัท อ.จ. พลาสติก จำกัด (มหาชน) ขอแสดงความห่วงใยต่อผู้ที่มีส่วนเกี่ยวข้องในองค์กร ทั้งผู้ปฏิบัติงาน พนักงาน หรืออาสาสมัครทุกท่าน หากท่านสังเกตเห็นปัญหาหรือข้อผิดพลาดในกระบวนการดำเนินงาน ไม่ว่าจะเป็นด้านความปลอดภัย สิ่งแวดล้อม การปฏิบัติตามกฎหมาย หรือสิทธิมนุษยชน กรุณาแจ้งเบาะแสหรือร้องเรียนผ่านช่องทางที่ระบุไว้ด้านล่าง เพื่อให้เราสามารถดำเนินการแก้ไขได้อย่างทันท่วงที

ผู้ที่มีส่วนเกี่ยวข้องสามารถแจ้งเบาะแสหรือร้องเรียนได้ผ่านช่องทางต่อไปนี้

ช่องทางของการร้องเรียนที่ปลอดภัยและเหมาะสม

- การร้องเรียนโดยตรง
- การแจ้งเบาะแส
- แจ้งความลับ บริษัทฯ รวบรวม
- การร้องเรียนและขอรับเงิน
- การแจ้งเบาะแสในช่องทางออนไลน์

SCAN QR CODE ใต้ที่
เพื่อแจ้งเบาะแสหรือร้องเรียนได้ง่าย ๆ

สามารถแจ้งเบาะแสหรือร้องเรียนได้ที่ โทร. 096-860-2696 ตลอด 24 ชั่วโมง

Raising Awareness and Fostering Collaboration on Human Rights

The Company is committed to upholding human rights in all its operations and ensures communication with all relevant stakeholders. The Company places great importance on respecting employees' human rights and raising awareness through training and various human rights promotion activities. All employees receive training on the Company's Human Rights Policy, including knowledge on rights, equality, non-discrimination, prevention of sexual harassment, and the channels for reporting complaints or whistleblowing in cases of human rights violations.



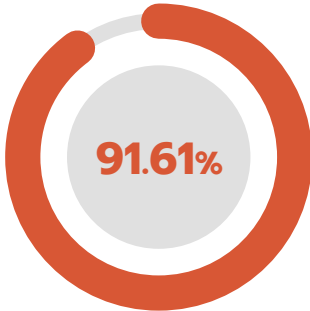
The Company also fosters human rights collaboration by providing training to contractor representatives to ensure they understand and strictly adhere to human rights principles. In addition, the Company conducts pre-employment qualification checks for contractors before they enter operational sites, aiming to prevent child labor, forced labor, and other violations. The Company places particular emphasis on preventing child labor, conducting its business in alignment with the Children's Rights and Business Principles (CRBP). It has established a Human Rights Policy that includes measures to prevent child labor and forced labor both within the Company and throughout its supply chain.



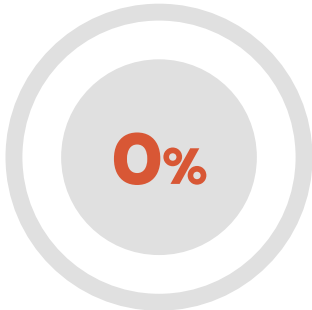
Number of directors, executives, and employees who have received training and successfully completed assessments on human rights knowledge.



of the Company's directors have received training on human rights and successfully completed the related assessments.



of the Company's executives and employees have received training on human rights and successfully completed the related assessments.



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

Furthermore, the Company places great importance on community engagement through dialogue processes to promote the respect of human rights for local stakeholders. These forums provide opportunities for community members to express opinions, access information, and raise concerns regarding the Company's business operations. Such dialogues support the community's rights to information, freedom of expression, and participation in matters that may affect their quality of life, environment, and way of living. They also serve as a key mechanism for the Company to receive feedback, improve operational approaches, and appropriately prevent or mitigate potential impacts from its business activities in a sustainable manner.



Collaboration to Promote Gender Equality

The Company is committed to promoting gender equality and equity, aiming to be a leading organization in this area. It has established a Gender Equality and Equity Policy and actively supports initiatives to advance gender equality, including continuous collaboration with UN Women. Since 2021, the Company has signed the Women's Empowerment Principles (WEPs) from UN Women, becoming a WEPs Signatory. The Company has also publicly declared its commitment to driving initiatives that promote gender equality and eliminate unfair gender-based discrimination, in partnership 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



Employee Management

The Company recognizes that its workforce constitutes a critical driver of its competitive advantage and long-term sustainable growth. Accordingly, it has established a comprehensive human capital management framework aimed at enhancing workforce productivity, while systematically developing employees' capabilities and critical competencies aligned with the Company's strategic objectives. These initiatives are designed to continuously strengthen the effectiveness and resilience of the Company's human resource management practices.

Furthermore, the Company is committed to cultivating a conducive and high-performance work environment that enables operational excellence. Emphasis is also placed on fostering strong employee engagement and organizational commitment, thereby empowering employees to actively contribute to value creation and to the Company's sustained growth and long-term sustainability.

Employee Management Approach

The Company is committed to treating all employees equitably and without discrimination, and extends this commitment across its entire value chain. The Company actively promotes and upholds fundamental human rights in compliance with applicable laws, regulations, and relevant requirements, as well as internationally recognized labor standards. In this regard, the Company's human rights approach is aligned with globally recognized frameworks and standards, including the SEDEX Member Ethical Trade Audit (SMETA), the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.



Gender Equality and Equity

The Company has established the Gender Equality policy to ensure that all employees are treated fairly, respectfully, and without discrimination. The Company is committed to fostering an inclusive workplace that respects individual differences, including values and cultural backgrounds, while promoting equal opportunities for all, including persons with disabilities, to participate meaningfully in the workforce on an equitable basis. In addition, the Company has implemented employment policies and practices that promote fair and equitable treatment throughout the entire employee lifecycle. These cover recruitment and selection processes, hiring, performance evaluation, as well as continuous learning and development to enhance employees' capabilities and career progression. The Company also ensures that employees receive fair and adequate compensation in line with the principle of a living wage, sufficient to support a decent standard of living for employees and their families.

Employment

The Company implements recruitment and selection processes that are equitable, transparent, and merit-based. Candidates are assessed based on their qualifications, competencies, and suitability for the role, in alignment with the Company's workforce planning and organizational structure. Employment decisions, including hiring and promotion, are primarily determined by individual performance and demonstrated capabilities.

The Company conducts its business in strict adherence to human rights principles and maintains a zero-tolerance policy toward forced labor, child labor, and any form of illegal labor. For migrant workers, the Company ensures lawful employment practices in full compliance with applicable regulations and provides equal access to benefits and welfare comparable to those offered to all employees. The Company also supports the development of migrant workers by providing training materials in their native languages and arranging interpreters to facilitate effective communication, thereby ensuring equitable access to learning and skills development opportunities.

About children's rights, the Company strictly prohibits the employment of child labor and aligns its operations with the Children's Rights and Business Principles. The Company also contributes to youth development by supporting education and community-based initiatives, as well as offering internship opportunities to students to enhance their employability and readiness for future careers.

The Company contributes to local economic development by prioritizing the hiring of the local workforce in areas where its operations are located. This approach supports job creation, income distribution, and the improvement of community livelihoods. Employees are compensated in comply with applicable minimum wage requirements while fostering positive and sustainable relationships with surrounding communities.

Furthermore, the Company recognizes the importance of addressing social inequality and promoting inclusive employment. Opportunities are provided for persons with disabilities to participate in the workforce in roles aligned with their capabilities. This initiative supports equal opportunity, reduces social disparities, and enables persons with disabilities to live with dignity and improved quality of life. These practices reflect the Company's commitment to responsible employment, human rights due diligence, and inclusive growth across its operations and value chain.

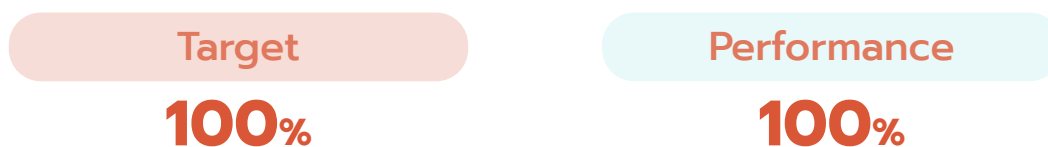
Performance Evaluation

The Company has established Corporate Key Performance Indicators (Corporate KPIs), defined by the management, as a strategic framework to drive organizational performance in alignment with its business strategy and objectives. These KPIs are systematically cascaded from the Managing Director, Deputy Managing Directors, and senior executives to department managers and employees at all levels, ensuring clear alignment and accountability across the organization.

On an annual basis, the Company conducts a structured performance appraisal process covering all business functions to assess the achievement of defined targets. The evaluation framework encompasses multiple dimensions, including corporate-level KPIs, function-specific performance indicators, and behavioral competencies, to provide a comprehensive assessment of individual performance.

In addition, the Company integrates performance evaluation with capability development and career progression planning through a collaborative process between supervisors and employees. This approach aligns individual performance outcomes with departmental and organizational goals, thereby reinforcing a performance-driven culture and supporting the Company's long-term sustainability objectives.

Percentage of Employees Evaluated Based on KPIs



Compensation

The Company has established a fair and competitive compensation structure that complies with the labor laws of the countries in which it operates, ensuring that wages are not lower than the statutory minimum and are aligned with relevant market benchmarks. In addition to base compensation, the Company provides comprehensive employee benefits, including medical support, annual health check-ups, personal accident insurance, provident fund contributions, quarterly and annual performance-based bonuses, uniforms, and other benefits as appropriate to specific circumstances.

The Company also promotes employee savings and financial security by supporting a provident fund for all employees. The provident fund is designed to encourage long-term savings and provide financial stability upon retirement, with clearly defined contribution criteria and governance guidelines to ensure transparency and equitable access for all eligible employees.

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

Remark : The provident fund is derived from 3% - 15% of employees' salaries.

Human Capital Development

The Company places great emphasis on developing the capabilities of employees at all levels. Its approach focuses on building a strong foundation of both theoretical knowledge and practical expertise, while promoting the development of essential job-related skills (hard skills) and interpersonal competencies (soft skills) relevant to each career path. Employee development initiatives are aligned with the Company's organizational culture, ensuring consistent practices and values throughout the organization. The overarching objective is to foster professional growth, enabling employees to advance in their careers while serving as a sustainable talent pool that drives the Company's long-term success and organizational resilience.

To achieve the objectives of enhancing employee capabilities and strengthening organizational engagement, the Company conducts a systematic analysis of training needs and develops employee development programs. This process takes into account job responsibilities, role requirements, position levels, and individual performance evaluations. The insights from this analysis are used to design annual training and skill development plans to promote employee growth in line with the Company's talent development framework. The Company has established the following framework for the development of human resources in various areas, and the development of an annual training plan.

- Developing Core Competency, to enhance employees' skills for the organization's core values, including communication, teamwork, and innovative thinking.
- 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.
- Developing operational skills for enhancing employees' work skills at all levels.
- Developing complementary abilities to supplement information directly related to work.

Human Resource Development Process

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 implemented an Individual Development Plan (IDP) framework to guide employees in achieving their performance objectives. The primary purpose of the IDP is to address competency gaps, strengthen role-specific capabilities, and prepare employees for future positions or career progression within the organization. It serves as a key tool to support the achievement of the Company's strategic objectives. Employee learning and development are continuously monitored and evaluated to provide feedback for enhancing the IDP and informing Training Needs Analysis (TNA). This process considers employees' roles, responsibilities, current positions, and performance evaluations, forming the basis for designing annual training and skill development plans that promote career growth and ensure alignment with organizational targets.

Based on the Training Needs Analysis conducted in the previous year, the Company planned and implemented employee development programs aimed at enhancing both job-related skills and overall capabilities. The programs were designed according to employees' roles, responsibilities, and individual performance evaluations, ensuring alignment with the Company's capability development objectives. Training initiatives also addressed the development of various management and leadership competencies to improve operational effectiveness across the organization. In the past year, employees participated in both internal and external training programs, covering a wide range of courses such as

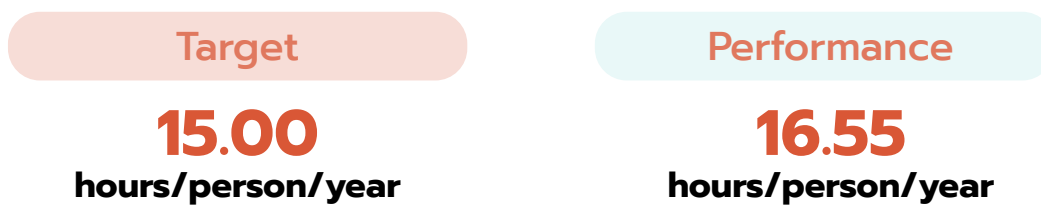
- Problem-solving techniques
- Negotiation skills
- Leadership development and team-building
- Organizational communication for improved collaboration
- Quality improvement in accordance with international standards, such as quality management systems, environmental management systems, and food safety management standards.
- Compliance with laws, regulations, company policies, and codes of conduct, including anti-bribery and anti-corruption training.
- Cost reduction and efficiency improvement initiatives, promoting active participation from all employees in enhancing organizational processes, reducing operational issues, controlling unnecessary expenses, and improving product quality and output.



In 2025, the Company provided sustainability training programs for the Board of Directors, executives, and employees, covering environmental, social, and governance (ESG) topics. The objective of these programs was to enhance participants' knowledge and understanding of sustainability principles and to empower them to contribute effectively to the Company's long-term sustainable development. In addition, the Company has promoted e-Learning programs to facilitate flexible access to sustainability knowledge and to support employees in strengthening their capabilities in risk management and organizational governance, thereby enhancing overall corporate performance and sustainability outcomes.

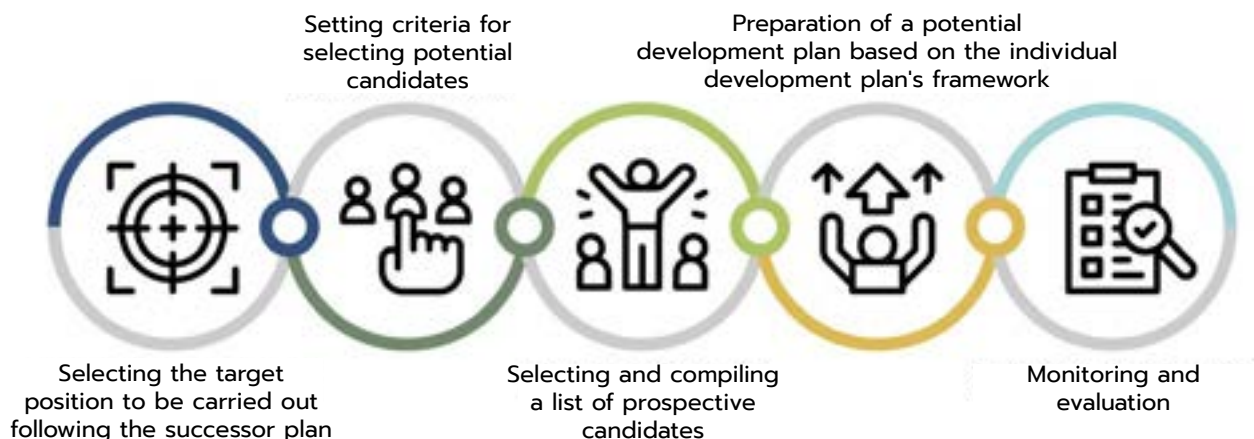
Over the past year, the Company's employee development initiatives have provided multiple benefits. In addition to enhancing individual skills, knowledge, and capabilities, these programs have contributed to improved work performance and operational efficiency. Enhanced performance has also resulted in increased financial rewards for employees. Moreover, developing employee capabilities benefits the Company by equipping its workforce with the knowledge, skills, and competencies needed to fill key positions, supporting future business expansion, and ensuring organizational readiness for long-term growth.

Average hours of training per year per employee



Succession Planning Management

The Company has established criteria and development plans to equip potential successors for key positions within the organization. The succession planning process is overseen by the Executive Committee and the Remuneration and Nomination Committee, ensuring that succession plans are developed for senior executives and other critical roles to maintain management continuity and support business growth. The Company conducts an annual review of these succession plans to ensure they remain relevant and effective. The development of potential successors follows a structured process designed to prepare individuals for future leadership roles, ensuring they are ready and aligned with the Company's strategic objectives.



Employee Quality of Life and Well-being

As employees are a key driving force of the organization, the company has established a range of employee welfare benefits. In addition to statutory benefits required by law, such as leave entitlements, the company provides benefits that exceed legal requirements. These include financial assistance (e.g., bereavement support for employees and their family members), a provident fund, uniforms, accident insurance, and travel allowances.

Furthermore, the Company has established a Welfare Committee within the workplace, which serves to promote the company’s commitment to human rights. Employee representatives on this committee play an active role in consulting with and providing recommendations to the employer regarding the appropriate allocation of employee welfare benefits.

Percentage of Employees Covered by Collective Bargaining Agreements



The Company provides on-site nurses from hospitals certified and accredited by the Ministry of Public Health at each workplace in compliance with legal requirements. These healthcare professionals offer advice, consultations, medical treatment, and services throughout employees’ and contractors’ working hours. In addition, the Company conducts annual health check-ups and risk-based medical screenings for employees. Various health promotion activities are also organized to support employees’ well-being and encourage a healthy workplace environment.



Employee Engagement with the Organization

The Company recognizes employees as valuable assets and places great emphasis on fostering engagement and well-being. To support this, an annual employee happiness assessment, known as the HAPPINOMETER, is conducted. The results of this survey are used to inform strategies for employee care, development, and engagement. By analyzing the findings, the Company continuously improves its human resources practices to enhance workplace satisfaction, strengthen organizational commitment, and better address the needs of employees in the modern work environment.

Employee Engagement with the Organization

Target

75.00%

Performance

53.36%

The Company plans to further enhance employee engagement through initiatives aligned with its organizational well-being policy, which aims to improve quality of life and promote positive work attitudes. Employee needs are assessed to design programs such as Happy People, Happy Workplace, and other well-being activities that directly address employee interests and preferences. These initiatives are intended to strengthen employees' commitment to the organization. In the past year, the Company provided budgetary support for various activities, including stress-relief and wellness programs, environmental awareness initiatives, and opportunities to increase income through activities such as employee birthday celebrations, fitness competitions, blood donation drives, environmental volunteer projects, and the AJ Plast Market event. These programs collectively contribute to a positive workplace culture, improve employee well-being, and foster stronger engagement and organizational loyalty.

Monthly Birthday Celebrations for Employees Activity

The Company organizes monthly birthday celebrations for employees to extend well wishes, enhance morale and motivation at work, and foster stronger relationships and a positive working atmosphere within the organization.



AJ Plast Volunteer Environmental Conservation Activity

The company encourages employees to engage in volunteerism to support community and environmental development. This initiative aims to cultivate environmental awareness and promote active employee participation in caring for the community and the environment through collaborative activities with government agencies and surrounding communities, such as water monitoring activities conducted in partnership with the Industrial Estate Authority of Thailand.



A.J. Plast Festival Market

The Company organized the “A.J. Plast Festival Market” to provide employees with an opportunity to sell both new and second-hand products. The initiative aims to generate additional income for employees while promoting efficient resource utilization. A total of eight employee-operated booths participated in the event. The Company provided space for local community vendors to sell products made within the community to employees. The event also included participation from government agencies and private sector organizations. This activity not only helped increase employees’ income but also strengthened relationships and engagement among employees, the surrounding community, and various stakeholders involved in the event.



Safety, Occupational Health, and Working Environment

The Company places paramount importance on occupational safety, health, and the working environment, with a strong commitment to establishing a robust foundation for safe and hygienic work systems for employees, business partners, contractors, and all relevant stakeholders. This commitment aims to enhance operational efficiency while fostering a safe workplace culture aligned with the United Nations Sustainable Development Goals.

To this end, the Company has established comprehensive policies and practices, while continuously promoting a culture of safety across the organization. These efforts are intended to minimize risks of work-related injuries and illnesses, as well as to ensure the appropriate well-being and quality of life of employees.

The Company is committed to maintaining its target of zero fatalities (Zero Fatality) as a fundamental principle, supporting continuous and sustainable business operations.

Safety, Occupational Health, and Working Environment Policy

- Workplace safety is regarded as the foremost responsibility of all employees in the performance of their duties.
- The Company supports continuous improvements in work practices and the working environment to ensure safety.
- The Company promotes and supports various safety-related activities to enhance employees' safety awareness, such as training and seminars, internal communications, and the organization of Safety Week and similar initiatives.
- Supervisors at all levels are required to act as role models, demonstrating leadership and motivating employees to perform their work using safe practices.
- All employees must prioritize safety at all times, taking into account their own safety, that of their colleagues, and the Company's assets during the course of work.
- All employees are responsible for maintaining cleanliness and orderliness in their work areas at all times.
- All employees are required to cooperate with and support the Company's initiatives on occupational safety, health, and working environment, and are encouraged to provide suggestions for improving workplace conditions and safe work practices.
- All employees are encouraged to maintain good health and obtain adequate rest to ensure their well-being and safety in daily life.

Occupational Safety, Health, and Working Environment Management Approach

The Company has established a framework for the management of occupational safety, health, and the working environment. This includes a clearly defined governance and management structure that extends from the Board of Directors down to the operational level, ensuring alignment and effective implementation across all levels of the organization. Such a structure is designed to ensure that the management of occupational safety, health, and the working environment is conducted in accordance with the Company's strategies and objectives, as outlined below:

Safety, Occupational Health, and Working Environment Management Structure



The Company places strong emphasis on the management of occupational safety, health, and the working environment. To this end, it has established a Safety, Health, and Working Environment Committee to oversee and promote the effective implementation and continuous improvement of safety practices. Such committees are appointed at each factory in compliance with applicable legal requirements, ensuring that the management of occupational safety, health, and the working environment is carried out efficiently. Each committee comprises representatives from management and elected operational-level employee representatives. In addition, a professional-level safety officer is appointed to serve as the committee secretary.

The Safety, Health, and Working Environment Committee is responsible for formulating policies, guidelines, and measures related to occupational safety, health, and the working environment. This includes establishing approaches to prevent and reduce workplace accidents and unsafe working conditions, and proposing such measures to the Company for consideration and implementation.

The Committee also monitors and reports safety performance to senior management regularly. The Managing Director, together with the Board of Directors, reviews the performance outcomes and provides oversight to ensure that operations are conducted in alignment with the established policies and strategic direction. In addition, the Company monitors and reports its performance through the Risk Management function and the Risk Management Committee to ensure that safety-related risk management is carried out effectively.

At the Board level, a Corporate Governance and Sustainability Committee has been appointed to oversee the Company's sustainability initiatives. Furthermore, a Corporate Governance and Sustainability Working Committee is responsible for continuously monitoring and reviewing performance, with the aim of enhancing operational effectiveness and ensuring alignment with sustainable development principles.

- 01** **Review of policies, strategies, and target**
- 02** **Safety, Occupational Health, and Working Environment target**
- 03** **Occupational Health and Safety risk assessment**
- 04** **Determination of Safety, Occupational Health, and Working Environment risk management measures**
- 05** **Promotion of activities that develop knowledge of Safety, Occupational Health, and Working Environment**
- 06** **Monitoring and evaluation**

The Company continuously monitors its performance in occupational safety, health, and the working environment, while regularly reviewing its management approaches by the management team to ensure operational effectiveness and alignment with established safety standards.

In addition, the Company conducts risk assessments of its operations through systematic processes, including hazard identification, risk evaluation, and incident investigation. These processes aim to identify key risks and opportunities for improvement associated with operational activities.

The risk assessment process covers all work processes, activities, and areas related to operations, including machinery, production equipment, and significant contractor activities. It takes into account normal, abnormal, and emergencies, and includes the establishment of appropriate risk control measures to reduce the likelihood of accidents and mitigate potential impacts arising from operations.

The Company communicates established safety measures to all personnel to ensure awareness and strict compliance. It also conducts ongoing monitoring and risk assessments during actual operations, as well as post-operation reviews to continuously improve operational practices. Risk assessments cover both routine and non-routine tasks, utilizing hazard identification tools such as Job Safety Analysis (JSA).

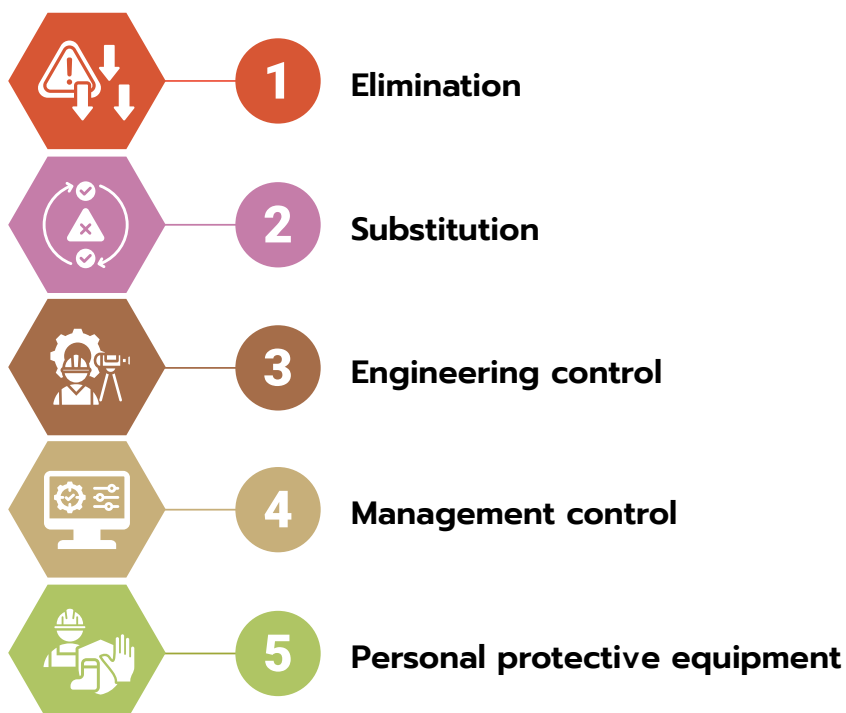
Furthermore, the Company continuously explores and adopts additional, diverse, and modern hazard identification tools to align with the evolving risk profiles of various activities. This enhances the comprehensiveness, depth, and effectiveness of hazard identification processes. The Company's risk assessment process comprises the following key steps:

The Risk Assessment Consists of the Following Critical Steps

- 01** Classification
- 02** Risk Identification
- 03** Risk Assessment
- 04** Determination of Acceptable Risk Level
- 05** Determination of Risk control measures
- 06** Monitoring and Assessment
- 07** Review

Hierarchy of Safety Risk Controls

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



The Company has established risk management measures for occupational safety, health, and the working environment based on the Hierarchy of Controls principle, ensuring that risk control is implemented in a systematic and effective manner. This is complemented by the development of communication, monitoring, and risk surveillance plans. In this regard, supervisors are responsible for conducting risk assessments and communicating identified risks to all personnel before the commencement of work, using designated hazard identification tools to ensure that workers are aware of potential risks and are able to perform their tasks safely.

In addition, the Company grants all employees and contractors the right to exercise Stop Work Authority in situations where potential hazards or safety risks are identified, in order to prevent workplace accidents.

In the event of serious incidents, the Company assigns the Safety, Health, and Working Environment Committee to immediately conduct incident investigations to determine root causes. The findings are then used to establish appropriate preventive measures and risk mitigation actions. Investigation reports, including preventive measures to avoid recurrence and the status of corrective actions, are presented and reported at the Safety Committee meetings every month. This ensures continuous monitoring and ongoing improvement of the Company's safety performance.



Occupational Health and Safety Risk Assessment and Management

The Company has implemented workplace inspection and risk assessment processes related to occupational health and safety. Professional-level safety officers are responsible for assessing risks at each stage of operations and within designated high-risk areas. The risk assessment has identified that the Company is exposed to potential workplace accidents arising from operations involving machinery in the production line, including exposure to heat, chemicals, and working environment conditions that may lead to accidents and work-related injuries. These risks are evaluated in relation to employees, business partners, contractors, visitors, and all personnel operating within the Company's premises. In addition, the Company assesses risks that may result in damage to production processes and Company assets, which could disrupt business continuity and potentially lead to production interruptions. Accordingly, the Company has established stringent preventive and risk mitigation measures aligned with the identified risks, as follows:

1. The Company fosters a culture of awareness regarding occupational health, safety, and a safe working environment through regular training and refresher sessions on proper machine operation for employees, business partners, contractors, visitors, and all personnel working within the Company's premises. In addition, occupational health and safety activities are conducted on a continuous and annual basis. Warning signs are also installed in high-risk areas requiring caution to mitigate the risk of accidents and enhance safety awareness within operational areas.
2. The Company has established mandatory requirements for the use of basic Personal Protective Equipment (PPE). All employees are required to wear the designated PPE at all times prior to entering production areas.
3. The Company provides appropriate containers and clearly designated storage areas for materials used in the production process and machinery maintenance. These storage practices are implemented in a proper, secure, and consistent manner in accordance with the established plan, in order to prevent fire-related risks.
4. The Company designs and improves the working environment in production areas to effectively prevent the leakage and spillage of oil and chemicals.
5. The Company establishes and continuously improves operating procedures for machinery operation within production and maintenance areas, as well as for product storage and transportation. These procedures are designed to be clear and stringent in order to prevent and mitigate fire-related risks, protecting the lives of employees, business partners, contractors, visitors, and all personnel working within the Company's premises, as well as safeguarding Company assets.
6. The Company establishes regular cleaning schedules for machinery and cable trays to reduce the accumulation of plastic dust and oil residues in production areas. These cleaning activities are carried out consistently by the production department or the responsible process owners.

In addition, the Company places strong emphasis on occupational health, safety, and hygiene for contractors and all personnel working within the Company's premises. The Company adopts practices in accordance with ministerial regulations on occupational safety, health, and environmental management standards across all its factories. A comprehensive contractor management and supervision system is in place, covering the entire process from contractor selection and contractor management to inspection procedures. This ensures that occupational health and safety risks arising from work activities are appropriately identified, controlled, and mitigated through suitable preventive measures.

Safety, Occupational Health, and Working Environment Target

The Company has set a target to achieve zero Lost Time Injury Frequency Rate (LTIFR) for both employees and contractors, with annual targets defined separately for each group. The Company implements occupational safety, health, and working environment initiatives in accordance with its established policies and plans. These include mandatory training for employees at all levels as required by law, environmental and safety audits, contractor safety assessments, and emergency preparedness and response measures with timely response plans and appropriate controls. These measures are also extended to contractors and visitors entering the Company's premises.

Target of Lost-Time Injuries Frequency Rate: LTIFR



Performance of Safety, Occupational Health, and Working Environment

Lost Time Injury Frequency Rate



Employees

15.56

cases/1,000,000 hours worked

Contractors

0

case/1,000,000 hours worked



Employees

37.43

cases/1,000,000 hours worked

Contractors

0

case/1,000,000 hours worked



Total Number of Zero Fatalities from the work of Employees, Suppliers, and Contractors

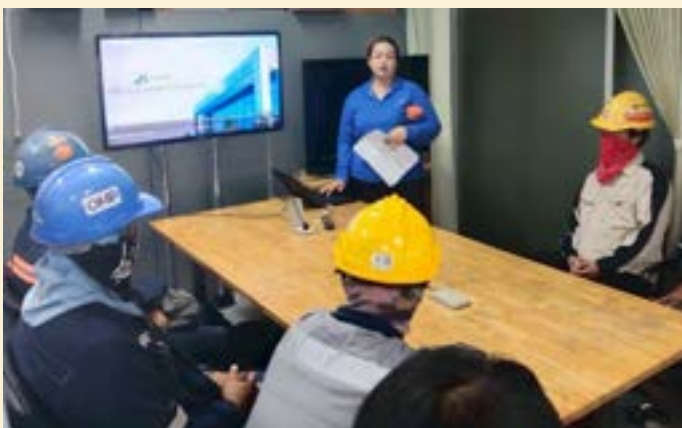
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Person

The Company has not yet been able to achieve its zero LTIFR target. However, to ensure effective control of future incident rates, the Company has established corrective actions based on the Hierarchy of Controls. These include engineering controls such as the appropriate design and installation of machine safety guards, as well as the provision of necessary Personal Protective Equipment (PPE). In addition, the Company has implemented a structured and robust risk assessment process. Furthermore, the Company has put in place preventive measures to reduce workplace accidents and foster a strong safety culture through various initiatives and activities, such as Safety Talk sessions, occupational safety training programs, and Safety Week campaigns.

Safety Talk Activities

The Company has implemented workplace safety dialogue sessions within its factory areas as a mechanism to enhance awareness of the importance of occupational health, safety, and the working environment among employees, business partners, and contractors. These sessions encourage all stakeholders to engage in discussions on how to improve personal and operational safety, fostering a learning process through the exchange of experiences on various safety topics. This approach also supports the prevention of incidents and promotes correct working practices, including the proper use of machinery, equipment, and chemicals.



Safety Training

The Company supports and provides training to enhance employees' knowledge and skills in occupational health and safety at all levels, in accordance with job requirements and applicable legal regulations. Such training includes general workplace safety for employees, safe and proper forklift operation, duties of crane operators, first aid and basic injury response, as well as annual fire evacuation drills and basic fire-fighting training.



Safety Week Activities

The Company organizes Safety Week activities to build awareness and strengthen consciousness regarding occupational safety, health, and the working environment. These initiatives aim to foster a strong safety culture within the organization, encourage employees to refresh and enhance their understanding of workplace safety, and promote safe behaviors. This serves as a foundation for sustainable business continuity.



Safety, Occupational Health, and Working Environment Inspections

The Company regularly conducts workplace environmental monitoring and assessment to ensure that all employees work in conditions that are suitable and not hazardous to health. The most recent monitoring results indicate compliance with applicable legal standards.

In addition, the Company provides appropriate personal protective equipment (PPE) and emergency equipment, including first aid kits, in accordance with the nature of work. These are adequately supplied and easily accessible to all employees.

The Company has also implemented a Near Miss reporting program to encourage the identification and reporting of incidents that could have resulted in injury or property damage, along with corrective actions. This initiative aims to strengthen safety coverage across all areas. Employee suggestions are systematically collected and used as input for risk assessment and the development of preventive measures. Furthermore, the Company conducts occupational health and safety risk assessments across all operational areas.

The Company has established targets for noise level control across all sites, in accordance with the Notification of the Ministry of Industry on Noise Levels and Vibration from Factory Operations B.E. 2548 (2005). The average 24-hour noise level shall not exceed 70 dB(A), and the maximum noise level shall not exceed 115 dB(A), as stipulated by regulatory requirements.



In 2025, it was found that noise levels exceeded the standards set by the Ministry of Industry, for example in the plastic recycling process area, the 8-hour average noise levels were measured at 86–98 dB(A).

As a result, the Company has established a Hearing Conservation Policy and implemented hearing conservation measures to prevent and reduce associated risks, as follows:

- Control the noise exposure level received by employees over an 8-hour working period to not exceed 85 dB(A) by implementing engineering controls at the noise source or along the transmission path, and/or by providing appropriate personal protective equipment (PPE) capable of effectively reducing noise exposure. The Company also promotes the correct and consistent use of such protective equipment among employees.
- Monitor employees working in areas where the average noise level over an 8-hour working period exceeds 85 dB(A) to prevent hearing loss.
- Conduct audiometric testing for employees in high-risk groups to analyze trends in potential hearing loss and use the results to determine appropriate preventive measures and corrective actions.
- Communicate and raise awareness among employees regarding high-noise areas, and provide education on the hazards of excessive noise exposure, as well as methods for noise control and prevention, including the proper use of personal protective equipment (PPE).

All employees working in areas where the 8-hour average noise level is 85 dB(A) or higher must exercise safety awareness to prevent noise-related hazards and reduce the risk of hearing loss. The Company promotes a strong safety culture by emphasizing noise control awareness and the potential health impacts of excessive noise exposure across all levels of employees. Warning signs indicating the required use of Personal Protective Equipment (PPE) are installed prior to entering production processes. Employees are also provided with training on noise hazards, proper work practices, and the correct use of protective equipment.



Management of Outbreaks of Serious Communicable Diseases.

The Company places great importance on production standards and product quality, as well as the safety of customers, business partners, communities, and all employees. Although the COVID-19 pandemic has subsided, the risk of infectious diseases or severe communicable diseases such as HIV/AIDS, tuberculosis (TB), and malaria remains present. These diseases are recognized as significant health risks, and the Company collaborates with all stakeholders to prevent and manage such communicable diseases effectively. The Company also maintains stringent occupational health, safety, and environmental measures to control and prevent contamination within its facilities, production processes, products, and among all related personnel. These measures are aligned with IPHA standards, supporting COVID-19 preventive practices to assure customers that products are safe from COVID-19 contamination.

In addition, the Company has established crisis management measures for epidemic and pandemic situations in alignment with its Business Continuity Plan (BCP), ensuring the continuity of business operations.

Measures for the prevention and control of employees to ensure product quality management in the production process.



All employees are required to clean their hands in accordance with the established procedures before entering the production facility. This includes drying and air-blowing to remove any contaminants from the body before entering the production line.



All employees are required to regularly sanitize their hands with alcohol-based hand sanitizer, which is installed and made readily available throughout the production areas.

Measures for the prevention and control of serious communicable diseases among employees and communities.

Prevention of Tuberculosis (TB)



The Company conducts annual employee health screening to identify tuberculosis (TB) risk, including chest X-ray examinations. The Company also controls the working environment by ensuring adequate ventilation and maintaining regular cleaning of work areas to prevent airborne infectious diseases such as tuberculosis. If any employee is found to have symptoms such as coughing or respiratory illness, they are required to wear a surgical mask to prevent the potential spread of infection.

Prevention of HIV/AIDS.



The Company provides education to employees and local communities on self-protection measures to reduce the risk of HIV infection. These include guidance on avoiding direct contact with other people's wounds and promoting an accurate understanding of HIV/AIDS. The Company also supports preventive measures against infection from various potential risk factors that may arise.

Social and Community Development

The society and communities are key stakeholders of the Company. The Company is committed to fostering strong relationships and creating shared value with communities continuously. It conducts its business with a strong sense of responsibility, alongside actively contributing to sustainable community and social development. Through these efforts, the Company aims to be an integral part of the community while strengthening confidence and building long-term trust.

Social and Community Development Management Approach

The Company has a policy to act as a responsible corporate citizen by promoting local employment, supporting procurement from community-based enterprises, and actively engaging in community activities. It places strong emphasis on environmental stewardship, as well as the health, well-being, and safety of surrounding communities. In addition, the Company is committed to contributing value back to society, ensuring that the organization and communities can coexist in a balanced and sustainable manner.

To ensure that its initiatives align with the genuine needs of the community, the Company fosters collaboration between employees and local communities from the early stages of project planning. This includes conducting site visits to gather community feedback, concerns, and expectations, as well as jointly identifying potential impacts before the implementation of activities. The Company also undertakes continuous monitoring and evaluation to enhance and improve its collaborative approach among the Company, employees, communities, and society.

The Company's social investment is aligned with its sustainability strategy and focuses on communities within a 10-kilometer radius of its operational sites, covering areas in Bang Lamung District and Si Racha District, Chonburi Province. Community needs and satisfaction surveys are conducted biennially to ensure that the Company's initiatives effectively and consistently meet community expectations.



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 is committed to creating sustainable social value and has continuously refined its operational approaches to ensure appropriateness and effectiveness. In 2025, the Company maintained its ongoing engagement with communities and society, supported by the following social contribution 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

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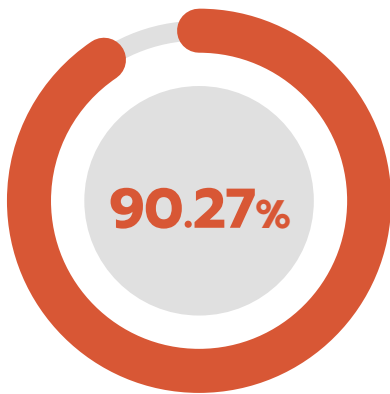
Complaints from the communities and society around the factory



Satisfaction of the communities and society around the factory

Performance

The Company conducts community needs and satisfaction surveys every two years, with the most recent survey carried out in 2025. The survey covered a total of 276 households across nine communities located within a 10-kilometer radius of the Company's facilities in Bang Lamung District and Si Racha District, Chonburi Province. The findings indicated that the Company's operations did not have any adverse impacts on the surrounding communities. At the same time, communities expressed expectations for the Company to provide continued support in economic, social, and environmental aspects. The top three priority areas identified were: Economic Empowerment and Community Income Generation, Environmental, and Education and Youth Development. The Company's performance was as follows:



**of the community
is satisfied with the Company**

The Company analyzes insights on community needs and expectations obtained from surveys conducted in areas surrounding its operations and translates them into projects and initiatives implemented in collaboration with communities and society. These efforts aim to create positive impacts while effectively addressing genuine community needs, alongside fostering Creating Shared Value (CSV) between the organization and society. The Company also develops an annual Corporate Social Responsibility (CSR) action plan, with its operational framework structured into 4 key areas as follows:

1. Economic Empowerment and Community Income Generation

Promote activities that support job creation, income generation, and the enhancement of economic capacity within the community.

3. Environmental

The Company continuously undertakes activities to conserve and restore natural resources, such as reforestation initiatives, and fosters collaboration with local communities to protect and maintain the environment. These efforts aim to encourage participation from all stakeholders in biodiversity conservation while ensuring the sustainable management and preservation of natural resources and the environment.

Furthermore, the Company believes that systematic operations aligned with the local community context can strengthen society and contribute to long-term sustainable development. The Company plays an active role in enhancing the quality of life and promoting community engagement. In 2025, the Company implemented the following community-based activities:

2. Education and Youth Development

Support the provision of knowledge and learning opportunities for students in educational institutions to raise awareness of environmental and sustainability issues. This includes providing equipment and materials for key school activities, as well as supporting children's rights and organizing programs and activities for children and youth on various occasions.

4. Community Relations and Support Activities

Promote employee and organizational participation in public benefit activities, such as donating essential items to support disaster-affected communities, engaging in volunteer activities, and participating in blood donation drives, among others.

Economic Empowerment and Community Income Generation

The Company organized the “A.J. Plast Community Market” to provide local communities with the opportunity to sell products made within their communities to Company employees. This initiative supports the promotion of local products, increases their visibility, and encourages sustainable income generation for communities surrounding the Company’s operations.

The event also allowed employees to sell both new and second-hand items, creating additional income opportunities while promoting efficient use of resources. The market featured participation from six local community vendors, two municipal vendors, Vibharam Hospital Laem Chabang, and eight employee-run stalls. This activity played a key role in strengthening relationships between employees, local communities, and supporting government agencies. The event generated total income of 74,828 THB for participating employees and community vendors and achieved a Social Return on Investment (SROI) of 1:2.49, reflecting tangible social value created through the initiative.

This activity aligns with the United Nations Sustainable Development Goals (UN SDGs), specifically SDG 8: Decent Work and Economic Growth, by promoting income generation and supporting local community economies, and SDG 12: Responsible Consumption and Production, by encouraging the sale of local and second-hand products, optimizing resource use, and reducing resource waste. It represents a contribution to developing a circular economy at the community level and supports long-term sustainable development.



Education and Youth Development

The Company is committed to continuously supporting and enhancing the quality of life of children and youth in communities surrounding its operations. Key focus areas include creating educational opportunities, promoting proper nutrition for growth and development, ensuring safe health and hygiene practices, and fostering environmental awareness.

Furthermore, the Company conducts its business in alignment with the Children’s Rights and Business Principles (CRBP), systematically integrating child rights into organizational processes. This ensures that business operations do not cause negative impacts on children while supporting the protection of their rights in all aspects.

These efforts are implemented through various projects and activities in collaboration with business partners and network stakeholders, such as supporting academic programs with schools, participating in National Children’s Day activities with communities and relevant agencies, contributing to the development of schools in surrounding communities, and providing students with opportunities for professional internships within the Company. These initiatives aim to enhance youth potential and promote sustainable community development over the long term.



Support for Academic Activities with Educational Institutions

The Company supported the “Building Relationships Around A.J. Plast” project through the activity “Safety & Environment to School” at Wat Laem Chabang School. Company representatives shared knowledge on environmental management with students, including proper waste sorting practices and promoting the concept of adding value to fallen leaves through composting processes for use in the school’s agricultural plots. Additionally, the Company provided vegetable seeds to support the development of agricultural learning resources and school lunch programs, fostering food security skills and self-reliance through hands-on learning.

In terms of safety, the Company organized interactive learning stations to educate students on safe road crossing and proper road usage, aiming to raise awareness of safety and reduce daily accident risks among children and youth. These activities were conducted in alignment with child rights principles, ensuring that students enjoy appropriate and equitable basic safety rights.

A total of 250 students, from kindergarten to Grade 9, participated in the program, reflecting the Company’s commitment to holistic and sustainable child and youth development. The project achieved a Social Return on Investment (SROI) of 1:2, demonstrating tangible social value generated from the Company’s investment.



Support for National Children’s Day Activities with Communities and Relevant Agencies

The Company, in collaboration with its business partner, United Foods Public Company Limited, supported the provision of food and beverages for National Children’s Day activities organized for government agencies and local communities in the surrounding areas. This support aimed to promote happiness and create learning opportunities for children and youth in the community.

The initiative covered multiple organizations, including the Laem Chabang Industrial Estate Office, Ban Khao Khansong School, Wat Laem Chabang School, Ban Khaodin School, Wat Wang Hin School, and Bowin Police Station.



Support for School Sports Day Activities

The Company supported the annual sports competition at Ban Surasak School in Chonburi Province to promote physical activity and encourage productive use of students’ leisure time.



Environmental

The Company recognizes its social and environmental responsibilities, particularly in the areas and communities surrounding its operations. It is committed to actively participating in projects that promote the conservation of natural resources, the restoration and maintenance of ecosystem balance, and the ongoing preservation of biodiversity.

The Company emphasizes collaboration with all stakeholders to develop and expand green spaces within communities. These efforts aim to enhance environmental quality, balance business operations with natural resource stewardship, and support long-term sustainable development.

A.J. Plast Build Green Area Initiative: Honorary Reforestation Activity

On August 15, 2025, the Company's employee representatives participated in a reforestation activity in honor of Her Majesty Queen Sirikit, the Queen Mother, commemorating her birthday on August 12, 2025. The initiative aimed to expand public green spaces around the community, promote stakeholder engagement, and raise awareness of the importance of conserving and developing green areas surrounding industrial zones in a balanced and sustainable manner. The activity was held at Wat Khao Noi Phatthana Ram, Chonburi Province.



On August 15, 2025, the Company's employee representatives participated in the "LET'S ZERO Together: Plant for a Sustainable Future, Reduce Global Warming" project. The initiative aimed to develop a model area for greenhouse gas absorption, expand green spaces, and promote biodiversity in coastal ecosystems. As part of the activity, the Company, in collaboration with government agencies and surrounding communities, has jointly planted a total of 600 mangrove trees in the Ban Laem Chabang community mangrove forest, Chonburi Province, to support natural resource restoration and contribute concretely to mitigating the impacts of climate change.

On September 12, 2025, the Company’s employee representatives participated in the Green Network for Sustainability under the THSG & UCT Sustainable Network 2025 event held at Wat Khongkham Ram, Chachoengsao Province. The initiative aimed to support the conservation and restoration of mangrove ecosystems through activities such as planting seedlings, constructing fish habitats, and cleaning up litter in the mangrove forest. The project sought to enhance coastal resource abundance, increase aquatic habitats, and promote employee engagement in sustainable environmental stewardship.



Community Relations and Support Activities

Blood Donation in Collaboration with Laem Chabang Industrial Estate

The Company’s employee representatives participated in a blood donation drive alongside representatives from other companies located in the Laem Chabang Industrial Estate. The activity was facilitated by the Thai Red Cross Society’s mobile blood donation unit, with the collected blood intended to help alleviate blood shortages for patients in need.



“Building Relationships Around A.J. Plast” Project

The Company recognizes the importance of conducting business while creating value for surrounding communities. Accordingly, it established the “**Building Relationships Around A.J. Plast**” project to strengthen collaboration, mutual understanding, and engagement between the organization and local communities. The initiative aims to promote sustainable development across economic, social, and environmental dimensions, with Company representatives participating in relationship-building activities with nine communities in Chonburi Province.



Customer Relationship Management

The Company places strong emphasis on building and maintaining long-term relationships with its business customers (B2B: Business-to-Business) through the development of a diverse range of film products tailored to effectively meet the specific requirements of customers across various industries. The Company prioritizes collaboration with customers in applying innovation to product development, enabling solutions that support diverse and evolving applications. This is complemented by the provision of environmentally friendly product alternatives, products certified to international standards, and the adoption of advanced manufacturing technologies. Such collaboration reflects a co-development approach between the Company and its customers, strengthening the value chain in the chemicals and packaging sectors, and supporting sustainable growth within the packaging industry.

Customer Relationship Management Approach

The challenging economic environment, including trade conflicts and geopolitical risks, the Company emphasizes comprehensive risk management across its operations. It continuously adapts to mitigate potential impacts on sales and operational performance while maintaining a commitment to strengthening business capabilities, enhancing competitiveness, upholding operational standards, and fostering innovation to develop products that meet evolving market needs.

The Company prioritizes maintaining its established customer base and collaborates closely with customers to plan production efficiently. In parallel, it implements systematic logistics management to optimize transportation processes, ensuring the timely and precise fulfillment of customer requirements.

Furthermore, the Company recognizes the importance of building strong customer relationships, which are key to fostering product loyalty and reducing the costs associated with acquiring new customers. The Company employs customer management tools to identify target customer segments and develop products that appropriately align with their specific needs.

The Company places strong emphasis on the selection of raw materials, particularly plastic resins that contribute to the reduction of natural resource consumption, while ensuring consumer safety, especially for food packaging. The Company also focuses on enhancing production processes to maintain product quality, as demonstrated by environmental labeling and relevant certifications. These factors play a critical role in building customer confidence and influencing their product selection decisions.

The Company also manages customer relationships through its quality management system by regularly conducting customer satisfaction surveys. The feedback obtained is used to inform strategies and continuously improve products, services, and business processes, to enhance customer satisfaction and foster long-term, sustainable relationships.

Quantitative Targets for Customer Satisfaction

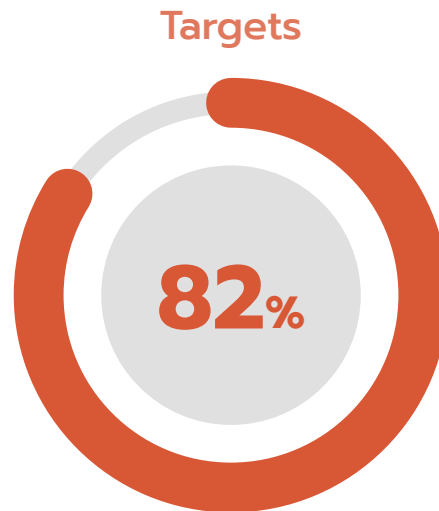
The Company operates under a Business-to-Business (B2B) model, serving customers who use its film products for packaging their own goods or products. In most cases, the Company manufactures the film and supplies it to printing facilities, which then print or screen brand labels onto the packaging. For more details, see the [Business Value Chain](#).

The Company categorizes its customers into 2 groups: domestic customers and international customers, to effectively manage and develop marketing strategies suited to the characteristics and needs of each group. For the year 2025, the Company's sales proportions between domestic and international customers are as follows:



Customer Satisfaction Targets

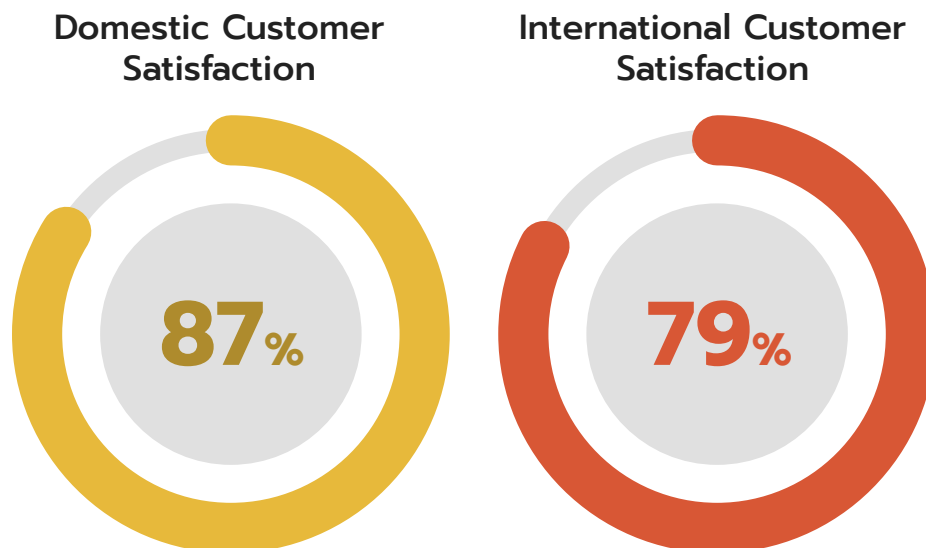
The Company sets customer satisfaction targets and monitors customer satisfaction under its quality management system. The results are reviewed annually by the Quality Management System Review Committee and reported to the same committee. Targets are established for response rates to customer satisfaction surveys, with an annual average satisfaction target of 82% for both domestic and international customers.



Customer Satisfaction of Domestic and International Customers

Customer Satisfaction Assessment Results

The Average Customer Satisfaction of Domestic and International Customers



Customer Relationship Enhancement and Collaborative Development

The Company recognizes the critical importance of product quality and pays careful attention to every stage of its operations, from upstream to downstream, while continuously developing products to meet increasingly diverse and specific market demands. The Company focuses on research and development of new products to enhance its capability to respond to customer needs and to seize business opportunities arising from ever-changing market requirements.

In 2025, the Company conducted activities aimed at strengthening customer relationships and collaborating closely on product development to align with customer needs. The details are as follows:

Development of BOPP Film for High-Heat-Resistant

The Company collaborated with its customers to develop High Heat Resistant BOPP film, a plastic film made from PP resin. This film's properties have a small shrinkage rate when heat-wrapped, meeting customer requirements for producing smooth, wrinkle-free packaging. Additionally, the developed film supports efficient recycling of the packaging after use.

Customer Visits at The Factory

The Company opened the factory for customer visits to build their confidence in its plastic film production processes, ensuring quality, safety, and compliance with international standards. All production stages are carefully monitored and inspected before products are delivered to customers. The visits also highlight the Company's commitment to sustainable practices and provide opportunities for exchanging ideas and feedback with customers.



Strengthening Relationships in Collaboration with the Thai Plastic Industry Association

On February 3, 2025, the Thai Plastic Industry Association organized the Eco-Shine Glow Plastic Night Party 2025, featuring a mini-concert. The Company, as a member of the Association, participated in the event and engaged in discussions and networking with other members of the Thai plastic industry.



On November 8–9, 2025, the Company participated in the PLASTIC FAMILY RALLY 2025: The Aqua Quest, a caravan rally from Bangkok to Hua Hin organized by the Thai Plastic Industry Association. The rally aimed to strengthen relationships among Association members and stakeholders in the plastic industry. Company representatives, including the sales team, engaged with industry peers, customers, business partners, and other stakeholders.



Customer Complaint Handling

The Company places great importance on strengthening customer relationships by actively listening to the voice of the customer through feedback, suggestions for improvement, and complaints. The aim is to respond effectively to customer expectations. To facilitate this, the Company provides multiple channels for receiving customer input, including its complaint handling system, factory visit satisfaction surveys, communication through company representatives, customer visits, and email contact with both domestic and international sales departments.

Customer feedback, suggestions, and expectations are treated as key information for the Company's continuous organizational development. This information is communicated to relevant departments for consideration and appropriate action, serving as a key driver for improving and enhancing product and service quality.

In addition, the Company emphasizes proactive measures to understand customer perspectives by regularly monitoring and analyzing information from social media and other channels. This approach enables the Company to gain deeper insights into customer needs and respond promptly and effectively.

Moreover, if customers need to complaint, please contact us 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 is committed to data security and personal data protection. To prevent unauthorized access, use, leakage, theft, loss, or infringement of personal data, the Company has implemented comprehensive data protection measures and continuously enhances staff capabilities in cybersecurity. These efforts ensure the safety of data and maintain customer confidence. In 2025, there were no reported incidents of customer data breaches.

If the Company's customers have any questions, concerns, or other inquiries regarding personal data protection, they may contact us at pdpa@ajplast.co.th

Product Stewardship

The Company recognizes the importance of delivering plastic film products of the highest quality and safety to its customers, as these products are essential components in the manufacturing of goods and packaging across a wide range of industries. Accordingly, the Company has established a systematic approach to managing its entire value chain to ensure that its products are safe for consumers, environmentally friendly, and compliant with applicable legal requirements as well as relevant international standards. The Company implements responsible sourcing practices by conducting rigorous selection, evaluation, and continuous performance monitoring of its suppliers, taking into account quality standards, safety requirements, and environmental responsibility. This approach is intended to mitigate risks that may affect product quality and safety. In parallel, the Company maintains strict control over its production processes in accordance with relevant quality and safety standards, covering product design and development, manufacturing, and delivery. Particular emphasis is placed on preventing risks to consumer health and safety.

Quality and Food Safety of Packaging Film Policy

A.J. Plast Public Company Limited conducts its business in the design, research, and development of production processes and products, as well as the manufacturing and distribution of plastic film for food packaging, both domestically and internationally. The Company aims to ensure customer satisfaction by meeting customer requirements, while maintaining product safety and full compliance with applicable laws and regulations. Continuous review and improvement of operational effectiveness are undertaken as follows:

1. Strict compliance with all applicable laws, regulations, and requirements related to quality.
2. Effective communication of this policy to ensure understanding among both internal and external stakeholders.
3. Establishment of systematic documentation, control, review, and continuous implementation to achieve the objectives outlined in this policy.

Guidelines for the Management of Product Stewardship

The Company is attentive to every step of the production process and recognizes its responsibility for both products and services. A clear policy on quality and safety for materials used in food packaging has been established, encompassing the analysis and assessment of risks that may impact products and service delivery. The Company is committed to the continuous improvement of quality and safety, while proactively identifying opportunities to enhance processes and strengthen its capability to meet evolving customer requirements.

The Company has established and implemented systematic operational procedures, together with regular monitoring, auditing, and performance reviews, to ensure that all processes are carried out effectively and in compliance with customer requirements, applicable laws, and relevant regulations. The Company places strong emphasis on quality control and on continuously enhancing its products and services to align with international standards. Its plastic film production processes have been certified in accordance with recognized international standards and environmental labeling schemes, which support the Company's competitiveness and sustainable growth.

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The Company supports the adoption of internationally recognized quality management system standards to promote operations in line with global best practices. This approach enhances product quality standards and ensures the safety of products and services across the entire supply chain. At the same time, the Company is committed to conducting its business with integrity and responsibility toward society and the environment, in pursuit of long-term sustainability.

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Mr. Boonchai Nantapichakul

Quality Assurance and Support Manager

Product Development Process to Respond to 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 the development of products, such as reducing the use of exhausting natural resources, increasing the use of renewable raw materials, and choosing to use biomass plastic pellets (Bio-Based Material), biomass plastic pellets from PIR (Post Industrial Recycled), and PCR (Post Consumer Recycled). In addition, the Company encourages customers to choose products that contain recycled content or to collaborate in developing mono-material films. Such films are used to produce packaging made from a single material type, which facilitates easier recycling after use. For more details, see [Innovation Management](#).

The Criteria for Product Development

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, to incorporate recycled materials into its production processes, the Company also selects packaging components that contain recycled content, such as plastic strapping, plastic cups, and plastic pallets, to support the use of circular resources and continuously reduce environmental impact.

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 reduction of waste from the production process, where the remaining films will be brought into the recycling process, contributes 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 page [Innovation Management](#).

End-of-Life Management

The Company recognizes the importance of efficient resource utilization in its packaging and logistics processes, which involve the use of plastic pallets, wooden pallets, wooden side panels, and plastic cups. Accordingly, circular economy principles have been applied through a material return program, enabling these materials to be reused to their maximum value and reducing waste generation. Plastic pallets and plastic cups are reused repeatedly until they are damaged beyond repair, after which they are transferred to authorized waste handlers or recyclers to be processed into new raw materials. Meanwhile, wooden pallets and wooden side panel supports are reused and repaired to extend their service life as long as possible. Once they can no longer be repaired, they are sold to external buyers for further utilization. This approach enhances resource efficiency, reduces operational waste, and demonstrates the Company's tangible commitment to Circular Economy practices. For more details, see page [Waste Management](#).

Performance

Product Quality Control with International Standards and Product Labeling

The Company is committed to maintaining consistent product standards by implementing stringent measures for quality control and safety assurance covering both raw materials and finished products. These measures encompass risk assessment processes, systematic sourcing of raw materials to ensure adequacy for production and alignment with customer requirements, as well as the application of appropriate technologies for in-process quality monitoring and control.

Before product delivery, the Company conducts sampling inspections and testing in accordance with established criteria to verify that products meet safety requirements and comply with international quality standards. In addition, a comprehensive traceability system is in place for all product categories, supported by certifications and product labeling schemes recognized at the international level, to continuously build confidence among customers and stakeholders. For more details, see page [National and international standards](#).



Performance 2025

Performance	Units	2023	2024	2025	GRI Standard
Governance					
Economic Performance					
Total Income	Million Baht	7,633	7,134	7,120	GRI 201-1
Sale Income	Million Baht	7,519	7,017	7,032	
Net Profit	Million Baht	(304)	(633)	(483)	GRI 201-1
Employee benefits (salary, bonus and provident fund)	Million Baht	592	543	126	
Dividend payout ratio	%	5.80	-	-	
Dividend per share	Baht	-	-	-	
Audit fee	Million Baht	2.11	2.24	2.24	
Non-audit fee	Million Baht	0.49	0.46	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	8	
	%	77.78	77.78	88.89	
- Number of female directors	Persons	2	2	1	
	%	22.22	22.22	11.11	
Number of independent directors	Persons	5	5	4	
	%	55.56	55.56	44.44	
Number of executive director	Person	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	Person	1	1	1	
	%	33.33	33.33	33.33	
Average tenure of Board members					
- Board members aged over 60 years	Years	27	28	17	GRI 2-9 (c)
- Board members aged below 60 years	Years	9	10	10	
Number of the Board meetings	Meeting/year	6	6	6	
Remuneration and meeting allowances for the Board of Directors	Million Baht	6.33	6.33	5.58	GRI 2-19 (b)
Executive remuneration	Million Baht	50.35	52.67	42.87	GRI 2-19 (b)

Performance	Units	2023	2024	2025	GRI Standard	
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	1		
- 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	0.02		
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 the Code of Conduct						
Proportion of directors who are communicated the Code of Conduct	%	100	100	100		
Proportion of employees who are communicated the Code of Conduct	%	100	100	100		
Proportion of directors who are trained and passed the Code of Conduct training	%	89	100	100		
Proportion of employees who are trained and passed the Code of Conduct training	%	92	93	91.67		
Proportion of directors who are communicated anti-corruption	%	100	100	100	GRI 205-2 (a)	
Proportion of employees who are communicated anti-corruption	%	100	100	100	GRI 205-2 (b)	
Proportion of directors who are trained and passed anti-corruption training	%	88.89	100	100	GRI 205-2 (d)	
Proportion of employees who are trained and passed anti-corruption training	%	87.26	87.25	91.67	GRI 205-2 (e)	
Corporate governance and the Code of Conduct cases through whistleblowing channels and others	Cases	1	4	0	GRI 205-3	
Classified according to resolve	Cases	1	4	0		
- Complaints are currently being resolved.	Case	0	0	0		
- Complaints resolved.	Cases	1	4	0		
Classified according to the Code of Conduct						
- Human Rights	Case	1	1	0		
- 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		

Performance	Units	2023	2024	2025	GRI Standard
- Anti-corruption	Cases	0	3	0	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	
Corporate governance and the Code of Conduct cases through whistleblowing channels and others	Persons	1	9	0	
Classified according to the Code of Conduct					
- Human rights	Person	1	1	0	
- 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	8	0	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	0.59	0	0.02	
- 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	100	100	
Proportion of identifying risk management for each risk factors	%	100	100	100	
Proportion of directors who are communicated coporate risks	%	100	100	100	
Proportion of employees who are communicated coporate risks	%	100	100	100	
Proportion of directors who are trained and passed coporate risks training	%	89	100	100	
Proportion of employees who are trained and passed coporate risks training	%	77.40	77.30	91.67	
Supply Chain Management (Upstream)					
Total suppliers	Suppliers	630	588	696	
Critical suppliers	Suppliers	6	6	6	
New critical suppliers	Supplier	0	1	0	

Performance	Units	2023	2024	2025	GRI Standard
New suppliers	Suppliers	75	147	140	
Suppliers to be audited and visited on site	Suppliers	3	3	6	
Proportion of new suppliers screened by ESG factors	%	100	2.67	100	
Proportion of suppliers to be assessed ESG risks	%	10.63	17.18	100	
Proportion of Supplier Spending					
- Domestic suppliers	%	89.21	89.29	7.07	GRI 204-1 (a)
- International suppliers	%	10.79	10.71	92.93	
Proportion of suppliers signed acknowledgment and compliance with the Suppliers' Code of Conduct	%	17.94	28.74	68.57	

Remark: NA = Not Available

Performance	Unit	2023	2024	2025	GRI
Environment					
Production volume	Tonnes	170,947.64	157,939.88	155,371.26	GRI 301-1
Production of environmental products	Tonnes	25,229.00	23,142.07	13,412.08	GRI 301-2
	%	14.76	14.65	8.63	
Environmental products	Quantity	14.00	11.00	2.00	
Renewable raw materials and recycle	Tonnes	766.97	546.49	866.50	
	Baht	20,162,415.01	14,082,343.00	20,056,012.50	
Energy					
Energy consumption	Megajoules	1,078,744,521.76	900,965,671.92	684,809,526.78	GRI 302-1
Renewable consumption	Megajoules	7,063,528.10	25,134,544.62	23,539,878.49	GRI 302-1, 302-4, 305-5
Natural gas consumption	Megajoules	474,693,673.55	319,900,032.90	302,643,735.50	GRI 302-1
Electricity consumption	Megajoules	596,987,320.10	555,931,094.40	358,625,912.79	GRI 302-1
Energy intensity	Megajoules/Tonnes	6,310.38	5,704.48	5,378.10	GRI 302-3
Water					
Water consumption	Cubic Meters	272,163.00	280,159.35	250,404.72	GRI 303-5
Surface water	Cubic Meters	21,114.00	56,346.35	55,513.72	
Ground water	Cubic Meters	0	0	0	
Third-party water	Cubic Meters	251,049.00	223,813.00	194,891.00	
Sea water	Cubic Meters	0	0	0	
External wastewater	Cubic Meters	0	0	0	
Others	Cubic Meters	0	0	0	
Water use intensity	Cubic Meters/Tonnes	1.59	1.77	1.77	GRI 303-5
Percentage of wastewater treated prior to discharge	%	100	100	100	GRI 303-2
Water stress					
Headquarters		High	Medium-High	High	GRI 303-1
Laem Chabang Industrial Estate Factory		High	Medium-High	Medium-High	
Pinthong Industrial Estate (Project 5) Factory		High	Medium-High	Medium-High	
Water discharge					
Sea water	Cubic Meters	0	0	0	GRI 303-4
Surface water	Cubic Meters	0	0	0	
Ground water	Cubic Meters	0	0	0	
Off-site water treatment	Cubic Meters	226,873.14	179,050.40	155,912.80	
Beneficial / other use	Cubic Meters	0	0	0	
Total	Cubic Meters	226,873.14	179,050.40	155,912.80	

Performance	Unit	2023	2024	2025	GRI
Water discharge Quality					
Laem Chabang Industrial Estate Factory					
pH	pH	6.64	7.13	7.05	
COD	mg/L	312.58	290.39	80.04	
TDS	mg/L	73.96	75.22	44.92	
BOD	mg/L	93.46	128.48	183.29	
Pinthong Industrial Estate (Project 5) Factory					
pH	pH	N/A	7.45	7.25	
COD	mg/L	N/A	321.42	296	
TDS	mg/L	N/A	53.84	483.25	
BOD	mg/L	N/A	136.58	1,314.58	
Water withdrawal					
Surface water	Cubic Meters	251,049.00	223,813.00	194,891.00	GRI 303-3
Ground water	Cubic Meters	0	0	0	
Mining-affected water	Cubic Meters	0	0	0	
Sea water	Cubic Meters	0	0	0	
External wastewater	Cubic Meters	0	0	0	
Rainwater	Cubic Meters	21,114.00	56,346.35	55,513.72	
Others	Cubic Meters	0	0	0	
Air Quality					
Total suspended particulate	mg/m ³	3.65	2.94	2.33	GRI 305-7
Sulfur oxides (SOx) emissions	ppm	<1.3	<1.3	<1.3	
Nitrogen oxides (NOx) emissions	ppm	21.78	<1.0	<1.0	
Carbon monoxide emissions	ppm	<0.04	37.30	52.39	
Waste					
Total Waste	Tonnes	357.00	294.53	186.36	GRI 306-3, 306-5
Non-hazardous waste	Tonnes	120.54	164.61	102.39	
Hazardous Waste	Tonnes	235.91	129.92	83.97	
Raw material used	Tonnes	170,947.64	157,939.88	155,371.26	GRI 301-1
Recycled Waste	Tonnes	17,459.84	27,876.77	15,788.34	GRI 306-4
Non Recycled Waste	Tonnes	357.00	294.53	186.36	GRI 306-5

Performance	Unit	2023	2024	2025	GRI
Greenhouse Gas Emission					
Total Greenhouse Gas Emission	tCO ₂ eq	599,999.00	520,276.00	551,040.00	GRI 305-1, 305-2, 305-3
Scope 1	tCO ₂ eq	19,271.00	18,877.00	19,084.00	GRI 305-1
Scope 2	tCO ₂ eq	68,790.00	61,165.00	63,406.00	GRI 305-2
Scope 3	tCO ₂ eq	511,938.00	440,234.00	468,550.00	GRI 305-3
Green House Gas Intensity (Scope 1-3)	tCO ₂ eq/Tonnes	4.10	3.29	3.55	GRI 305-4
Total Greenhouse Gas of BOPP film	tCO ₂ eq	NA	2.35	2.35	GRI 305-1, 305-2, 305-3
Total Greenhouse Gas of CPP film	tCO ₂ eq	NA	2.17	2.17	GRI 305-1, 305-2, 305-3
Total Greenhouse Gas of BOPA film	tCO ₂ eq	NA	9.25	9.25	GRI 305-1, 305-2, 305-3
Total Greenhouse Gas of BOPET Film	tCO ₂ eq	2.95	2.95	2.95	GRI 305-1, 305-2, 305-3
Compliance with Environmental Laws					
Number of Non-Compliance with laws	Times	1	0	1	GRI 303-2
Number of significant fines	Baht	591,842	0	21,042.57	
Number of significant chemical spills	case	0	0	0	
Percentage of sites covered by recognized environmental management systems such as ISO14001	%	50	33.33	33.33	GRI 303-4, 303-5, 305-7, 305-1, 305-2, 305-3 306-3, 306-5

Remark: NA = Not Available

Performance	Unit	2023			2024			2025			FTSE, GRI
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Social Performance											
Employees											
By gender											
Total number of employees	Persons	1152	439	1591	853	378	1231	817	363	1180	FTSE (SLS 33), GRI 2-7a
	%	72.41	27.59	100	69.29	30.71	100	69.24	30.76	100	
By contract type											
Permanent employees	Persons	1152	439	1591	853	378	1231	817	363	1180	FTSE (SLS 25), GRI 2-7b
	%	72.41	27.59	100	69.29	30.71	100	69.24	30.76	100	
Temporary employees	Person	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	1	4	3	1	4	3	1	4	
Management (Manager level up)	Persons	36	18	54	29	13	42	30	19	49	
Operations employees	Persons	1113	420	1533	821	364	1185	784	343	1127	
By age											
Age < 30 years	Persons	600	191	791	361	136	497	326	108	434	
The percentage of employees under 30 years old	%	37.72	12.00	49.72	29.33	11.04	40.37	27.63	9.15	36.78	
Age 30 - 50 years	Persons	490	226	716	443	223	666	430	240	670	
The percentage of employees aged 30-50 years old	%	30.80	14.20	45.00	35.99	18.11	54.10	36.44	20.34	56.78	
Age > 50 years	Persons	62	22	84	49	19	68	61	15	76	
The percentage of employees aged over 50 years old	%	3.90	1.38	5.28	3.98	1.54	5.52	5.17	1.27	6.44	
By location											
Bangkok Metropolitan Region	Persons	NA	NA	NA	30	56	86	23	48	71	
Eastern Region	Persons	NA	NA	NA	823	322	1145	794	315	1109	
Women in Workforce											
% Women in total workforce of total workforce	%		27.59	27.59		30.71	30.71		30.76	30.76	
% Women in all management positions of total management workforce	%		35.18	35.18		30.43	30.43		38.78	38.78	
% Women in top management positions of total top management positions	%		25.00	25.00		25.00	25.00		25.00	25.00	
% Women in junior management positions of total junior management positions	%		31.03	31.03		28.26	28.26		37.03	37.03	

Performance	Unit	2023			2024			2025			FTSE, GRI	
		Male	Female	Total	Male	Female	Total	Male	Female	Total		
New Employee Hires												
Total of new employee hires	Persons	633	139	772	283	85	368	281	82	363	GRI 401-1	
	%	39.79	8.74	48.52	22.99	6.90	29.89	23.81	6.49	30.76		
By age												
Age < 30 years	Persons	467	100	567	211	65	276	223	67	290		
Age 30 - 50 years	Persons	165	38	203	70	19	89	56	15	71		
Age > 50 years	Persons	1	1	2	2	1	3	2	0	2		
By nationality												
Thai	Persons	439	139	578	283	85	368	281	82	363		
Republic of the Union of Myanmar	Persons	194	0	194	0	0	0	0	0	0		
Others	Person	0	0	0	0	0	0	0	0	0		
Employee Turnover												
Total of employee turnover (Including voluntary and involuntary)	Persons	431	111	542	604	153	757	614	207	821		
Rate of employee turnover (Including voluntary and involuntary)	%	27.09	6.98	34.07	49.06	12.43	61.49	52.03	17.54	69.57		
Total of employee voluntary turnover	Persons	431	111	542	518	132	650	614	207	821	FTSE (SLS 24), GRI 401-1	
Percentage of employee voluntary turnover	%	27.09	6.98	34.07	42.08	10.72	52.80	52.03	17.54	69.57		
By age												
Age < 30 years	Persons	296	59	355	405	97	502	338	105	443		
Age 30 - 50 years	Persons	126	48	174	180	49	229	258	94	352		
Age > 50 years	Persons	9	4	13	19	7	26	18	8	26		
By nationality												
Thai	Persons	428	111	539	553	153	706	555	207	762		
Republic of the Union of Myanmar	Persons	3	0	3	49	0	49	59	0	59		
Others	Persons	0	0	0	2	0	2	0	0	0		
By level of voluntary turnover (Permanent employees)												
Number of top executives (from assistant director up) who voluntary turnover	Persons			0			0			0		
	%			0			0			0		
Number of management employees (from manager up) who voluntary turnover	Persons			3			6			3		
	%			0.19			0.49			0.25		
Number of operations employees who voluntary turnover	Persons			539			644			818		
	%			33.88			52.31			69.32		

Performance	Unit	2023			2024			2025			FTSE, GRI
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
By country of voluntary turnover (Permanent employees)											
Number of employees in Thailand who voluntary turnover	Persons	431	111	542	518	132	650	614	207	821	FTSE (SLS 28)
Number of employees in Vietnamese who voluntary turnover	Persons	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Maternity Leave or Parental Leave											
Total of employees who were entitled to maternity leave or parental leave	Persons	1152	439	1591	853	378	1231	817	363	1180	GRI 401-3a
Total of employees who took maternity leave or parental leave	Persons	0	0	0	0	7	7	0	5	5	GRI 401-3b
Total of employees that returned to work in the reporting period after maternity leave or parental leave ended	Persons	0	12	12	0	7	7	0	5	5	GRI 401-3c
Total of employees who returned to work after maternity leave or parental leave ended that were still employed 12 months after their return to work	Persons	0	12	12	0	7	7	0	3	3	GRI 401-3d
Collective Bargaining Agreements											
Percentage of employees engaged in negotiation (Labor Welfare Committee)	%	100			100			100			GRI 401-3e
Performance Evaluation and Career Path											
Percentage of employees evaluated for performance	%	100			100			100			GRI 404-3
Number of 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	791	361	136	497	326	108	434	GRI 405-1
Age 30 - 50 years	Persons	NA	NA	716	443	223	666	430	240	670	
Age > 50 years	Persons	NA	NA	84	49	19	68	61	15	76	
By nationality											
Thai	Persons	952	439	1391	706	378	1084	686	363	1049	GRI 405-1
Republic of the Union of Myanmar	Persons	194	0	194	142	0	142	126	0	126	
Others	Persons	6	0	6	5	0	5	5	0	5	
Disabilities											
Employees with disabilities	Persons	9	8	17	10	8	18	11	9	20	GRI 405-1
Percentage of global staff with a disability	%	0.57	0.50	1.07	0.81	0.65	1.46	0.93	0.76	1.69	FTSE (SLS 32)
Number of non-employees with disabilities	Person	0	0	0	0	0	0	0	0	0	

Performance	Unit	2023			2024			2025			FTSE, GRI
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Remuneration											
Ratio of basic salary and remuneration of women to men	Female: Male			1.1:1			0.93:1			2.29:1	GRI 405-2
Remuneration of all employees	Million Baht			585.15			536.08			1720.11	
Provident Fund											
Number of employees joining in provident fund	Persons			591			525			532	
Percentage of employees who are members of the provident fund	%			37.15			42.65			45.68	
Total amount of provident fund contributed by the company	Baht			6,436,241.25			6,552,841.22			1,044,575.62	
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	%			88.52			88.52			90.27	
Total for social investment	Million Baht			0.31			0.34			0.34	
Total amount of corporate or group donations/community investments made to registered not-for-profit organizations	Baht			NA			6,750			114,000	FTSE (SHR 17)
Product Stewardship											
Assessment of the health and safety impacts of product and service categories	%			100			100			100	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 communications	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			85.45			86.93	
Satisfaction of foreign customers	%			83.00			82.00			79.04	

Performance	Unit	2023			2024			2025			FTSE, GRI
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Employees Training and Development											
Average hours of training per year per employees	hours/person/year			13.94			15.71			16.55	FTSE (SLS 26), GRI 404-1
Number of training and employee development hours throughout the year	hours/year			21,209			19,393			20,523	
By classified according to the training course											
Percentage of employees trained in Anti-corruption courses	%			87.26			87.25			91.61	
Percentage of employees trained in Code of Conduct courses	%			91.44			91.46			91.61	
Percentage of employees trained in Risk management courses	%			77.40			77.33			91.61	
Percentage of employees trained in Human Rights courses	%			88.00			89.42			91.61	
Training cost											
Training and development expenses for employees	Baht			555,089.72			1,157,575.00			752,704.39	
Average amount spent on training per FTE	baht/person/year			317.39			940.35			607.00	
Safety Data											
Employees											
Fatalities as a result of work-related injury	Case	0	0	0	0	0	0	0	0	0	FTSE (SHS 38), GRI 403-9
	Case/1,000,000 hours worked	0	0	0	0	0	0	0	0	0	
High-consequence work-related injuries (excluding fatalities)	Cases	25	0	25	1	0	1	1	1	2	GRI 403-9
	Cases/1,000,000 hours worked	6.37	0	6.37	0.37	0	0.37	0.49	0.49	0.98	
Recordable work-related injuries	Cases	83	13	96	109	13	122	68	9	77	GRI 403-9
	Cases/1,000,000 hours worked	NA	NA	24.46	NA	NA	46.35	33.06	4.37	37.43	
Lost Time Injury Freq	Cases			48			39	28	4	32	FTSE (SHS 15), GRI 403-9
	Cases/1,000,000 hours worked	NA	NA	12.28	NA	NA	14.81	13.61	1.94	15.56	
Number of hours worked	Hours	NA	NA	3,925,405	NA	NA	2,632,008	NA	NA	2,056,920	

Performance	Unit	2023			2024			2025			FTSE, GRI
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Fatality as a Result of Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	GRI 403-10 (a)
Recordable Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	
Occupational Illness Frequency Rate (OIFR)	Cases/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	
Number of employees receiving training safety standards	Cases	NA	NA	NA	493	166	659	281	82	363	
Percentage of OHSAS 18001 certified areas	%	NA	NA	NA			0			0	FTSE (SHS 13)
Work-related fatalities over 3 years per 1000 employees relative to sector peers		NA	NA	NA			0:00			0:00	FTSE (SHS 12)
Contractors											
Fatalities as a result of work-related injury	Case	0	0	0	0	0	0	0	0	0	FTSE (SHS 36,40)
	Case/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	
High-consequence work-related injuries (excluding fatalities)	Cases	1	1	2	0	0	0	0	0	0	FTSE (SHS 36)
	Cases/ 1,000,000 hours worked	NA	NA	4.61	0	0	0	0	0	0	
Recordable work-related injuries	Cases	3	2	5	1	0	1	0	0	0	
	Cases/ 1,000,000 hours worked	NA	NA	11.54	2.04	0	2.04	0	0	0	
Lost Time Injury Frequency Rate (LTIFR)	Cases/ 1,000,000 hours worked	NA	NA	4.61	2.04	0	2.04	0	0	0	FTSE (SHS 15) , GRI 403-9
Number of hours worked	Hours	NA	NA	433,400	488,108	0	488,108	69,390	1,130	70,520	
Fatality as a Result of Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	GRI 403-10 (a)
Recordable Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	
Occupational Illness Frequency Rate (OIFR)	Case/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	

Remark: NA = Not Available

GRI Context Index

Statement of use	A.J. Plast PLC. has reported in accordance with the GRI Standards for the period reporting period 1 January - 31 December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	OR 6-8, 10-18 SR 4-7, 11, 209				
	2-2 Entities included in the organization's sustainability reporting	SR 11				
	2-3 Reporting period, frequency and contact point	SR 11, 209				
	2-4 Restatements of information	SR 11				
	2-5 External assurance		a, b	Not applicable	This report is not assured externally	
	2-6 Activities, value chain and other business relationships	OR 7-23, 46-48 SR 4-8, 16-20, 80-81, 178-182				
	2-7 Employees	OR 95-97, 194-195 SR 195				
	2-8 Workers who are not employees	SR 195				
	2-9 Governance structure and composition	SR 23				
	2-10 Nomination and selection of the highest governance body	OR 166, 179-180, 200-204 SR 23-26				
	2-11 Chair of the highest governance body	OR 165-166 SR 24-25				
	2-12 Role of the highest governance body in overseeing the management of impacts	OR 142-144, 179-184 SR 3, 10-11, 22-23, 26				
	2-13 Delegation of responsibility for managing impacts	OR 165, 181-184 SR 11, 44, 46, 119, 136, 157				
	2-14 Role of the highest governance body in sustainability reporting	OR 165, 183-184 SR 3, 11				
	2-15 Conflicts of interest	OR 142-144, 153-154, 220-222 SR 28,30-31,36-38, 189-190				
	2-16 Communication of critical concerns	OR 46-57 SR 16-20,32-34,42-43, 189-190				
	2-17 Collective knowledge of the highest governance body	OR 166-175 SR 24-25				
	2-18 Evaluation of the performance of the highest governance body	OR 208-211, 233 SR 27				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-19 Remuneration policies	OR 82-85, 214-219, 316, 321 SR 149				
	2-20 Process to determine remuneration	OR 81-85, 89-90, 144- 145, 148, 192-193, 195 SR 149				
	2-21 Annual total compensation ratio	SR 197				
	2-22 Statement on sustainable development strategy	SR 4-5, 10, 22, 54, 63-64, 66-67, 84, 146, 185				
	2-23 Policy commitments	SR 3, 4-5, 10, 22, 28, 35-36, 136-139, 146 https://www.weps.org/ company/aj-plast-pub- lic-company-limited				
	2-24 Embedding policy commitments	OR 6-7, 46, 89-91, 161-163, 222-224, 230-231				
	2-25 Processes to remediate negative impacts	OR 88-89, 226-230 SR 32-33, 138, 142				
	2-26 Mechanisms for seeking advice and raising concerns	OR 226-230 SR 29,32-33,143				
	2-27 Compliance with laws and regulations	OR 76-78, 224-230 SR 42-43, 189-190				
	2-28 Membership associations	SR 9				
	2-29 Approach to stakeholder engagement	OR 46-57 SR 14-20				
	2-30 Collective bargaining agreements	OR 86-87, 91 SR 141, 197				
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 12-13				
	3-2 List of material topics	SR 13				
Economic Performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 10-11, 27-28, 118-127, 319-321 SR 188				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	OR 10-11, 109-112, 118-127 SR 188				
	201-2 Financial implications and other risks and opportunities due to climate change	OR 34-35 SR 49				
	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 319-321 SR 189				
Market Presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 82-85, 90, 95-96				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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	OR 92-94 SR 150-151				
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 (-/+)	OR 92-94 SR 150-151				
Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 63-67				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR 191				
Anti-Corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 154-160 SR 35-43				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR 39-40, 43, 190				
	205-2 Communication and training about anti-corruption policies and procedures	OR 155-156, 222-225 SR 35-43, 189				
	205-3 Confirmed incidents of corruption and actions taken	OR 224-225 SR 189-190				
Anti-Competitive Behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 153-163, 220-231 SR 28-33				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	OR 153-163, 220-231 SR 190				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 317				
GRI 207: Tax 2019	207-1 Approach to tax	OR 317-321 https://www.ajplast.co.th/uploads/upfiles/files/Tax_Policy_TH.pdf				
	207-2 Tax governance, control, and risk management	OR 317-321 SR 41 https://www.ajplast.co.th/uploads/upfiles/files/Tax_Policy_TH.pdf				
	207-3 Stakeholder engagement and management of concerns related to tax	OR 317-321 SR 41 https://www.ajplast.co.th/uploads/upfiles/files/Tax_Policy_TH.pdf				
	207-4 Country-by-country reporting	OR 317-321				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 67 SR 113				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SR 117				
	301-2 Recycled input materials used	OR 67, 71 SR 58-59, 117				
	301-3 Reclaimed products and their packaging materials	SR 117				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 60 SR 83-87				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	OR 61 SR 85-87, 192				
	302-2 Energy consumption outside of the organization	SR 85-87, 192				
	302-3 Energy intensity	SR 85, 192				
	302-4 Reduction of energy consumption	OR 60-61 SR 61, 89-90				
	302-5 Reductions in energy requirements of products and services	SR 89-90				
Water and Effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 63-64 SR 92-98				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 92-93				
	303-2 Management of water discharge-related impacts	OR 66 SR 98				
	303-3 Water withdrawal	SR 93, 95-97, 192				
	303-4 Water discharge	SR 98, 192-193				
	303-5 Water consumption	OR 63-64, 66 SR 95, 97, 192				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 128				
GRI 101 Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	SR 129				
	101-2 Management of biodiversity impacts	SR 128-129				
	101-3 Access and benefit-sharing	SR 131				
	101-4 Identification of biodiversity impacts	SR 132-133				
	101-5 Locations with biodiversity impacts	SR 133				
	101-6 Direct drivers of biodiversity loss	SR 134				
	101-7 Changes to the state of biodiversity			Not applicable	This indicator is not applicable to A.J. Plast PLC.	
	101-8 Ecosystem services	SR 134				


GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 71 SR 118-119				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	OR 74 SR 121				
	305-2 Energy indirect (Scope 2) GHG emissions	OR 74 SR 121				
	305-3 Other indirect (Scope 3) GHG emissions	OR 74 SR 121-122				
	305-4 GHG emissions intensity	SR 123				
	305-5 Reduction of GHG emissions	OR 61 SR 125-127				
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	This indicator is not applicable to A.J. Plast PLC.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	OR 74 SR 104				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 67 SR 113				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 113-114				
	306-2 Management of significant waste-related impacts	SR 113-114				
	306-3 Waste generated	OR 67, 70-71 SR 114				
	306-4 Waste diverted from disposal	OR 71 SR 117				
	306-5 Waste directed to disposal	OR 70 SR 117				
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 63, 68-70				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR 69-70, 77				
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 78-79				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 80-83 SR 148				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	OR 95-96 SR 196-197				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	OR 82-84, 192, 195-197 SR 149, 153, 197				
	401-3 Parental leave	SR 197				


GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Labor/Management Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 81-86 SR 147-152				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR 197				
Occupational Health And Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 86, 91, 94-95 SR 156-159				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 157-158				
	403-2 Hazard identification, risk assessment, and incident investigation	SR 157-161				
	403-3 Occupational health services	SR 163-165				
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 163,165				
	403-5 Worker training on occupational health and safety	OR 95 SR 164, 199				
	403-6 Promotion of worker health	OR 95 SR 153				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 161				
	403-8 Workers covered by an occupational health and safety management system	SR 157				
	403-9 Work-related injuries	OR 95, 97 SR 199-200				
	403-10 Work-related ill health	SR 200				
Training and Education						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 87, 90-95 SR 150-152				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	OR 93, 96 SR 152, 199				
	404-2 Programs for upgrading employee skills and transition assistance programs	OR 92-93 SR 150-151				
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 149				
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 85-86 SR 140, 148				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 197				
	405-2 Ratio of basic salary and remuneration of women to men	SR 197				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Non-Discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 85-87, 91 SR 140, 147-148				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR 142				
Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 91, 94 SR 141, 153				
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 141, 153, 197				
Child Labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 91-92 SR 144, 147-148, 177				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR 70, 197				
Forced or Compulsory Labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 91-92 SR 144, 147-148				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 70, 197				
Security Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	This indicator is not applicable to A.J. Plast PLC.	
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 PLC.	
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.	
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.	
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 100-101 SR 173-174				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	OR 102-104 SR 175, 198				
	413-2 Operations with significant actual and potential negative impacts on local communities	OR 105 SR 175-181, 198				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Supplier Social Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 68-70				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR 79				
	414-2 Negative social impacts in the supply chain and actions taken	SR 79				
Public Policy						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	This indicator is not applicable to A.J. Plast.	
GRI 415: Public Policy 2016	415-1 Political contributions			Not applicable	This indicator is not applicable to A.J. Plast.	
Customer Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 98 SR 184-187				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	OR 98 SR 198				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR 187				
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 187				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling			Not applicable	This indicator is not applicable to A.J. Plast.	
	417-2 Incidents of non-compliance concerning product and service information and labeling	OR 98, 105 SR 198				
	417-3 Incidents of non-compliance concerning marketing communications	OR 98, 105 SR 198				
Customer Privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	OR 94-95 SR 183				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	OR 105 SR 183				

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