



Creating A World In Harmony with Technology and Innovation



Vision

“Creative Innovation Organization”

It is a company with exceptional capabilities and a high potential for developing its own unique innovations, such as using technology to develop innovative products that support the company’s continued growth while also improving the quality of life of society’s citizens and protecting the environment.

Mission

“World Class Innovative Polymer and Plastic Products Manufactures”

Business Philosophy

“Being a high moral organization with quality management.”

“Contribution toward better society”

Corporate Value

Continuous Learning

Continuous learning entails searching out new learning opportunities and being open to new experiences in order to build capacity and broaden the area of knowledge.

L

I

Innovation

Encourage innovation by trying out new ideas to enhance productivity.

V

Value the Difference

When differences are valued and accepted by a diverse group of people, they help to develop creative collaboration.

E

Empowerment

To improve team performance, strengthen and empower teams by delegating decision-making authority.

C

Collaboration

Collaborate by combining forces and working together to achieve shared goals.



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Summary of key annual performance

Corporate governance

100% of business units with a comprehensive risk management plan in ESG.

Zero significant corporate governance and corruption complaints.

Certified as a member of the Private Sector Collective Action Coalition against Corruption (CAC)

Zero incidents that violate socioeconomic laws and regulations.



Environmental and Resource Care

Zero incidents that violate environmental laws and regulations.

-3.64% greenhouse gas emissions (Scope 1&2) compared to base year 2019/2020

+10.54% greenhouse gas emissions per product unit compared to base year 2019/2020

+4.6% energy consumption per product unit compared to base year 2019/2020

Energy savings totaled **9,196,619 megajoules**, amounting to 8.41 million baht.

-5.94% waste rate per product unit compared to base year 2019/2020

67.8% of all waste is reused and recycled.

+1.31% water consumption per product unit compared to base year 2019/2020

Economic Development

Revenue from sales 10,217 million baht / **profit 1,221.2 million baht**

7 innovative products released.

36 innovations initiated.

17 patented and petty patented innovations

Establish EPG group's partner code of conduct covering ESG issues.

Zero product safety complaints.

100% of business units are protected from data leaks.



Creating value for society

Zero significant labor and human rights complaints.

Employee engagement score **73.2%**

100% of key positions have succession plans.

100% of key positions have individual development plans (IDPs)

1,401 Scholarships in science and others

Lost-time injuries frequency rate is at **2.17 per 1 million man-hours.**

Zero significant community complaints

Aeroflex Co., Ltd.

Aeroflex receives the honorable certificate of Environmental Label Type 3 (The Environmental Product Declaration: EPD), which is one of the first 3 companies in Thailand to be certified by The National Science and Technology Development Agency (NSTDA) and Thailand Environment Institute



Aeroflex received the Certificate of Carbon Footprint for Organization 2020 from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization) (TGO)

Aeroflex is Certified Carbon Footprint for Product (CFP) in 2020 by Thailand Greenhouse Gas Management Organization (Public Organization) (TGO)



Aeroflex received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2020)

Aeroflex is certified with water footprint for products by The Federation of Thai Industries

Eastern Polypack Co., Ltd.

EPP received the Certificate of Carbon Footprint for Organization 2020 from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization) (TGO)



EPP received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2020)

EPP received the Certificate of Carbon Footprint for Organization 2020 from Ministry of Natural Resources

EPP received the Best Practice award 2022 in the category of Technology and innovation development from Thai Award organization.



Membership (Disclosure102-13)

Eastern Polymer Group Public Company Limited

Member

- Thailand Development Research Institute (TDRI)
- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- Personnel Management Association of Thailand

Aeroflex Co., Ltd.

Member of the Advisory Committee/ Committee

- Air Conditioning Engineering Association of Thailand

Technical Subcommittee

- Subcommittee on Green Label Techniques in Insulation Products

Member

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Singapore Green Building Council

Aeroklas Co., Ltd.

Association Advisor/ Committee

- TAPMA-Thai AutoParts Manufacturers Association

Member

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Employers' Confederation of Thai Trade and Industry (ECONTHAI)
- Employers' Confederation of Thailand
- Thai Tool and Die Industry Association
- Personnel Management Association of Thailand
- Technology Promotion Association (Thailand-Japan)
- Eastern Seaboard Human Resource Management Club
- Eastern Labour Relations Executive Club
- Federation of Accounting Professions

Eastern Polypack Co., Ltd.

Member

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Thai Plastic Industries Association
- The Thai Packaging Association
- National Food Institute

EPG Innovation Center Co., Ltd.

Member

- Technology Promotion Association (Thailand-Japan)
- Electric Vehicle Association of Thailand

About this report

The Eastern Polymer Group has published its first annual sustainability report (Disclosure 102-51, 102-52) to provide information on the company's management practices and annual sustainability performance on key issues affecting business operations and stakeholders, including corporate governance, economic, social, and environmental concerns. This covers operations that support the UN's Sustainable Development Goals (SDGs).

This sustainability report was prepared in compliance with the Global Reporting Initiative Standards (GRI Standards) at the Core Option level (Disclosure 102-54) for the first year with a reporting cycle from April 1, 2020, to March 31, 2021. (Disclosure 102-50)

Scope of Reporting (Disclosure 102-45, 102-46)

This sustainability report presents the company's unique performance of the Eastern Polymer Group and its subsidiaries, which are all based in Thailand, including:

1. Eastern Polymer Group PLC (EPG)
2. Aeroflex Co., Ltd. (AFC)
3. Aeroklas Co., Ltd. (AEROKLAS)
4. Eastern Polypack Co., Ltd. (EPP)
5. EPG Innovation Center Co., Ltd. (EIC)

The company's Board of Directors is in charge of supervision of subsidiaries and joint ventures both domestically and internationally. They are not included in this report.

Contents of the report

There are 23 sustainability issues, 11 economic issues, 6 environmental and social concerns, 8 material topics, and 15 concerned topics covered in this sustainability report. All operating standards, goals, and performance of all issues were disclosed in detail. EPG also discussed

the COVID-19 situation and its management in the previous year.

Reporting Certification

The Sustainable Development Working Group is in charge of compiling and developing data for the report. The major content and essential facts in this report were reviewed and checked by top executives and subsidiaries, and the information published was approved by the Board of Directors to ensure that the reported content is accurate (Disclosure 102-32) and responsive to all stakeholders in accordance with key sustainability issues.

The economic performance data in this report correspond to accounting information in Form 56-1 One Report 2020/2021, which has been reviewed and confirmed by a certified auditor.

We do not use external verification studies to verify accuracy and compliance with GRI Standards' reporting guidelines for environmental and social performance data, but we have certified the accuracy of environmental performance data from private agencies that are registered with government agencies for reliability, accuracy, and transparency.

Contact us (Disclosure 102-53)

For more information or advice, please contact:

Secretary of the Sustainable Development Working Group

Eastern Polymer Group Public Company Limited

770 Theparak Road, Theparak sub-district, Mueang district, Samut Prakan 10270

Tel.: +662 249 3976

Email: sdteam@epg.co.th



Message from the Board of Directors

In the past 43 years, the Eastern Polymer Group Public Company Limited has been driving business growth sustainably through the use of innovation and technology to manufacture our product and enhance our production process. The company adheres to business philosophy of “Contribution toward better society”, with the aim to grow our business while enhance a share value to our stakeholders.

Since the end of 2019 until now, the covid-19 pandemic has a wide impact on public health, economic, society and people’s lives. Business sectors must quickly adjust and plan for the crisis and the New Normal. The company launched the “USE” policy (U: Utilization resource utilization/ S: Save expense saving and E: Efficiency performance efficiency) to minimize costs and increase productivity that will be applied internally for entire business to ensure consistent success, as well as make the most of current technologies to meet the needs of new lifestyle products, while still supporting society and being environmentally friendly.

The company’s commitment for sustainable growth is to “**Creating A World In Harmony with Technology and Innovation**” in order to improve our organization toward the vision of “Creative innovation Organization” by developing technology and using innovation to create products and services that could sustainably develop our business, enable the organization to be ready for change and benefit people’s well-being while preserving a balanced climate and pursue sustainability strategies in all 3 pillars as follows.

1. Take a lead in Creating Innovation Products and Service

The company creates innovative products to help improve people’s quality of life and reduce their impact on society and the environment by gradually delivering innovative products to the market to create new S-Curve. In 2020/21 (1 April 2020 – 31 March 2021) the company developed 21 innovations which include 7 innovative products and 15 innovative production processes. In recent years, Eastern Polypack Co., Ltd., a subsidiary, has delivered outstanding innovative product “EP Kare Multipurpose Mask” as a product that occurs during the shortage of surgical masks in the crisis of the COVID-19 epidemic, which takes 1 month to invent and develop product. The EP Kare multipurpose masks are made of 2 layers of special polypropylene plastic, which can be reused by changing the filter. The company’s EP Kare and Face shield from Aeroklas were donated to various agencies in need, and the company sent EP Kare multipurpose masks to patent and test domestic standards. At the same time, quality has been improved for better use and for further development in the future.

2. Strive For innovative Organization

The company aims to be an innovative organization by encouraging employees to improve their skills and creating a learning and innovation atmosphere within the company, as well as supporting polymer learning centers for those who are interested. Aeroklas Co., Ltd. and EPG Innovation Center Co., Ltd. collaborated on the “Idea Can Do” initiative (Under “Live-C corporate value) to inspire workers to be adventurous and brave, as well as work with the university and provide opportunities for students to apply their findings. The project has been

running for three years. In the most recent year, the company received 58 innovative projects from employee in all level. Moreover, the company realizes important of education in addition to intention to enhance company talent pool, the company provides scholarships in all education level in the subject of sciences and other subjects in total of 1,401 scholarships to employee, employee's children and other students.

3. Enhance Partnership to Establish Co-Value Creation for Sustainable Business

The stakeholders' engagement is one of the most important materiality to create sustainable growth for the company, thus, the company emphasize on the important of all stakeholders by aim to create and foster a good relationship with business alliance and partners to enhance sustainable shared value creation to support company growth in the long run. The company established the supplier code of conduct and other projects to develop and supports suppliers and business partner to operate responsibly with regard to social and environment. The company also cooperates with suppliers and business partners to develop innovation in order to efficiently reduce waste and reduce the use of natural resources which eventually reduce the environmental impact. For example, Aeroflex Co., Ltd., recycle the scrap from production of insulation or unused old insulation by grind and mix with soil for planting, which is normally disposed of or landfilled for re-processing the scraps into other products. Eastern Polypack Co., Ltd. has researched the Circular Economy for food packaging with Business Partners, while Aeroklas Co., Ltd. has developed computer-aided engineering (CAE) programs with Business Partners to maximize their safety design and save on materials.

Not only that the company aim for business expansion, The company established 5 years ESG target to support company's long term growth in accordance to UN Sustainable Development Goals which cover goal number 8 Decent work

and economic growth, goal number 9 industry innovation and infrastructure, goal number 12 responsible consumption and production, goal number 13 climate change and goal number 16 peace, justice and strong institutions. In 2020/21 the company has progress on ESG according to our target and found no violation or complains from the stakeholder in respect to area of governance, social and environment. Furthermore, the company plans to assess the ESG risk in company's operation.

In the fiscal year 2020/2021 (Ended 31 March 2021), we are committed to doing business and adhering to sustainable growth, resulting in,

- The company is rated as an "Excellent CG Scoring" company with a 5-star ranking, reflecting the company's intention to grow its business with good governance and sustainable development.
- Certified project membership of the CAC (Collective Action Coalition of the Private Sector Against Corruption), showing its clear intention to fight against corruption.
- Outstanding Investor Relations Awards for listed companies with market capital values above 10,000 million baht but not exceeding Baht 30,000 million. The "SET Awards 2020" was organized by the Stock Exchange of Thailand in collaboration with the Bank's Financial Journal.

On behalf of the Board of Directors, we would like to express our sincere gratitude all stakeholders for your ongoing support and faithful trust. Our company and its subsidiaries are committed to doing our business in respect to good governance while operating in a socially and environmentally responsible manner and creating all stakeholders' values to achieve our business goal, Corporate Sustainability.



Mr. Vachara Tuntariyanond
(Chairman of the Board Officer)



Mr. Pawat Vitoorapakorn
(Chairman of the Board Officer)

Value chain (Disclosure102-9)



COVID-19 Crisis Management



หมายเหตุ: นโยบาย "USE" คือ U: Utilization ใช้ประโยชน์จากทรัพยากรที่มีอยู่อย่างคุ้มค่า/ S: Save ประหยัดค่าใช้จ่าย และ E: Efficiency เพิ่มประสิทธิภาพการทำงาน

The coronavirus disease 2019 (COVID-19) pandemic is spreading from the end of 2019 to the present. In addition to affecting the health and safety of people in society, it also affects the health and safety of It also affects the overall economy and supply chain management of interconnected industries around the world, as well as affects the company's business operations. Inevitably, too.

EPG has subsidiaries and associated companies based in China with the early outbreak of COVID-19. EPG is concerned about the health of its employees operating in China. Therefore, assistance has been sent to such

subsidiaries and associated companies. In February 2020, we began to see negative signs of the COVID-19 pandemic. Therefore, the policy "USE" has been set to urgently respond to this crisis, In addition, we have measures to prevent and control the spread of COVID-19 of all employees in line with the best practices of the World Health Organization (WHO) and the Department of Disease Control, Ministry of Public Health, and measures to prevent and reduce the severity of the impact on business operations, as well as contribute to society by developing innovative products to help reduce the spread of COVID-19.

EPG has established guidelines as follows;

1. Assess risks well	Assess the risks and impacts of the COVID-19 pandemic on the EPG business plan and operations in all aspects.
2. Determine measures and person in charge	Establish short- and long-term risk prevention and mitigation methods, and clearly identify who is responsible for each one.
3. Communicate effectively	Communicate with internal and external stakeholders to understand the situation of EPG and its subsidiaries, including measures and plans for EPG operations in dealing with this crisis.
4. Monitor the situation and evaluate measures closely.	Assign the person in charge of monthly reporting to management on the situation and progress of the performance according to measures

HR and administration are assigned to oversee the evaluation of the risks associated with the COVID-19 pandemic and to develop measures to address all risks, including supporting budgets and resources to enforce preventive and regulated measures, with management as a follower of the progress and effectiveness of the company's measures as follows:

Short-term measures

Covid-19 Prevention and Monitoring Measures in Operational Areas Person in charge: <i>Human Resources & Administration Department</i>	<ol style="list-style-type: none"> Measures to avoid the spread of COVID-19 to the Company's and its subsidiaries' staff, as well as measures to respond to cases of infection and emergency response plans, have been announced. Monitoring and Prevention <ol style="list-style-type: none"> Employees must strictly follow the company's notice and adhere to ISO14001/ISO45001 standards in terms of monitoring, prevention, body temperature assessment, announcements, and communications through various channels. Some employees are required to work from home, with support services and security controls in place. Face masks and other safety and occupational health equipment have been given to employees. Hand sanitizer equipment is used to keep the office and common areas clean. Make a clear distinction between the plant and the working section. Unrelated individuals are not permitted to enter the region. To minimize the density of lunch, divide lunch breaks into two sessions (alternate breaks) and set up plastic canteen partitions. Third-party visitors have been provided with measures requesting cooperation in strict accordance with both government agencies' and the Company's measures, as well as screening before accessing the company. Infection control guidelines <ol style="list-style-type: none"> The Human Resources Department informs the provincial health department. Coordinate cleaning companies in vulnerable areas Take 3 days off work at the incident area
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Business Continuity Measures Person in charge: <i>Subsidiaries Accounting & Finance</i> <i>Department Production Department</i> <i>Purchasing Department Transportation</i> <i>Department Sales & Marketing</i>	1. <u>On product and service</u> , plan and control the supply of raw materials by maintaining adequate stocks and production plans and efficient warehouse management. 2. <u>On transportation</u> , create a transportation plan for effective transportation and products distribution under the company's delivery criteria with appropriate circumstances. 3. <u>On distribution and services</u> , to ensure customers' confidence, more online distribution channels have been expanded with hygiene measures for employees and customers. 4. <u>On liquidity and financial status</u> , prepare financially to maintain liquidity, assess investment plans and expenditure, and research and use mitigating measures offered by governments and other relevant authorities both domestically and internationally
Work From Home Measures Person in charge: <i>Human Resources & Administration</i> <i>Department</i> <i>Information Technology Department</i>	Adjust employee work to suit disease control and prevention and government preventive measures. EPG also provides IT devices and application to work from home continuously and efficiently.
Social Assistance Measures Person in charge: <i>EIC</i> <i>Research and Development</i> <i>Department of subsidiaries</i> <i>Human Resources & Administration Department</i>	EPG recognizes the shortage of self-defense equipment such as masks of standard quality and has assigned a subsidiary responsible for research and development, using existing technology to develop innovative products to help society in times of crisis with a shortage of self-defense equipment such as EP-KARE and Face shield. It is distributed to employees, partners, customers, and stakeholders, as well as to general distribution.

Long-term measures

According to public health experts, the COVID-19 pandemic will last for a long time, which is unpredictable. As a result, EPG has established long-term measures to manage the ongoing risks and potential impacts of the COVID-19 pandemic, as well as emerging risks that may arise in the future, as follows:

1. Strictly implement the "USE" policy and make the most of the existing resources, which will help the company lowering some of its costs.
2. Estimate recovery times by type of business, from the fastest to the slowest, in order to examine the goals and alter the short- and long-term operational plans in accordance with the scenario.
3. To analyze business risks and implement suitable risk management procedures, closely monitor changes in global and domestic situations, especially changes produced by new normals that may influence the company's operations or consumers.
4. Analyze each changing industry's "new normal" to develop a long-term plan to cope with the "new normal" to maintain the company's long-term competitiveness and reduce the potential impact on businesses through innovation and technology, as well as create new business opportunities outside of the core business to meet changing consumer needs or behaviors.

Performance

In fiscal year 2020/2021, no EPG employees were infected with COVID-19, however, EPG continues to take preventive measures and monitor the spread of COVID-19 in our operational area.

Stakeholders Stewardship

1. Employee Stewardship	<ol style="list-style-type: none"> EPG provides the following internal infection and spread prevention measures: <ul style="list-style-type: none"> Measure employees' body temperature before entering the company every day. Hand out face masks to all employees. Change clock-in and out method from fingerprint scanning to face scanning to reduce contact points. Keep space between workspaces, set up team breakdown and allow WFH policy. For safety in the cafeteria, several methods have been applied such as setting up partitions, keeping food space, queuing spacing, changing payment methods to scan QR codes, etc. Arrange locations for document transfers between departments and external visitors. Online Meetings & Training <p>In addition, cleaning cycles have been imposed more frequently, cleaning items are available in common contact areas, cleaning spraying, and handwashing gels are also adequately provided to all employees.</p> Internal communications have been performed to educate employees to be aware of how to prevent and strictly follow the company's measures, as well as to observe their own conditions. EPG supports work equipment for employees to be able to work from home efficiently.
2. Community stewardship	<p>EPG is engaged in helping communities or society to alleviate the suffering caused by the COVID-19 pandemic and allocate a budget of 10 million baht for the project "EPG Fights for COVID-19" by offering the following EPG products:</p> <ol style="list-style-type: none"> EP Kare multipurpose mask innovation products, which we have developed to alleviate the suffering and difficulties during the shortage of quality face masks, meet safety standards and were donated to 200,000 required agencies. Aeroklas face Shield, certified by many countries, were given to the hospital, healthcare workers and social benefits groups. 40,000 boxes of food packaging were given to restaurants to support food preparation for healthcare workers and the public in need. EPG produces clear plastic sheets from A4 size with 0.3 mm PET plastic to make face shield for medical people. EPG cooperates with partners to provide negative pressure swab test to hospitals
3. Vendor Stewardship	<p>EPG provides helpful measures for partners, such as reducing the payment term for medium-sized partners in exchange for discounts on items, allowing medium-sized partners to keep cash flowing in their businesses.</p>
4. Customer Stewardship	<p>EPG outlines helpful consumer initiatives such as extending payment terms or creating rebate extension programs for certain customer groups.</p>



EPG

EPG donated
multi-purpose
masks (EP-KARE)



EPG

EPG donated
plastic packaging;
EPP food container



EPG

EPG donated
Aeroklas face shield

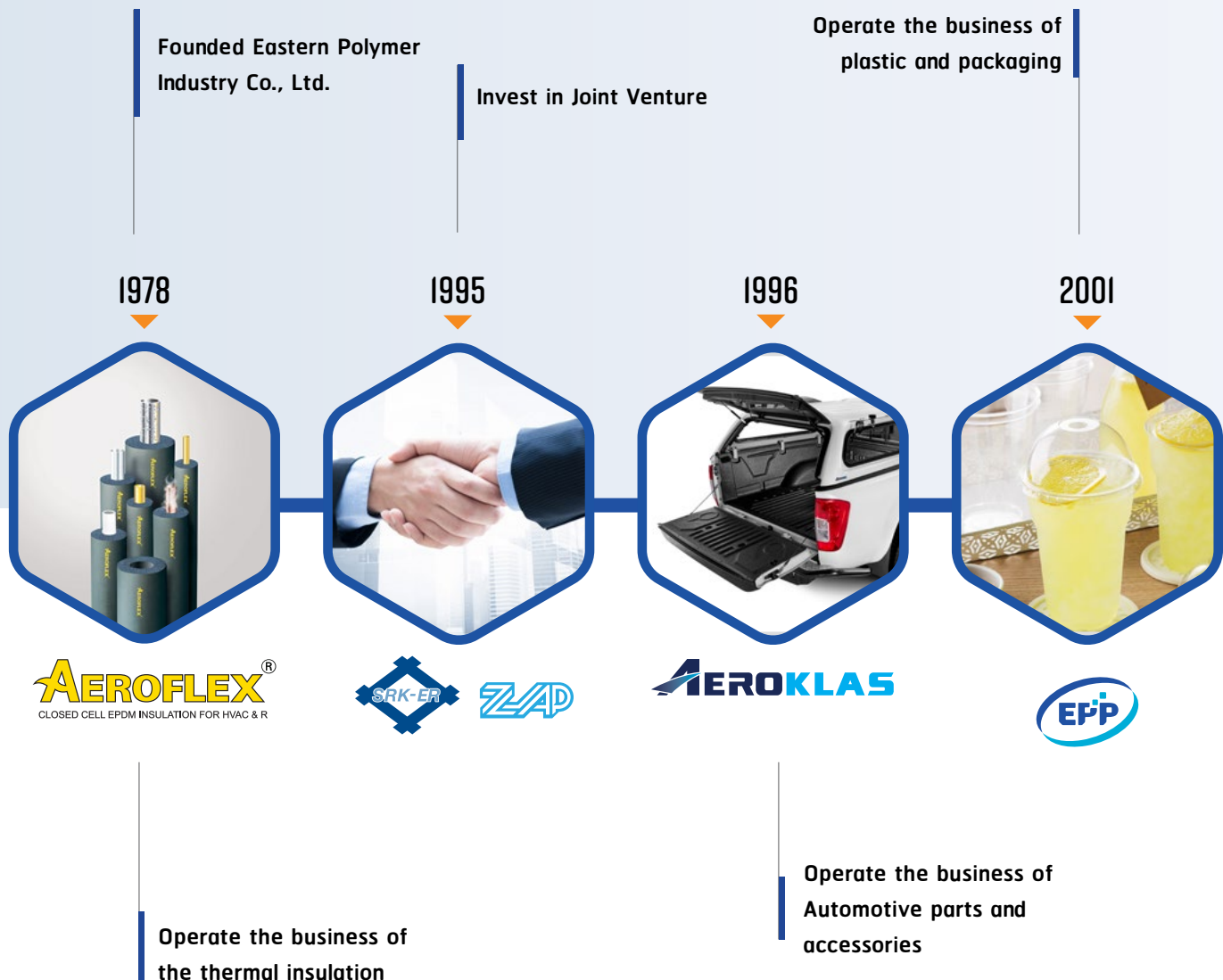


About EPG

Eastern Polymer Group Public Company Limited or EPG (Disclosure 102-1), formerly known as Eastern Polymer Industry Co., Ltd., was established in 1978 by the Vitoorapakorn family. Our main businesses consist of thermal insulation business, automotive & accessories business, plastic and packaging business, and R&D business. We have changed its name and listed on the Stock Exchange of Thailand as Holding Company on December 24, 2014 with a registered capital of 2,800 million baht. EPG conducts business in the

form of investments in other companies domestically and internationally, focusing on polymer & plastic processing business, with revenues from subsidiaries in 3 main businesses (Disclosure 102-2).

Our headquarter is located at 770 Moo 6 Theparak Road, Muang District, Samutprakarn 10270. (Disclosure 102-3) As of March 31, 2021, there were 2,755 employees in total (Disclosure 102-7).



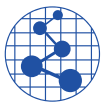
EPG Businesses (Disclosure 102-2, 102-6)

Under the vision of “Creative Innovation Organization,” EPG is the world’s leading manufacturer and distributor of polymer and plastic products, as well as a research and development company that creates innovative products that support and promote the quality of life of people in society while maintaining a balanced environment by investing in 6 businesses, including:

- (1) Thermal Insulation business
- (2) Automotive and Accessories business
- (3) Plastic and Packaging business
- (4) Other supporting business
- (5) Research and Development business
- (6) Joint Venture

Established EPG innovation Center (EIC), research and development business

2006



EPG INNOVATION CENTER (EIC)

2014



1ST TRADING DAY

Eastern Polymer Group Public Company Limited (EPG) is Listed under stock exchange of Thailand

Aeroklas Australia Pty. Ltd. acquired TJM Australia Pty. Ltd.

2015



Aeroklas Australia Pty. Ltd. acquired Flexiglass Australia Pty. Ltd.

2016





EPG Core businesses

Thermal Insulation Business

"Aeroflex"

Aeroflex Co., Ltd. is the world major manufacturer of thermal insulation using Ethylene Propylene Diene Monomer (EPDM) which the company invents and continually conducts research and development; this invention is guaranteed with many patents, and expanded its sales to more than 100 countries across the world.

Aeroflex's insulations are distributed worldwide under 3 brand names (Trademarks): "AEROFLEX" "AEROCEL" and "CELFFLEX"

AEROFLEX[®] **AEROCEL[®]** **Celflex[®]**

**World's
Number
1**
manufacturer in
EPDM
insulation

1

EPG have 100%-owned Aeroflex Co., Ltd. for the manufacture and distribution of thermal insulation business.



Automotive and Accessories business

"Aeroklas"

Aeroklas Co., Ltd. is the world leading manufacturer of automotive parts and accessories with product designs and development under Aeroklas' patents. Aeroklas's automotive parts and accessories are used for decoration and supplement to enhance efficient use of pick-up trucks which include Bedliner, Canopy, Deck cover, Side steps and products under the brand "TJM" and Flexiglass"

Aeroklas's automotive parts and accessories are distributed worldwide under "AEROKLAS" "TJM" "FLEXIGLASS" and "BOCAR"



EPG have 100%-owned Aeroklas Co., Ltd. for the manufacture and distribution of automotive parts & accessories business.

We are Aeroklas Canopy

The 1st brand in the world who reinforces with ABS double shells for double strength

1



Plastic and Packaging business

"Eastern Polypack"

Eastern Polypack's main business is manufacture and distribution of disposable plastic packaging for food and beverage, for example, drinking cups, food containers, plates, and bowls. All products are manufactured under the trademark of "EPP". EPP brand is well recognized as premium products among food and beverage industries at every level. Last year, the Company launched new trademark, which is "eici", in order to expand the business to the non-premium product market.



In addition, Eastern Polypack Co., Ltd. manufactures and distributes plastic sheet to customers in many industries who will transform plastic sheet to be their product, such as automotive parts, bottle and can pads, billboards, and various forms of roofing.

EPG have 100%-owned Eastern Polypack Co., Ltd. for the manufacture and distribution of plastic packaging business.

Asian number
Thermoforming
plastic & packaging
manufacturers

1



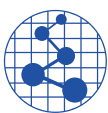
Other supporting business

Aeroflex Polymer Technology (Shanghai) Company limited (China)

Aeroflex Polymer Technologies (Shanghai) Limited (APT) distribute the special grade Aeroflex EPDM insulation in China while support the production and distribution of 3 businesses aforementioned to ensure efficiency in business operation.

EPG have 100%-owned Aeroflex Polymer Technology (Shanghai) Company limited (China) for the distribution of EPDM insulation in China and support the production and distribution of 3 businesses





**EPG INNOVATION
CENTER (EIC)**

EPG Innovation Center Company Limited
บริษัท อีพิก อินโนเวชันเซ็นเตอร์ จำกัด

Research and Development business

EPG Innovation Center Co., Ltd.

conducts the research and development and testing for the materials and products, including calibration. EIC is an important organization supporting the research and development of EPG. In addition, EIC is one of the modern private polymer research lab centers in Thailand. With technology performance, testing tools and equipments, operation method, and experience of testing, EIC can provide services of product analysis and testing according to the test standards in the acceptable international level about rubber, plastic, metal, packaging, and automotive parts; moreover, dimensional and temperature calibration services can also be provided. Currently, testing services are also offered to other external companies.

EPG have 100%-owned EPG Innovation Center Co., Ltd. for research and development business.

The total
number of
**R&D and
laboratories**

8

Joint Venture / Investment in**Sumiriko Eastern Rubber (Thailand) Co., Ltd.**

for manufacturing of shock absorbing rubber and fuel hoses for motorcycles. The Company has associated with Japanese firm, Sumitomo Riiko Company Group - one of the world biggest manufacturers of anti-vibration rubber. The product ranges include rubber covers for engine and fuel hoses for cars and motorcycles which are distributed to large manufacturers with production based in Thailand and worldwide. The Company holds 30% of ordinary shares (not included preferred shares) in Sumiriko Eastern Rubber but is entitled to receive dividend and has voting rights at 20% in Sumiriko Eastern Rubber (Thailand) Co., Ltd. The reason is based on the fact that Sumitomo Riiko Co., Ltd. holds 25,000 preferred shares which allows voting right and receive dividend 30 times of ordinary shares. However, according to the joint venture agreement, any significant amendment must be approved by at least 81% of represented shares

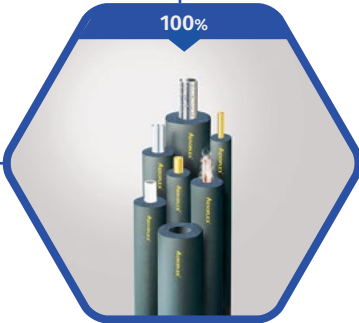
**Investment in****Zeon Advanced Polymix Co., Ltd.**

Investment in Zeon Advanced Polymix Co., Ltd. This business is production and distribution of rubber compound for natural and artificial rubber used in various industries. Customers are from within the country and overseas whereby more than 70% of them are automotive industry which produces anti-vibration rubber, seals, car doors including rubber parts used in construction site. The company has two production facilities located in IPP, Nakhonphattana, Rayong province. The Company holds 27% of shares in Zeon Advanced Polymix Co., Ltd.





100%



Manufacture & Distribution
of Thermal Insulation



AEROFLEX CO., LTD. (AFC)



100% Aeroflex USA Inc. (AUS)



100% APS Co., Ltd. (APS)



40% ALP Aeroflex
India Private Ltd. (AAI)



40% Aerocel Construction
Materials (Jiansu) Co., Ltd.
(ACM)

100%



Manufacture & Distribution
of Automotive parts & Accessories



AEROKLAS CO., LTD. (AEROKLAS)



100% Aeroklas USA Inc. (Aeroklas-USA)



100% Aeroklas Australia Pty. Ltd.
(Aeroklas-AU)



100% Flexiglass Challenge Pty. Ltd.
(AU)



100% Aeroklas Shanghai Co., Ltd.
(Aeroklas-SH)



70% Aeroklas Malaysia
Sdn. Bhd. (Aeroklas-Malaysia)



45% Aeroklas Duys Pty.Ltd.
(Aeroklas-D)



51% Faraero Co., Ltd.

100%



Manufacture & Distribution
of Plastic and Packaging



EASTERN POLYPACK CO., LTD. (EPP)



100% TJM Products Pty.Ltd.
(TJM-AU)



100% TJM Off-road
Products Inc. (TJM-USA)



100% TJM Products
MEA DMCC
(TJM-UAE)

EASTERN POLYMER GROUP PUBLIC COMPANY LIMITED



EPG Business Overview

The Eastern Polymer Group Plc (EPG) is a holding company that invests in its affiliates. EPG emphasize on the investment in world class innovative polymer and plastic product manufacturer business which are

1. Thermal Insulation Business
2. Automotive and Accessories Business
3. Plastic and Packaging Business
4. Other supporting Business
5. Research and Development Business
6. Joint Venture

Remark:

EPG holds common shares of Sumiriko Eastern Rubber (Thailand) Company Limited (SRK-ER) for 30% (not including preferred stock), but entitled to voting rights and received 20% of profit sharing. However, The company is entitled to co- management in SRK-ER, by which the company has veto right against important agenda of SRK- ER's articles which require every important agenda receive approval votes from shareholder's meeting at least 81.0%

EPG Sustainability Development

EPG adheres to its commitment “**Creating A World In Harmony with Technology and Innovation**”. We seek to become a “**Creative Innovation Organization**” by leveraging innovative and advanced technologies to create creative products and improve work methods in order to grow the business while adding value to society and the environment, as expressed in the corporate vision. EPG aspires to build a corporate culture that prioritizes morality and ethics as a business principle and is accountable for both the impacts and interests of

stakeholders, society, and the environment in a fair and balanced manner, in accordance with the "Once received from society, always give back to the community" resolution, so that the company can grow steadily and sustainably. We have announced EPG Sustainability Framework as follow;

<https://investor.epg.co.th/misc/sustainability/sustainable-growth/epg-sustainable-development-policy-en.pdf>

Creating A World In Harmony with Technology and Innovation



Economic Success

- Law & Regulatory Compliance
- Innovative Product Development
- Technology & Innovation Development
- Supplier Management
- Ethics & Anti Corruption

People Prosperity

- Human Right
- Occupational Health & Safety
- Community Development
- Human Capital Development

Green Planet

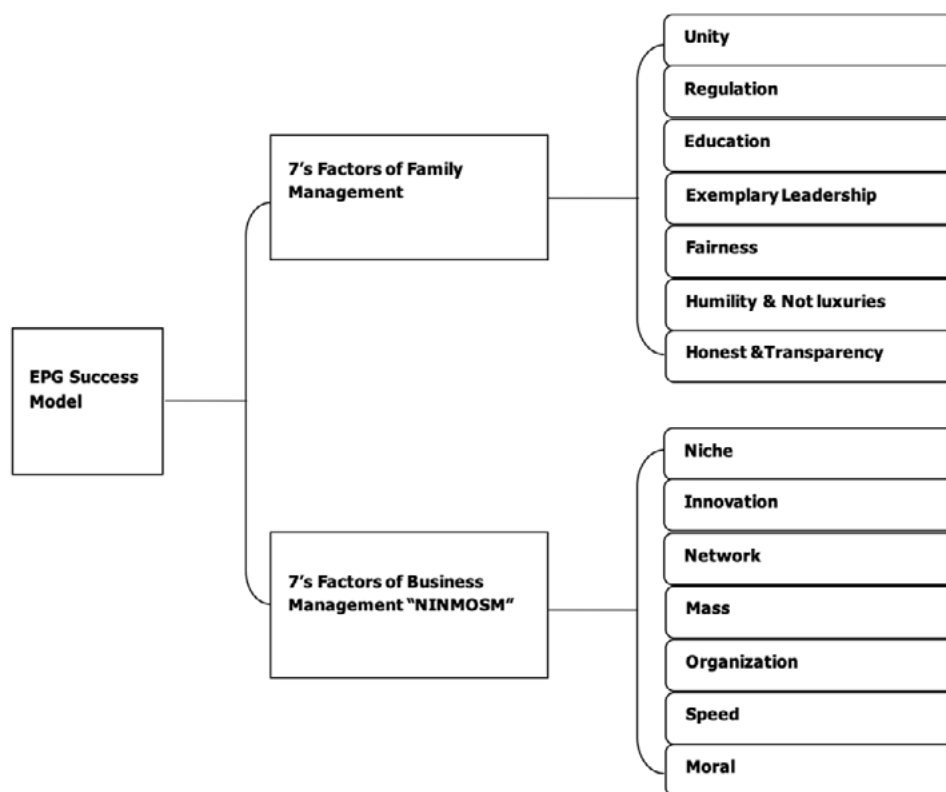
- Environment Impact Management
- Eco Efficiency
- Climate Resilience

Sustainable Growth Principles and Guidelines

(Disclosure 102-16)

For more than 40 years, EPG has experienced consistent and long-term growth. We've also adopted a **"Create a moral organization with quality management"** strategy based on the **"EPG Success Model,"** which blends 7 family management principles with 7 business

management principles. We aim to create happiness for all stakeholders while creating a good society both inside and outside the organization. As a result, EPG has been able to grow consistently and powerfully, as well as successfully deal with changing situations and problems, thanks to the confidence and faith of all sectors.



In addition, EPG has adopted the United Nations Sustainable Development Goals (SDGs), circular economy and other sustainability and social responsibility standards, such as the Stock Exchange of Thailand's Sustainability Assessment Criteria, ISO Standard Eco Industrial Plant Criteria, the CSR-DIW award criteria of the Ministry of Industry, incorporating

them into the company's sustainable development guidelines and improving policies, management standards and practices, as well as research innovations to reduce negative impacts on stakeholders, society and the environment and create balanced and sustainable value for all stakeholders (Disclosure 102-16).



Take a lead in Creating Innovation Products and Service

"Focus on creating futuristic products using innovations in manufacturing and information management, as well as modern technologies to improve people's quality of life while reducing their impact on society and the environment."

EPG believes that innovation is a key driver for sustainable success for the organization. We value and invest in research and innovation development, information management system and the development of innovative products and services of the core business to effectively analyze and address the needs of changing customers and consumers in order to gain competitive advantage by inventing innovative products that are unique to the company, with outstanding features and international recognition of quality and standards. As a result, EPG is prepared to deal with any risks that may arise in the future.

<p><i>Strive For innovative Organization</i></p>	<p><i>“Striving to build an innovative organization that is the center of polymer and plastic knowledge innovation and management, as well as fostering the development of human talent and creating a culture of learning and generating innovation in the company and offering opportunities to express potential. We provide fresh ideas for attracting sustainable business innovations.”</i></p> <p>EPG understands the value of technology and innovation and the risks of not having enough of either to support core business operations. As a result, we focus on investing in its subsidiaries' potential and capabilities in researching and developing business innovations, developing products, hiring knowledgeable researchers to research and develop new products and improve production processes to make them more efficient, and seeking out innovative partners to collaborate on innovation. Furthermore, EPG aspires to be a forward-thinking company by pushing its employees to be creative and show off their abilities. EPG's products have been superb and competitive throughout the past year of continuous operation.</p>
<p><i>Enhance Partnership to Establish Co-Value Creation for Sustainable Business</i></p>	<p><i>“Enhance relationships with key stakeholders such as partners, customers, employees, communities to create shared value between the company and stakeholders in order to grow their business together and live together sustainably.”</i></p> <p>EPG focuses on all stakeholders' participation to support long-term growth, linking and building engagement to understand their needs, problems, and expectations, as well as creating shared values for the benefit of all parties in order to continue to grow and coexist in the future.</p>

Stakeholders

Our EPG group commitment **"Creating A World In Harmony with Technology and Innovation"** aims to develop technologies and innovate in ways that support and advance people's quality of life while strictly maintaining the environment, encouraging the industry to coexist with communities in a quality manner, and improving relationships and partnerships with key stakeholders in order to create shared value between the company and stakeholders in order to grow business together and coexist sustainably.

EPG recognizes the importance of stakeholder engagement. As a result, the Sustainable Development Policy has been developed and adapted to communicate with stakeholders using the AA 1000 Stakeholder Standard (AA1000SES) based on the principles of inclusivity, materiality, and responsiveness. The company has integrated stakeholder's management results in order to satisfy their needs and desires, as well as to generate value for all stakeholders in a fair manner.

Stakeholders' engagement (Disclosure 102-42)

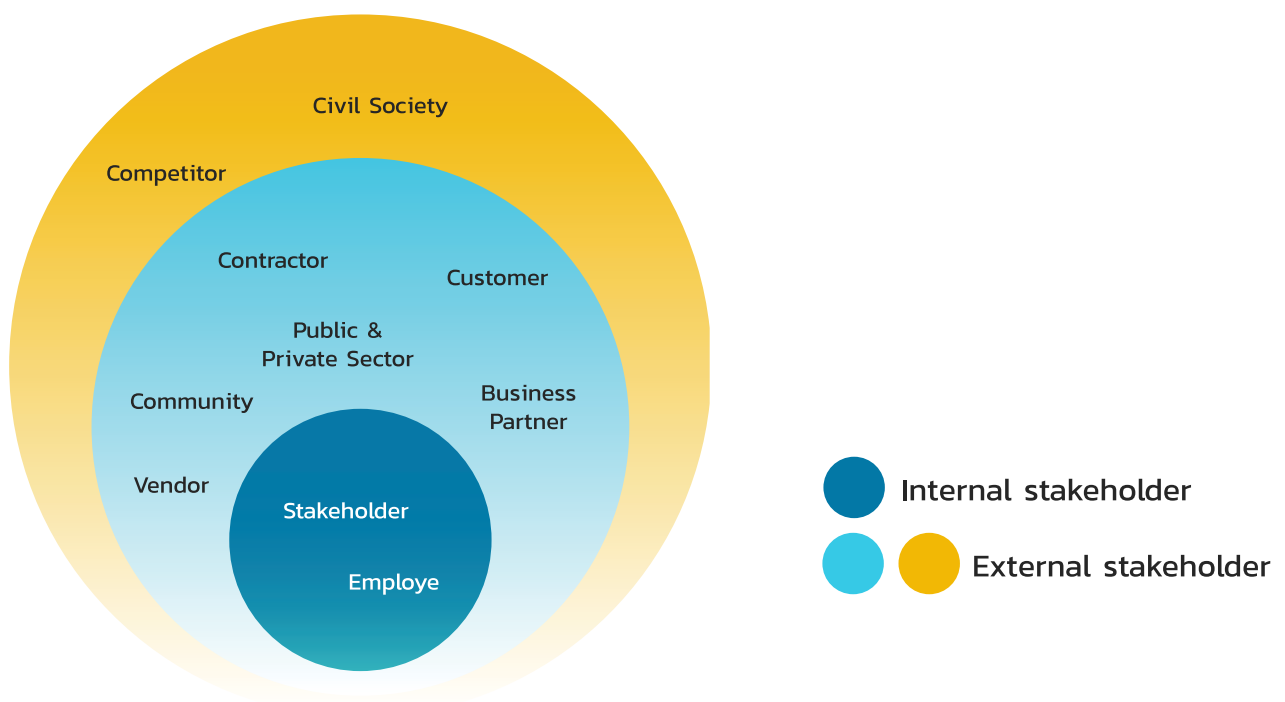
1. Stakeholders' analysis

We have reviewed stakeholder analysis, identification, and prioritization annually.

- Stakeholder identification, EPG consider those who have been positively and negatively impacted by the business and those who have influenced or affected their business. It

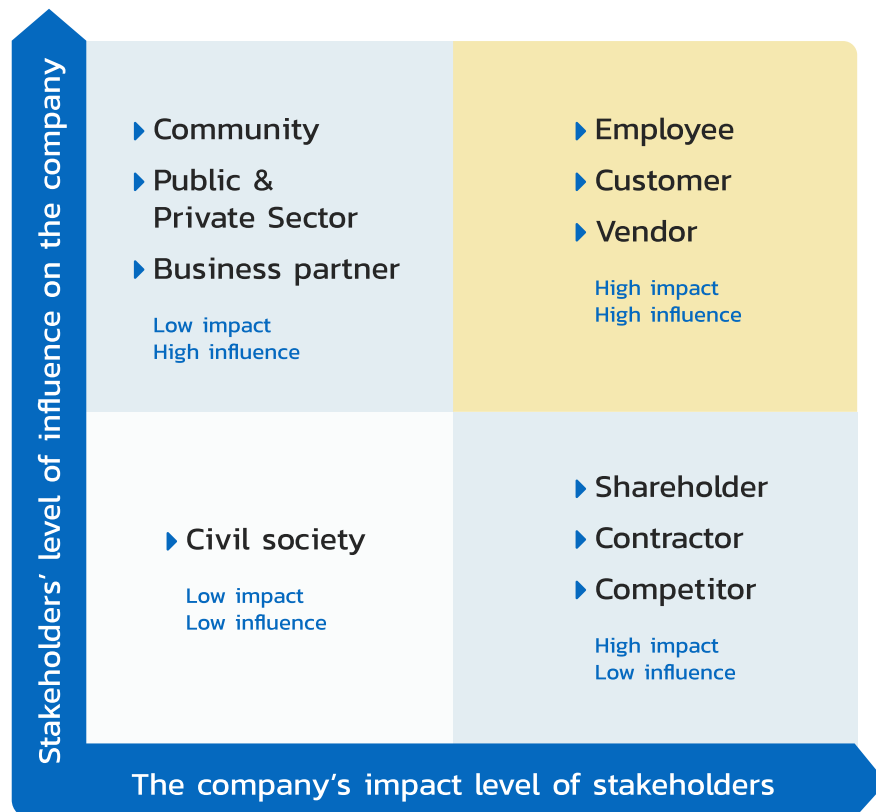
is classified into internal and external groups.

In fiscal year 2020/2021, EPG classifies stakeholders into 10 groups: employees, shareholders, customers, vendors, business partners, contractors, public and private sectors, communities, competitors, and civil society. (Disclosure 102-40)



- The stakeholders' prioritization considers the company's impact level of stakeholders and the

stakeholders' level of influence on the company



2. The assignment of person in charge and its

engagement guidelines

EPG identifies the individuals responsible for each stakeholder and their engagement guidelines, as well as how to systematically explore stakeholders' needs and expectations through various communication channels and operated by agencies involved in each stakeholder under the coordination of the Sustainable Development Working Group to ensure full coverage.

business to define the company's material sustainability issues by gathering expectations, needs, concerns, and opinions from key stakeholders.

4. Stakeholders' response

EPG reacts to stakeholders in various forms in a balanced and reasonable manner.

3. Key issues analysis and selection from stakeholders

EPG analyzes the relevance, importance, impacts, challenges, opportunities, and linkage of the

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business's response
Employee	1. Annual employee meeting 2. Annual employee satisfaction and engagement survey 3. Annual performance assessment 4. Monthly employee meeting 5. Communication via email and social media 6. Publication on website 7. Employee complaint channels	• Appropriate compensation and benefits	• Competitive compensation and benefits
		• Job stability and career progression	• Set up employee's career path in the fields or cross-functions.
		• Fair Performance Assessment	• Improve the efficiency of performance assessment.
		• Treatment of employees with human rights principles	• Establish human rights policy. • Promote fair treatment to all employees based on human rights principles.
		• Work Safety	• Provide adequate equipment and create a safe environment.
		• Skill, knowledge, and competency development	• Define training programs for each employee. • Provide training courses that meet their needs and business plan.
Customer	1. Customer meeting 2. Customer satisfaction survey 3. Customer relations activities 4. Company visit 5. Communication via email and website social media 6. Publication on website 7. Complaint channels	• Innovative products	• Develop innovative products that respond to customer business changes and consumer behavior.
		• Quality of products and services	• Continuously develop and improve production processes to be more efficient for high quality production in a reasonable amount of time. • Improve customer service to meet customer needs with speed and efficiency.
		• Personal data protection	• Protect business confidentiality and customer personal data.
		• Laws and regulation compliance	• Responsible for customers and products with laws and
Vendor	1. Vendor meeting 2. Communication via email and website social media 3. Publication on website 4. Complaint channels	• Transparent, fair, and accountable procurement	• Conduct business with good governance principles and business ethics. • Improve procurement policies and practices to ensure sustainability in the supply chain.
		• Cooperation and relationship development	• Develop empowering partner development projects. • Collaborate in research and development of innovative products.

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business's response
Business partner	1. Business partner meeting 2. Subsidiaries and associates' companies' directors' meeting 3. Communication via email and website social media 4. Publication on website	● Protect business confidentiality.	● Protect business confidentiality and business partner information.
		● Conduct business with integrity, fairness, and transparency.	● Comply with business ethics. ● Create transparent and fair joint venture agreements
		● Compliance with the terms of loan and debenture agreements	● Strictly comply with the terms of loan and debenture agreements. ● Disclose accurate and complete financial information.
		● Effective risk management	● Manage corporate risks economically, socially, and environmentally.
Contractor	1. Contractor meeting 2. Communication via email and website social media 3. Complaint channels	● Treat contractors with human rights principles.	● Treat contractors fairly and equally according to human rights principles.
		● Transparent, fair, and accountable procurement	● Conduct business with good governance and business ethics. ● Improve procurement policies and practices to ensure sustainability in the supply chain.
Public & private sector	1. Occasional meeting 2. Support on government initiatives 3. Government working group participation 4. Company visit 5. Communication via email and website social media 6. Publication on website 7. Information disclosure as request	● Compliance with laws and regulations	● Strictly comply with laws and regulations.
		● Good Corporate Governance	● Conduct business transparently with good governance. ● Transparent disclosure of all operational information
		● Social and environmental impact management from the company's business operations	● Minimize the negative social and environmental impacts from business operations.
		● Corporate Greenhouse Gas Emissions Disclosure	● Prepare greenhouse gas emissions data and certified by international standards.

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business's response
Shareholder	1. Annual General meeting of shareholders 2. Investor's Roadshow 3 Quarterly Opportunity Day 4. Communication via email and website social media 5. Publication on website 6. Preparation of form 56-1 One Report and sustainability report	<ul style="list-style-type: none"> ● Good governance and efficiency 	<ul style="list-style-type: none"> ● Conduct business transparently in with good governance business ethics. ● Comply with laws and regulations. ● Transparent disclosure of all operational information
		<ul style="list-style-type: none"> ● Good performance and stable business growth and profitability. 	<ul style="list-style-type: none"> ● Continuously develop innovations and innovative products. ● Develop production processes using innovation and technology to reduce costs and increase productivity.
		<ul style="list-style-type: none"> ● Effective risk management 	<ul style="list-style-type: none"> ● Manage corporate risks economically, socially, and environmentally.
Community	1. Community relations activities 2. Communication via email and website social media 3. Publication on website 4. Complaint channels 1. 5. Company visit	<ul style="list-style-type: none"> ● Job promotion and creation for neighboring communities 	<ul style="list-style-type: none"> ● Promote local employment. ● Develop community relations projects that promote community development in various areas.
		<ul style="list-style-type: none"> ● Social and environmental impact management from the company's business operations 	<ul style="list-style-type: none"> ● Minimize the negative social and environmental impacts from business operations.
Competitor	1. 1. Related industries	<ul style="list-style-type: none"> ● Fair competition and laws compliance 	<ul style="list-style-type: none"> ● Conduct business with integrity and business ethics, and compliance with laws and regulations.
Civil society	1. Communication via email and website social media 1. 2. Publication on website	<ul style="list-style-type: none"> ● Create value for society. 	<ul style="list-style-type: none"> ● Develop innovative products for society and the environment.
		<ul style="list-style-type: none"> ● Compliance with laws and regulations 	<ul style="list-style-type: none"> ● Strictly comply with laws and regulations.
		<ul style="list-style-type: none"> ● Social and environmental impact management from the company's business operations 	<ul style="list-style-type: none"> ● Minimize the negative social and environmental impacts from business operations. ● Transparent disclosure of all operational information

EPG Sustainability Topics

EPG considered the sustainability issues based on sustainability assessment process from Global Reporting Initiative (GRI) Standards and AA1000 Accountability Principal Standard, focusing on both internal issues and

external issues, which embraced stakeholders' importance and influences, economically, socially, environmentally and corporate governance.



1. Identification

Based on the company's priorities and strategic direction, EPG and its associates collectively define sustainability issues affecting all activities in the value chain and assess major changes and other external factors that could have a positive or negative effect on the company's business operations, such as global and regional changes, global risk trends, criteria set out in industry sustainability standards and assessments, and key points of companies in surrounding industries. In addition, EPG collects sustainability issues from internal and external stakeholders through various channels and methods suitable for each stakeholder group and information from the employees responsible for the stakeholders. Furthermore, EPG gathers information on sustainability issues from internal and external stakeholders through different channels and methods for each stakeholder, as well as information from the employees who are responsible for the stakeholders.

2. Importance to organization assessment

EPG evaluates the issue's importance to the organization based on the issue's connection to sustainability and corporate strategy commitments, as well as the issue's effect on the company based on financial requirements, activities, policies, reputations, and rules.

3. Influence on stakeholder assessment

Stakeholders assess the priority and influence of each issue on stakeholder decisions.

4. Prioritization

EPG categorizes sustainability issues into three levels: very critical, moderate, and low priority based on the importance of concerns to the organization and the degree of impact on stakeholders. In fiscal year 2020/2021, the Sustainable Development Working Group considered a total of 23 key sustainability issues and set them up in the Materiality Matrix table based on global reporting initiative (GRI standards) guidelines, including:

The **vertical axis (Y-axis)** shows the degree of influence of issues on stakeholder groups.

The **horizontal axis (X-axis)** shows the priority of the issue to the company, or the degree of impact the company's operations have on the economy, society, and environment.

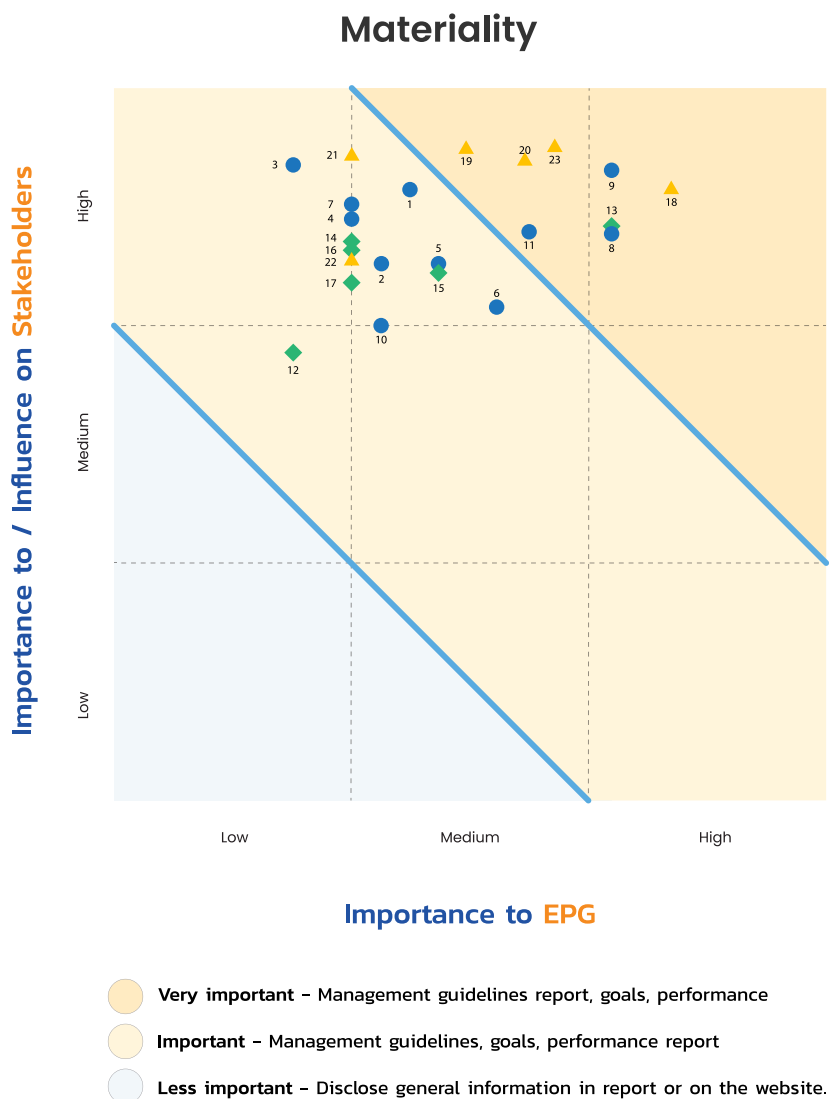
5. Validation

The Executive Committee and the Chief Executive Officer have endorsed the 23 sustainability issues and have chosen strategic priorities to assess strategies and methods for stakeholder response in various dimensions. However, EPG has yet to define operational success indicators and link them to leadership and related employee performance

reviews. The business will continue to exist in the future.

Since 2021 was the first year in which EPG fully recognized and evaluated all sustainability issues throughout the process. As a result, EPG now mandates the Sustainable Development Working Group and the Board of Directors to assess critical sustainability issues on an annual basis to improve the suitability of changing external situations and environments or organizational contexts, as well as to cover issues that are of importance to stakeholders.

Key sustainability issues (Disclosure 102-47)



Corporate Governance and Economy (11 issues)	Environment (6 issues)	Society (6 issues)
1. Laws and regulations compliance	12. Energy efficiency	18. Stakeholders' engagement
2. Business performance	13. Environmental impact management	19. Employees' engagement and retention
3. Good governance	14. Greenhouse gas emission	20. Human resource development
4. Ethics and anti-corruption	15. Resource efficiency	21. Human rights
5. Risk management	16. Sustainable waste management	22. Community development
6. Data management	17. Water management	23. Occupational health and safety
7. Data security		
8. Innovation and process development		
9. Innovative products and services		
10. Customers' responsibility		
11. Supply chain management		

Materiality Topics and performance disclosure (Disclosure 102-47)

	Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure		Pages	SDG Targets
			Internal	External					
Corporate Governance and Economy	Corporate governance for sustainability	3.Good Governance	Employee	Shareholder	GRI 102 General Disclosure	102-18 102-20 102-27 102-28	Governance Structure and Composition Highest Governance Body's Competencies and Performance Evaluation	43-46	16.3/16.5
	Code of conduct and regulatory compliance	4.Ethics and Anti-Corruption	Employee	Shareholder Vendor Business Partner Contractor	GRI 205 Anti-corruption 2016	205-2 205-3	Communication and training about anti-corruption policies Confirmed incidents of corruption and actions taken	47-51	16.3/16.5
		1.Laws and Regulations Compliance	Employee	Shareholder Customer Business Partner Vendor Contractor Community	GRI 307 Environmental Compliance 2016 GRI 419 Socioeconomic Compliance 2016	307-1 419-1	Non-compliance with environmental laws and regulation Non-compliance with laws and regulations in the social and economic area		
	Risk Management	5.Risk Management	Employee	Shareholder	Risk Management	EPG Indicator	Business portion that has ESG risk management	52-58	8.2/ 16.7
	Business Growth	2.Business Performance	Employee	Shareholder Vendor Business Partner	Economic Performance	201-1	Direct economic value generated and distributed	59-61	8.2/ 9.4/ 9.5
	Information and technology management	6.Data Management	Employee		GRI 103 Management Approach	103-1 103-2	Explanation of material topic and its boundaries Management Approach and its components	62-63	16.7/ 17.19
	Innovation	8.Innovation and process development	Employee	Customer Vendor Business Partner	Innovation Management	EPG indicator	Number of innovative product launched per year	64-68	8.2/ 8.3/ 8.4/ 9b
		9.Innovative products and service							
	Sustainable supply chain management	11.Supply chain management	Employee	Vendor Business Partner	GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	69-72	5.2/ 8.3/ 8.7/ 8.8
					GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		
					GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria		
	Customers' responsibility and product stewardship	10.Customers' responsibility 18.Stakeholders' engagement	Employee	Vendor	Customer Engagement GRI 416 Customer Health and Safety 2016	EPG indicator 416-2	Customer's satisfaction Incidents of non-compliance concerning the health and safety impacts of products and services	73-75	16.3
	Cybersecurity and data security	7. Data Security	Employee	Customer Business Partner Vendor	GRI 418 Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	76-80	16.3/ 16.10
Environment	Environmental impact management	13. Environmental impact management	Employee	Community	307 Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	81-83	3.9/ 16.3
	Air pollution management				305 Emissions 2016	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	83-85	12.4/ 16.3
	Resource efficiency	15. Resource efficiency	Employee	Community	Eco-efficiency	EPG Indicator	Eco-efficiency	86	12.2
	Greenhouse gas emissions management	14.Greenhouse gas emissions	Employee	Community	305 Emissions 2016	305-1 305-2 305-3	Direct (Scope 1) GHG emissions Energy indirect (Scope 2) GHG emissions Other indirect (Scope 3) GHG emissions	87-93	7.2/ 7.3/ 12.2/ 13.1
		12.Efficient energy consumption	Employee	Community	302 Energy 2016	302-1 302-3	Energy consumption within the organization Energy Intensity		
	Waste management	16.Sustainable waste management	Employee	Community	306 Waste 2020	306-3	Waste generation Waste diverted from disposal Waste directed to disposal	94-97	12.4/ 12.5
	Water management	17. Water management	Employee	Community	303 Water and Effluents 2018	303-3 303-4 303-5	Water Withdrawal Water discharge Water Consumption	98-101	6.3/ 6.4/ 12.2

	Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure		Pages	SDG Targets
			Internal	External					
Society	Human Rights	21.Human Rights	Employee	Community Customer Vendor	GRI 412 Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	102-104	8.7/ 8.8 /10.2/ 10.3
	Human resource management	19. Human resource management 18.Stakeholder engagement	Employee		GRI 401 Employment 2016	401-1 401-3	New employee hires and employee turnover Parental leave	105-112	5.1/ 8.5/ 10.3
	Human resource development	20. Human resource development	Employee		GRI 404 Training and Education 2016	404 -1	Average hours of training per year per employee	113-117	4.4/ 8.2/ 8.5
	Health and safety	23. Health and safety	Employee	Vendor Community	403 Occupational Health and Safety 2018	403-9	Work-related injuries	118-123	3.4/ 3.9/ 8.8/ 16.1
	Community development	22.Community development 18. Stakeholder engagement	Employee	Community	413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	124-130	3.4/ 3.6/ 4.4/ 4.5/ 4.b/ 6.6/ 8.3/ 15.2/ 15.4/ 17.17

EPG and Sustainable Development Goals



EPG is dedicated to long-term company development in order to support economic progress. EPG has also set long-term environmental, social, and corporate governance (ESG) goals for 2025 in order to strike a balance between company growth and social and environmental responsibility. It's also an element of the country's commitment to achieving the Sustainable Development Goals (SDGs).

Long-term Goals for 2025

6.3/ 6.4

- Water consumption per product unit decreased by 2.5% from fiscal year 2019/2020



7.2/ 7.3

- Energy consumption per product unit fell by 2.5% from fiscal year 2019/2020



8.2/ 8.3/ 8.4/ 8.7/ 8.8

- The total frequency of injuries is less than 15.55.
- The frequency of injury to stop work is 0.
- Human rights complaints is 0.
- 75 innovation projects initiated from employees per year.



9.4/ 9.5/ 9b

- 30 lists of patented or award-winning innovations per year



12.2/ 12.4/ 12.5

- Waste rate per product unit reduced by 10% from fiscal year 2019/2020



13.1

- Greenhouse gas emissions dropped by 5% from fiscal year 2019/2020
- Greenhouse gas emissions per product unit decreased by 2.5% from fiscal year 2019/2020



16.3/ 16.5/ 16.7/ 16.10

- All business units with a comprehensive risk management plan in ESG
- All business units are protected from leakage of personal information.
- No violation of laws and regulations



17.16

- There are community and social development projects that support sustainable development in the country.



Corporate Governance for Sustainability

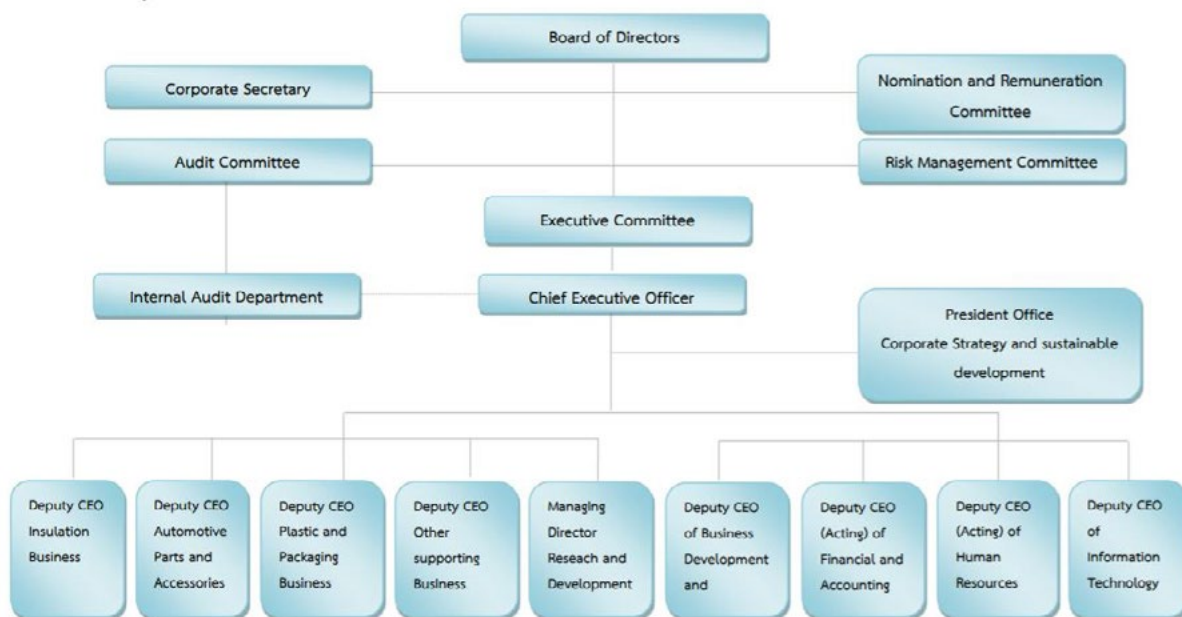
EPG believes that excellent corporate governance is the cornerstone and primary mechanism for a company's long-term growth. As a result, EPG places a high value on excellent corporate governance and efficiency in business operations to fulfill the company's goals ethically and in line with laws, regulations, policies, and good governance principles, such as transparent and fair management. This will push the company to become a true sustainable business.

Corporate Governance Guidelines

EPG manages the organization using good corporate governance principles, as well as a board of directors and executives with the vision and responsibility to oversee an effective and transparent management system, while also conducting business with a conscious

of responsibility to all stakeholders and continuously developing to bring credibility and sustainability to business and society.

The following is EPG's corporate sustainability governance structure (Disclosure 102-18):



As the organization's leader, the Board of Directors is responsible for establishing the company's vision, direction, mission, strategy, and oversight of business operations in order to achieve the company's main objectives and goals, as well as overseeing economic risk management and encouraging the company to grow and create long-term value while fostering trust and credibility among all stakeholders.

The Board of Directors is made up of nine members, each of whom was nominated after fulfilling the

Securities and Exchange Commission's (SEC) legal requirements and criteria. The Nomination and Remuneration Committee has established effective criteria and procedures for nominating board members to obtain a committee with a wide range of qualifications, knowledge, competencies, and experience that can effectively supervise EPG and benefit all organizations and stakeholders. The Board of Directors meets to review the performance on a quarterly basis.

The Board of Directors' Performance Assessment (Disclosure 102-28)

EPG has required annual evaluations of the performance of all board members and sub-committees, both in the form of individual director assessments and evaluations of faculty directors, in order to ensure effective corporate governance, by updating information from the Stock

Exchange of Thailand's assessment form. The assessment results and recommendations will be utilized to strengthen and enhance the board's responsibilities in order to make them more efficient and in the best interests of EPG and its stakeholders.

	The Board of Directors		Sub-Committee	
	Each team	Individual	Each team	Individual
Performance Assessment 2020/2021	"Excellent"	"Excellent"	"Good-Excellent"	"Good-Excellent"

The Board of Directors' capacity development

(Disclosure 102-19, 102-20)

EPG encourages the Board of Directors to participate in national and regional trainings and activities in order to apply their expertise and experience to the organization's advantage.

The Board of Directors' capacity development in fiscal year 2020/2021 as reported on form 56-1 One Report for the fiscal year 2020/2021 was conducted in Section 8.1.1 Nomination, Development and Evaluation of the Board of Directors' duties.

The following are examples of effective corporate governance and organizational structure: The 56-1 One Report 31 March 2021 provides more information

<https://investor.epg.co.th/misc/one-report/20210621-epg-one-report2021-en.pdf>

Corporate Governance for Sustainability



To ensure corporate sustainability, EPG places a high value on collaboration from all aspects of the business. Executives and employees have both contributed to the development of a solid understanding and corporate culture, as well as the implementation of sustainable work.

- For EPG to fulfill its objectives and goals, the Board of Directors mandates that policies, goals, and sustainable development frameworks be established to follow, as well as that progress and sustainability performance be monitored. The Board of Directors is in charge of managing missions that are vital to the organization's long-term sustainability, as well as controlling management in accordance with the specified framework and goals. EPG has also formed new sustainable development working group to help the organization's sustainability development efforts move forward in a more tangible and efficient manner. The Sustainable Development Working Group is comprised of executives and representatives from EPG and its subsidiaries, totaling 16 people, with the President Office of

Corporate Strategy and Sustainable Development serving as a policy officer from the Board of Directors and the Chief Executive Officers, supervising and working with the Sustainable Development Working Group and reporting to the Chief Executive Officer and the Board of Directors, respectively. The following are the roles and responsibilities of the Sustainable Development Working Group:

- Create development processes and gather data on EPG's and its subsidiaries' sustainability performance. Analyzing important stakeholders in sustainability helps the firm communicate, build awareness, and learn about the issues that matter to stakeholders, which businesses should handle effectively to stay competitive.
- Build understanding with employees to be able to carry out sustainable development tasks in accordance with international standards.
- Present sustainable development goals and performance reports to the Executive Committee and Board of Directors, as well as analyze and evaluate sustainability data toward defined goals to assist EPG in improving operational efficiency, reducing risks, and identifying opportunities to increase revenue or lower operating costs.
- Prepare EPG sustainability reports and monitor, review, and plan for continual performance improvement.

Performance

The Boards of Directors met once to track sustainability progress and to consider and strengthen the corporate

governance framework for long-term sustainability. This year, the Board of Directors authorized revised rules and guidelines, as well as new policies, to accommodate changing laws, regulations, and business situations, as well as to urge EPG to continue to expand and produce long-term value.

Newly announced policy in 2020/2021
Sustainable Development Policy
Tax Policy
Revised Policy 2020/2021
Code of Conduct

EPG has organized workshops on corporate sustainable development for EPG and its subsidiaries' Boards of Directors, executives, and employees to improve understanding of sustainable business practices by inviting speakers from SBDI to share knowledge on sustainable issues such as the concept of sustainability development, exploration of key sustainability issues, and developing a sustainability framework and strategy.



Workshop on Corporate Sustainability Development for EPG Sustainability Working Group on December 16, 2020



Corporate Sustainability Development Training for the Board of Directors and Senior Executives on December 14, 2020



Workshop on identifying key sustainability issues of EPG and its subsidiaries on February 25, 2021



Validation meetings and approval of key sustainability issues EPG Group Sustainability Framework and Strategy by Chief Executive Officer and Senior Management Officer on March 31, 2021



Code of Conduct and Laws and Regulations Compliance

EPG understands that doing business that violates the law or contravenes its code of conduct, such as corruption, may directly affect its business operations. EPG's reputation and image have an impact on stakeholders' trust in the company, since they take corporate ethics, anti-corruption, and laws and regulations compliance very seriously. As a result, EPG aspires to do business in accordance with high morality and ethics, and it is accountable to all stakeholders in the supply chain.

	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Significant number of corporate governance complaints	0	0
Number of corruption complaints	0	0
Proportion of employees tested for anti-corruption knowledge	100%	100%

Management Guidelines



EPG has announced solid corporate governance principles and a business code of conduct that are appropriate for the business environment and follow widely acknowledged norms and regulations. The Securities and Exchange Commission's excellent corporate governance policy and business code of conduct outline the extent of conduct and behavior requirements that the Board of Directors, executives, and all employees of EPG and its subsidiaries should undertake in business operations and operations.

EPG has published its good corporate governance policy and business code of conduct, as well as related policies, on its intranet and website so that executives and employees can study, understand, and use it as a

guideline for operations, as well as related stakeholders such as partners, customers, and communities, who are interested in learning about the company's business practices.

EPG's policies and business code of conduct must be followed by the Board of Directors, executives, and employees. Executives at all levels should act as role models for employees, focusing on moral and legal practices, adhering to strict regulations, conducting business responsibly for the company's stakeholders, and promoting values of integrity and anti-corruption, all of which should be firmly embedded in the company's culture.

Please see the Corporate Governance section of the EPG website for further information on corporate governance, Business code of conduct, and anti-corruption initiatives.

Corporate Governance Policy

<http://www.epg.co.th/LinkClick.aspx?fileticket=vBkELF8n9M%3d&tabid=693&portalid=0&language=en-US>

Business Code of Conduct

<http://www.epg.co.th/Portals/0/Containers/Bussiness-Overview/20210429/BusinessCodeofConduct210331-EN.pdf>

Anti-Corruption Policy

http://www.epg.co.th/Portals/0/Containers/CorporateGovernance/Anti-CorruptionPolicy_EN.pdf

Knowledge Communication

- EPG mandates that agencies keep track of changes and trends in regulatory legislation affecting business operations in order to gather data and assess the risks and potential consequences of such changes.
- EPG has communicated good corporate governance policy and business code of

conduct through the intranet and one of the new employee orientation courses to keep executives and employees informed about current information and reduce the risk of operations that violate changing policies, code of conduct, and regulatory laws.

- EPG encourages all relevant employees in EPG and its subsidiaries to learn about best practices in the same way.
- Establish a code of conduct for EPG suppliers and subsidiaries to encourage them to conduct business responsibly in terms of economics, social responsibility, and the environment, in line with EPG policies and code of conduct for quality and sustainable growth. Which can be access via

<http://www.epg.co.th/Portals/0/Containers/CorporateGovernance/SupplierCodeOfConduct210510-EN.pdf>

Anti-Corruption Measures

- Anti-Corruption Governance Structure



- EPG undertakes annual risk assessments, identifying episodes of corruption and corruption risks that may come from activities and have an impact on the business, as well as putting in place procedures to effectively manage each risk component (Disclosure 205-1).
- Supporting and encouraging subsidiaries of EPG Group to become members of the Private Sector Collective Action Coalition against Corruption (CAC)
- Executives and employees of EPG and its subsidiaries are constantly informed about anti-corruption rules and practices. EPG has provided several communication channels, including annual employee training, new employee orientation courses, anti-corruption talk, self-learning through E-learning, VDO media, company banners, installations displayed on employees' computer screens, intranet publishing, e-mail distribution and company websites, and brochures, etc.
- Establish an internal audit department to monitor internal control systems, risk management, and corporate governance, as well as give appropriate recommendations, to assess compliance with anti-corruption measures. The audit was carried out in accordance with the Audit Committee's approved annual audit plan, and the audit's

findings and recommendations were reported to the Audit Committee.

- Distribute and communicate anti-corruption and No Gift Policy policies, as well as guidelines for receiving and giving gifts during the festival and on other occasions, to EPG executives and employees, as well as related third parties such as suppliers, customers, government agencies, and other stakeholders, to understand EPG policies and the proper manner to receive and give gifts, to avoid conflicts of interest, and to develop excellent business practices with all parties that are fair and transparent.

Whistleblowing and Complaint Handling Process

EPG establishes a "**whistleblowing policy**" and secure communication channels for its employees and whistleblowers or complainants seeking advice, whistleblowing, suggestions, or complaints in the event of any incidents or clues about any wrongdoing that violates the law, regulations, good corporate governance principles, code of conduct, and EPG regulations, including any types of director corruption. EPG imposes protection measures on the rights and safety of such persons, and information from whistleblowers or complainants is kept confidential, limited to those responsible for investigating the complainant's issues. Such complaints will be brought into the complaints handling process set out in the Anti-Corruption Policy, as disclosed on the EPG website under the Corporate Governance Section

Whistleblowing & Complaint Channels

	Mr. Pawat Vitoorapakorn Chief Executive Officer	Eastern Polymer Group Public Company Limited Address: 770 Moo 6, Theparak, Muang, Samutprakarn 10270 By addressing, stamping, or specifying text that represents a “confidential document” .
	Mr. Chaiwat Atswintarangkun Chairman of the Audit Committee	
	Mr. Thanachai Santichaikul Audit Committee	
	Mr. Sakarinde Bhumiratana Audit Committee	
	Mr. Pawat Vitoorapakorn Chief Executive Officer	ceo@epg.co.th
	Mr. Chaiwat Atswintarangkun Chairman of the Audit Committee	chaiwat@prospectconsult.co.th
	Mr. Thanachai Santichaikul Audit Committee	thanas.san@gmail.com
	Report a complaint on the EPG website for an online complaint or submit it as a document with a complaint document.	www.epg.co.th

Complaints Handling Process

Details of the whistleblowing policy and complaint handling process can be found in the Anti-Corruption Policy, which is available on the company's website under the Corporate Governance section.



Performance in fiscal year 2020/2021

- The Corporate Governance Report of Thai Listed Companies (CGR) of Thai Listed Companies, which is run by the Thai Institute of Directors, gave EPG an excellent or 5-star rating (IOD).
- The Thai Investors Association gave the AGM checklist a score of 99 out of 100 on the checklist (IOD).
- To have an accurate understanding of the EPG business policies and code of conduct, anti-corruption measures and guidelines, all new workers (100%) were trained in good corporate governance, code of conduct, and anti-corruption courses in orientation courses. (Disclosure 205-2)
- All employees pass the EPG yearly anti-corruption test with 100%, which is conducted by 100% executives and employees.
- EPG was certified as a member of the Private Sector Collective Action Coalition against Corruption (CAC) for the first year on September 30, 2020, and its subsidiaries, Eastern Polypac Co., Ltd., Aeroflex Co., Ltd., and Aeroklas Co., Ltd., certified CAC membership renewal for the 6th, 5th, and 4th years, respectively.
- In fiscal year 2020/2021, EPG received no substantial whistleblowing or corporate governance complaints and no allegations of corruption, (Disclosure 205-3), and no incidents of violations or compliance with the law were found in economic and social regulations (Disclosure 419-1), and environmental regulations (Disclosure 307-1) and no large fines for both EPG and its subsidiaries.



Risk Management



To fulfill its goals, vision, mission, and goals, risk management is an important component of corporate governance. In response to rapid changes in the current environment and future problems, systematic and effective risk management reduces the possibility of risks and their impact on enterprises, while also increasing management efficiency. This also enables EPG to see business prospects that will contribute to the production of value and added value for all stakeholders, as well as boost competitiveness and enable the company to expand steadily and sustainably.

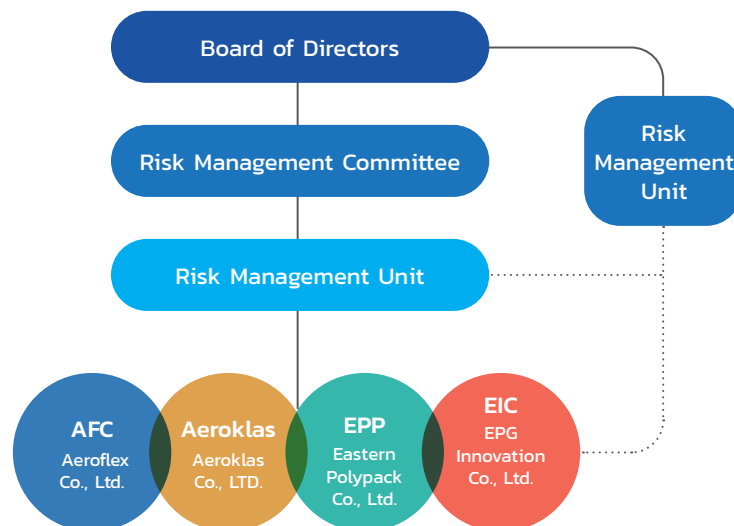
	Long-term goal for 2025	Goal in the fiscal year 2020/2021	Goal in the fiscal year 2020/2021
Proportion of business units with ESG risk factors (percent)	100	100	100
Proportion of business units with ESG risk management plan (percent)	100	100	100

Management Guidelines

EPG understands the importance of risk management and is committed to advancing risk management in all aspects of all organizations' value chains. Apart from economic risks, EPG focuses on sustainability risks, which include environmental issues, in order to reduce the likelihood and impact of adverse or uncertain events arising from changes in the business environment that could jeopardize the company's objectives and goals, and manage risk to a level that EPG can accept in order to operate in accordance with the specified strategic plan.

EPG has established a "**Risk Management Policy**" and Risk Management Manual for EPG group, which was last reviewed and revised at the beginning of 2021 to reflect current circumstances. We have adopted the risk management framework from the Committee of Sponsoring Organization of, the tread wat Commission (COSO), both version COSO ERM 2004 (Integrated Framework) and version COSO ERM 2017 (Enterprise Risk Management Integrating with Strategy and Performance) to guide the corporate risk management and manage risks at all levels and link throughout the EPG Group. In addition, the subsidiary has also implemented risk management in accordance with ISO9001:2015 quality management system. (Disclosure 102-11)

The risk management operations are overseen in accordance with the risk management framework outlined below.



Since EPG is committed to fostering risk management as a corporate culture, we require monitoring and responsibilities to manage risks as part of EPG's company-wide management. Personnel at all levels are accountable for managing the corporate risks from the boardroom to the front lines.

The Board of Directors is largely responsible for supervising corporate risk management to ensure that the company runs smoothly. As a result, the Board of Directors has established the "**Risk Management Committee**" as a sub-committee to oversee EPG risk management and that clearly outlines the Risk Management Committee's scope and responsibilities.

Executives and employees at all levels must understand and acknowledge the significance of risk management, as well as take responsibility for risk management operations in their respective units. The EPG standard practices are used as part of its regular operations. Risk Management Performance is also one of the risk owners' Key Performance Indicators. (KPI)

The operational framework of risk management is as follows:

1. Corporate Level

The following are the members of the person in charge of managing the corporate risks or EPG corporate level, which includes the Risk Management Committee, Executive Committee, and Risk Management Units.

1.1 The Risk Management Committee, which consists of 5 members, should submit the report to the Board of Directors. Each business unit of the Company has 2 independent directors, experienced professionals with knowledge and expertise in risk management, and a managing director. The Risk Management Committee meets at least once a month.

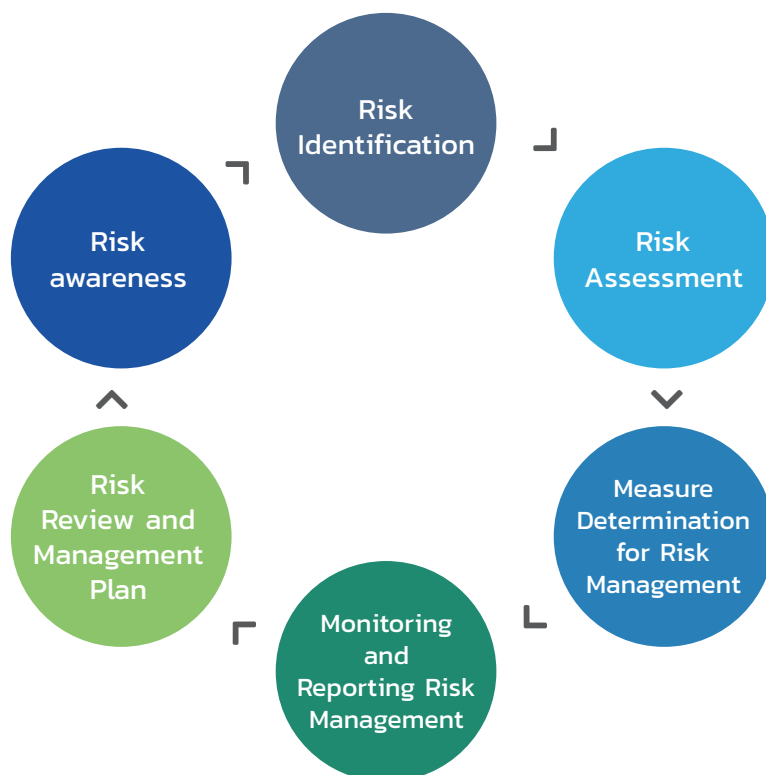
1.2 Executive Committee is a sub-committee of the Board of Directors made up of 9 directors who are responsible for considering, moderating, expressing opinions on, and advising the risk management authorities on the company and its subsidiaries.

1.3 The risk management unit is part of the internal audit unit, which reports directly to the Executive Committee and the Risk Management Committee on risk management issues. The Risk Management Unit's responsibilities include advising and coordinating risk management in accordance with the established framework.

2. Business Unit Level

The person responsible for risk management of each subsidiary is the company's core businesses, namely, Aeroflex Co., Ltd. (AFC), Aeroclass Co., Ltd. (ARK) and Eastern Polypack Co., Ltd. (EPP), as well as EPG Innovative Co., Ltd. (EIC), who apply EPG risk management policies to the corporate risk management.

The following are the company's risk management procedures:



EPG reviews and evaluates its risk factors on an annual basis, considering current risk issues and identifying future risks posed by the economy, business competition, technology development and innovation, government policies and regulations, as well as changes in society and the environment, all of which may have an impact on the company's objectives and success.

EPG brings concerns to analyze and assess risks, as well as establish risk management plans that identify risk factor indicators. Significant risks are covered by the Key Risk Indicator (KRI) and Risk Appetite, which include monitoring risk management and evaluating the effectiveness of risk control measures, as well as monthly reporting to the Risk Management Committee.

Performance

Thailand and the rest of the world will undoubtedly experience significant social and environmental changes in fiscal year 2020/2021, which will have an impact on businesses and the global economy. For example, global temperatures are rapidly rising, resulting in natural disasters from global warming; the problem of waste has evolved into a conservation of nature and the environment; electric car production policy to reduce air pollution, Coronavirus Disease 2019 (COVID-19) outbreak; delays and effectiveness of vaccination against COVID-19, including new outbreaks. Therefore, EPG has mitigated the risks by assessing the potential of a negative impact on all firms and stakeholders and developing a business continuity management plan to ensure the company's continued operations. In addition, EPG encourages employees to understand business risks and potential changes inside the organization to prepare for the impact of these risks so that everyone can work together to help the company succeed in difficult times.

Corporate Risk Management

EPG updated its risk management policy and manual in the previous fiscal year, adding 2 new risk categories that are considered to have a significant impact on future business operations: 1) ESG Risk, and 2) Emerging Risk, in order to facilitate effective business risk management in the current circumstances. Various risk indicators have been studied and analyzed by the Corporate Risk Management Working Group as part of the transition after COVID-19 to the new normal.

EPG classifies risks into 6 categories: 1) Strategic Risk, 2) Operational Risk, 3) Financial Risk, 4) Compliance Risk, 5) ESG Risk, and 6) Emerging Risk, all of which are regularly monitored and revised the corporate risk management plan. EPG plans to conduct a complete review of sustainability and emerging risks across all business units in the coming fiscal year, and will closely monitor each business unit's risk assessments.

In accordance with its plans, strategies, and goals, EPG evaluates important organizational risks. The following are the main points: *For more information on risk issues and risk control measures, please refer to the 56-1 One Report 31 March 2021 under Risk Management.*

<https://investor.epg.co.th/misc/one-report/20210621-epg-one-report2021-en.pdf>

Type of Risk (Disclosure 102-29)	Economic risks	Environmental risks	Social risks	Corporate governance risks
Strategic Risk	<ul style="list-style-type: none"> ● Industry Risks ● Risks of oversea investment and capacity expansion. ● Risks of competitors taking trade measures 	-	-	-
Operational Risk	<ul style="list-style-type: none"> ● Risks from raw material supply and fluctuating raw material prices. ● Risks of termination or refusal to renew contracts from key partners. ● Risk of damage due to product quality problems ● Patent risks of subsidiaries/associated companies expiring protection. ● Technology change risk 	<ul style="list-style-type: none"> ● Risk of losing revenue or performance in case of disasters 	-	<ul style="list-style-type: none"> ● Risks of dependency on executives or experienced persons.
Financial Risk	<ul style="list-style-type: none"> ● Risks from exchange rate fluctuations 	-	-	-
Emerging Risk		<ul style="list-style-type: none"> ● Risks from nature and environmental conservation 	<ul style="list-style-type: none"> ● Risk of emerging disease 	-

Emerging Risk (Disclosure 102-29)

EPG discovered major emerging threats that could have an effect on its business operations over the last year. There are two areas of risk in the next 3-5 years: new emerging risk and nature and environmental protection risk. While these threats have not yet had a direct impact on the company's overall operations, the company acknowledges their significance. As a result, it has been designated as an organizational danger to be monitored and examine the situation and risk level in greater detail. The following are some of the measures that can be taken to manage the danger of emerging risks:

1. Risk of emerging disease

COVID-19's global spread, which began at the end of 2019, has an effect on people's well-being around the world, the supply chain of several sectors, the global economic system, and the company's business, all of which led to the new normal.

EPG foresees, emerging diseases, such as those caused by climate change and pollution, as well as human and animal behaviors, are expected to arise in the future. This new outbreak has the potential to be dangerous to people and spread widely, and it will take time to contain and establish ways to prevent the disease from spreading further. This can have an impact and change on the large business environment. It harms the global economy and affects EPG business activities, such as sales loss from delaying orders from consumers all over the world or shutting down production lines if an employee becomes ill. Epidemic prevention policies also caused a pause in shipping to overseas clients, slowing investment in company-owned ventures.

Management Guidelines

Following the covid-19 pandemic, EPG has implemented security measures and is keeping a close eye on the situation. The business has developed a

method for transforming itself into a versatile and adaptable enterprise (resilience and agility), as well as a well-prepared work environment (work, workplace, workforce). Moreover, the company also develop structural and administrative systems to be concise, flexible, and improve the way we work and process using information technology and manufacturing innovation systems to reduce labor dependency, review measures to prevent epidemics, focus on employee and stakeholder health care, and revise new Business Continuity Plan to ensure business continuity.

The outbreak of emerging disease, on the other hand, can be a business opportunity from the use of single-use packaging to reducing the spread of disease. As a result, EPG has continued to invest in product and service research and development to meet the changing needs of customers and consumers

2. Risks from nature and environmental conservation

The world is increasingly concerned about environmental issues. This is particularly true when it comes to climate change problems that affect people in society and industry and three is the matter of plastic waste, even though plastic makes life easier for humans. However, there is the issue of non-biodegradable plastic waste and residues in nature, as well as the issue of disposing of plastic waste by combustion, which releases greenhouse gases and contributes to global warming. Global warming is a serious problem, and it is now widely acknowledged that immediate solutions are needed. As a result, social movements around the world, including in Thailand, are becoming increasingly involved in environmental protection. Many have launched a campaign to minimize and eliminate single-use plastic packaging in favor of eco-friendly alternatives. Trends in law enforcement and policies related to climate change and the usage of single-use plastics are growing, as is the movement to

minimize the continued rise in single-use plastic use. The company produces and sells single-use plastic packaging for drinks and food. There is a chance that direct sales will be affected.

The campaign to reduce the usage of single-use plastics and trends in law enforcement and regulations related to climate change are increasing. These movements are threatening our manufacture and distribution of single-use plastic and packaging business, which directly affect our direct sales.

Moreover, the rapid growth of electric vehicle technology, as well as the rising demand for electric vehicles to reduce reliance on fossil fuels and air pollution, could have a long-term impact on our manufacture and distribution of automotive parts business, if no change is made to meet customer changing demand.

Management Guidelines

EPG requires all agencies to closely track and review trends and changes in regulatory law while preparing R&D to develop innovative products that add value to and expand business such as bioplastics, recycled plastics to meet potential customers and market needs. The manufacture and distribution of plastic and packaging business has implemented measures in research and development to reduce plastic consumption and invest in faster development of biodegradable products, continuously improve the production process to reduce greenhouse gas emissions and apply circular economy concepts to the business.

For the manufacture and distribution of automotive parts business, R&D measures have been placed to study and produce products that promote the use of lightweight electric vehicles to help reduce vehicle weight, energy usage, and carbon dioxide emissions.

Business Continuity Management

EPG has created a business continuity management system that includes a contingency response plan, a

business continuity management plan, and an annual assessment of the plan to ensure that they can continue to operate in the case of a state of emergency. However, since the coronavirus disease 2019 outbreak is a significant new risk in fiscal year 2020/2021 that affects the company's operations, the company has recently reviewed its Business Continuity Plan, adding a business rehabilitation plan after COVID-19, a recovery period assessment, employee rehabilitation, and an emergency response plan, as well as establishing important measures to respond to specific incidents in a timely manner. The Company's Central Human Resources Department (Corporate HR) has announced measures to prevent the spread of the disease and its response when employees are infected. The Corporate Human Resource Department has declared procedures to prevent the disease from spreading and to respond to infected employees.

Promoting risk management culture

In the fiscal year 2020/2021, EPG has implemented the following operations to establish a risk management culture inside the company

- As part of the EPG quality management standards, each unit is required to identify and assess risks and produce a risk management strategy that establishes rules or strategies to prevent or control risks in each operating activity.
- The company's and its subsidiaries' Management Level meetings should be held monthly to report on performance, discuss emerging risks, and collaboratively design risk prevention measures and control any repercussions.
- The risk analysis findings are utilized to guide the organizational strategy plan, annual budgeting, investment, new product development, and corporate operational plans.



Business Growth

Key stakeholders, including shareholders, employees, and partners, are concerned about business performance because they gain directly from it. EPG must effectively manage expenses and make the best use of resources, as well as cultivate strong relationships with partners and business partners in order to produce value for all stakeholders, as well as the economy and society as a whole.

Goal Indicators	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Sales revenue	-10 to -15%	-6.3%
Gross margin	28-30%	31.2%

Management Guideline

EPG conducts business in order to achieve its vision of becoming a “Creative innovation organization,” which entails delivering a better quality of life for people in society through the company’s outstanding innovative products and technologies, as well as growing its business responsibly and in harmony with society and the environment. The following is EPG’s business growth operating framework.

Accomplished innovation	EPG believes that innovation is a key element of the company’s sustainable growth. The concept of innovation should include economic, social, and environmental benefits. EPG has committed to investing at least 2% of its annual sales income in research & development.
Global Player	PG is committed to increasing the proportion of overseas sales revenue directly and indirectly to 70% in the future by establishing a production base in key strategic locations around the world and providing distribution channels covering more than 120 countries around the world to expand distribution channels across all business groups according to our concept “World is our market”.
Sustainable growth	EPG focuses on sustainable growth by developing work systems, database systems and staff to the organization’s growth strategy and creating a moral organizational culture in management, with the goal of conducting business under good governance principles while taking into account the interests of all stakeholders in a fair and balanced manner, and responsibility for society and the environment in order to strive for long-term growth with the community and society.

Growth Strategy

The following is the company's growth strategy:



Business Performance

Economic performance

• EPG's total sales revenue for fiscal year 2020/2021 (1 April 2020 – 31 March 2021) is 9,569.2 million baht, an decrease from last year's total sales revenue of 10,217.4 million baht or 6.3 %. The coronavirus (COVID-19) pandemic is still wreaking havoc on the global economy and putting strain on the industry. For the accomplishments of three major business groups;

o Aeroflex domestic revenue from sale is slow to recovery due to weak construction demand which is resulted from the weak private investment. The delay in logistic process across continents is still a concern in this quarter. As for the operation in USA, the revenue from sale increase in comparison to the previous year. As for regional market, Aeroflex experience small recovery in Asian market.

o The revenue from sale of Aeroklas group was negatively impact by covid-19 the most during Q1 2020/21

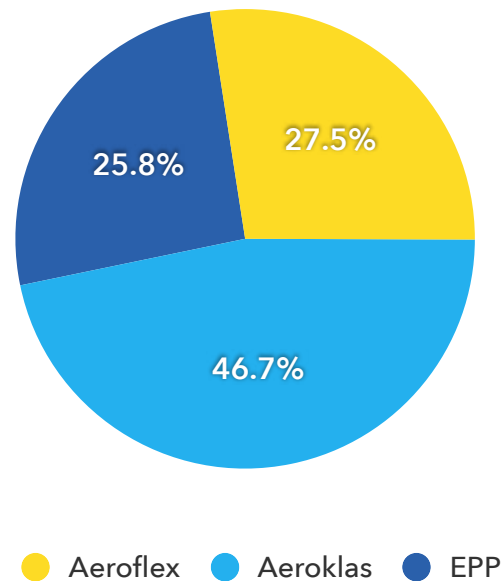
(1 April 2020- 30 June 2020) due to the temporary shutdown of automakers' production line during the end of March until May 2020. For international revenue, Aeroklas experienced weak automotive product demand and delay of delivery of automotive parts and accessories. The situation of automotive industries later improved during the year. Aeroklas then quickly adapt to rapid recovery of automotive business from both domestic and overseas, result in increase in revenue from sale in comparison to last year revenue from sale that was impacted by the US China trade tension.

As for the Australian operation, the sale of automotive parts and accessories improved due to increase in demand of domestic travelling.

o The plastic and packaging business was also negatively impact from contraction in domestic consumption due to the covid-19 ; however, the demand of plastic and packaging, especially from the food packaging segment increase from trend of consumption in the "new normal" that increase demand of delivery service and take away. Moreover, the government stimulus campaign also increases the consumption domestically.

In addition, in-house management implements the Cost Reduction and Productivity Policy, or "USE" (U: Utilization" policy, the cost-effective utilization of available resources, S: Save, Cost Savings, and E: Efficiency optimization). As a result, EPG can effectively manage sales costs and minimize sales and administration costs by up to 123.4 million baht compared to the previous year. As a result, EPG has a net profit of millions of 1,221.2 baht, an increase/decrease of 221.9 million or 22.2 % from fiscal year 2019/2020.

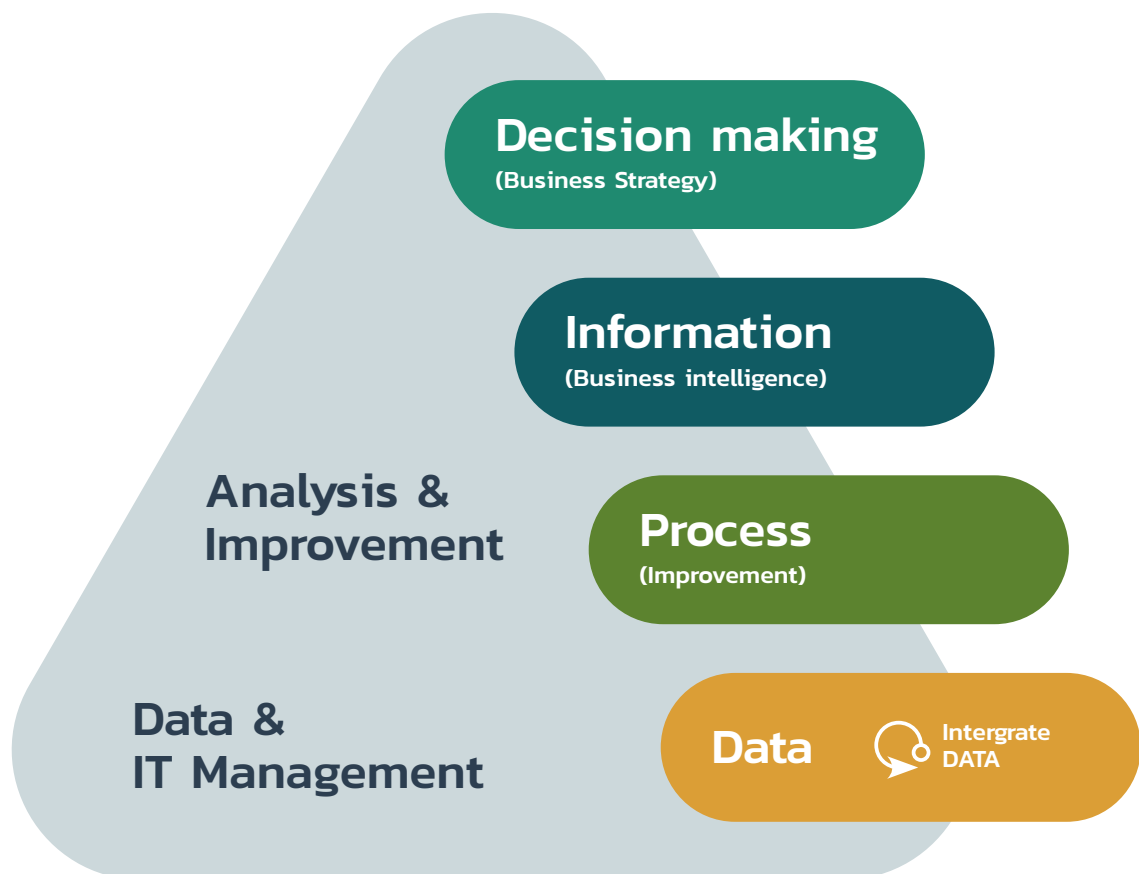
Revenue structure



the fiscal year 2020/2021, sales of automotive & accessories business under the Aeroklas accounted for **46.7%** of total revenues, while sales of thermal insulation under the "Aeroflex" accounted for **27.5%**. Sales of plastic & packaging under the EPP account for **25.8%** of revenues.

Data and Information Technology Management

Management of data and information technology is critical to today's business activities. This is especially true in an era where the corporate environment is ever-changing, with consumer demand, economic conditions, and environmental factors all changing at a rapid pace. It is required for the organization to respond effectively and acquire a competitive advantage, allowing it to better plan and make business decisions. The use of technology and digital connectivity in the operational system to gather and communicate information amongst each other plays an essential role in enabling prompt decision-making in the company's business operations, production, monitoring, control, management, and evaluation.



The following are the two purposes for information system management as defined by the company:

1. Data for manufacturing system in full automation and semi-automation. EPG integrates data from all agencies, including stakeholders, customers, suppliers, and business partners, to bring information into production planning, storage, delivery, and uses data from daily production processes to assess quality, quantity, cost and time for production planning to meet customers' needs in all situations, as well as develop innovations to improve production processes.

EPG has defined data management targets in all segments, including:

- Manufacturing; reduce waste, raw materials and resources consumption, resources, and workpiece time.
- Inventory management; reduce purchasing time, internal inventory residue, on-time replenishment, expiry reduction and internal depreciable value.

For instance, the adoption of a VMI (Vendor management inventory) system to create planning, manufacturing, and inventory management processes by sharing information between internal and external stakeholders to shorten and simplify the supply chain and reduce operating duration.

2. Data for business decision, include internal management such as human resource management, accounting system, finance, and strategic planning such as business strategy, marketing strategy, Customer relationship management, etc. All data will be used in strategic management, balance score card and reporting, as well as decisions on innovation development and business innovation products, all of which will be made using the Business Intelligence tool to provide rapid and efficient decision-making in various situations such as employee development by examining and determining how to boost organizational employee capabilities

To provide effective and consistent management, EPG has data structured on both sides to connect and generate data flow and systematic analysis utilizing the ERP system as the main system. As a result, EPG has created the EPG-IM-IT-001 Information Manual for EPG Group to ensure that the operation meets its goals.



Innovation

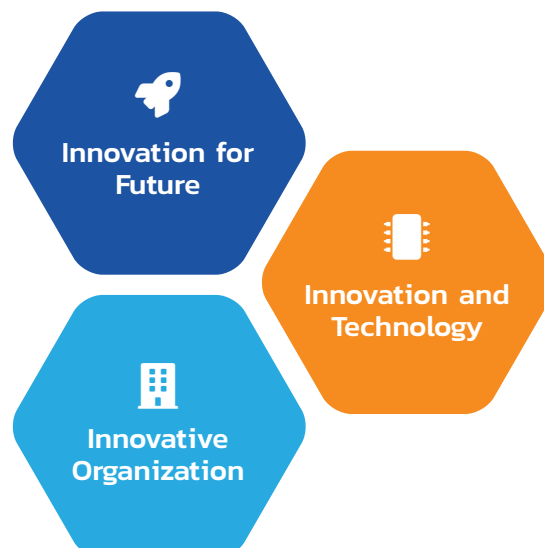
Innovation has played a significant role in the company's 43-year history of success, and it is critical to achieving long-term growth through greater competitiveness and new business prospects generated by innovative goods and services. Due to the rapid development of technology today and changes in the market and economic environment, EPG also requires continuous improvement in innovation and processes, as well as the ability of the organization to create competitive advantages that will respond to challenges quickly and efficiently, as well as create products and services that create sustainable social and environmental value

	Long-term goal 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Number of patented innovations or award- winning innovations per year	30	10	17
Number of innovative projects resulting from contests or employees' initiatives per year	60	40	27

Management Guidelines

EPG has established a "Sustainable Development Policy on Innovation" that focuses on and supports the use of knowledge and creativity in the presentation of new innovations, processes, ideas, and products, in accordance with its mission of "Creating A World in Harmony with Technology and Innovation." EPG will use its resources to improve operational efficiency and value

for businesses and stakeholders in all sectors, including society and the environment, as well as prevent the business from deteriorating due to a lack of new products or adaptability, and the era's speed of business. EPG has built three innovative frameworks and strategies for its operations to become a leading organization in innovation management in the future



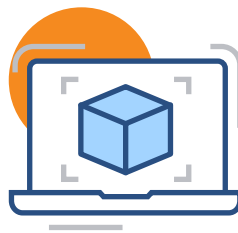
Innovation and Technology

EPG develops wealth and further "creative innovation" for the stability and sustainability of its business, by continuously creating new S-Curves and reducing production costs, and using cutting-edge technology to manage information and develop products and services that improve people's quality of life while reducing their impact on society and the environment. EPG focuses on

generating innovations based on the following three innovative frameworks, which boost the company's leadership potential in the polymer and plastic goods industry:



**Innovation of
material**



**Innovation of
design**



**Innovation of
manufacturing**

Innovative Organization

EPG aims to build an innovative organization that embodies innovation and polymer knowledge management, cultivating a learning culture to foster the development of human capacities and the growth of innovation within the company. EPG focuses on the development of innovative human capital by fostering new ideas in employees at all levels so that they may take creative risks, observe and solve challenges, and create and support innovative individuals.

EPG understands the risks of not having the necessary innovation or knowledge to support its operations so

EPG places high value on investing in the growth of its subsidiaries' potential and capabilities in terms of business innovation research and development. All major business groups are encouraged by EPG to have their own units to develop innovations for product and service development as well as improve the manufacturing process to make it more efficient, with EPG Innovation Center Co., Ltd. (EIC) serving as a supporting agency for all business groups. The progress of innovation is reported monthly in the Executive committee.



Innovation for the Future

EPG is committed to researching and developing innovations to create future products that meet the changing dynamics of the global market and seek new business opportunities, so we have established a research and development center and a prototype laboratory, EPG Innovation Center Co., Ltd. ("EIC") to support the development research of its subsidiaries. EIC is the primary agency in charge of conducting research, development, testing materials and products, and calibrating services to produce new products. It is one of Thailand's most advanced private polymer research institutes, having personnel, technology, and R&D experience.

The following is EPG's approach for developing close and open innovation in conjunction with R&D partners:

1. Develop product innovations that create business continuity.
2. Develop process innovations that promote eco-efficiency.
3. Develop innovations for society and the environment that improve the quality of life of people in society.

Innovation Performance During FY 2020/21

Products for Social



EP Kare Mask



Face Shield



17 New intellectual Properties



21 New Product Innovations



15 New Process Innovations



7 Launched Products

Promoting an Innovative Corporate Culture

EPG encourages employees to participate in product creation and process improvement in order to instill pride, affection, and a sense of belonging in the business, as well as recruit inventive people as a force for the company's future. EPG launched the "Idea Can Do" project in fiscal year 2020/2021 to inspire employees to be creative, brave, and empowered in delivering unique ideas that can build goods that satisfy

the needs of consumers. The award is decided by the Board of Directors, which includes the Chief Executive Officer and management team. The initiative involved 107 employees submitting new ideas to the competition, which resulted in a total of 58 innovation projects, with a few being competed in the first round. There are 27 projects in total, 19 of which are process development projects and 8 of which are product development initiatives.

"Idea Can Do"



Performance on Innovation

EPG spent 2% direct and indirect R&D spending in fiscal year 2020/2021. We did innovation research both within the company and in partnership with 3 partner agencies/organizations to jointly produce innovations/innovative goods that can fulfill the company's demands swiftly. The company's purpose of fostering innovation is divided into three categories:

- Innovative products for business continuity

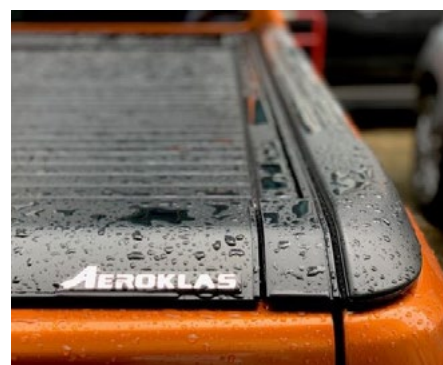
- Process innovations to promote eco-efficiency.
- Social and environmental innovations to improve the quality of life of people in society

In fiscal year 2020/2021, EPG patented 17 patents, implemented 21 unique product development projects, released 7 new products, and produced 15 innovative manufacturing processes to aid society by giving during the COVID-19 pandemic, including EP-KARE and Face Shield.

Examples of innovative products: Roller Shutter Aluminum for Pickup Truck

Customers' complete functionality requirements, such as being able to carry large packages or goods, may not be met by general pickup caps on the market. As a result, consumers desire to acquire an Aluminum reel truck cover to replace their original pickup cover. The aluminum rollable pickup cover, on the other hand, was introduced earlier in the day. It is impossible to avoid stealing, and the pickup must be drilled to lock it. As a result of this issue, the EPG product development team designed, developed, and fixed the Slap* part of roller shutter* by creating, developing, and fixing a model and prototype of roller shutter aluminum for

pickup truck for four-door pickup trucks (D/C). It is brand new, strong, and beautiful, and it cannot be cut with a knife, and it can solve theft issues. Furthermore, Aeroklas Co., Ltd., which pioneered and specialized in converting all bed liners from drilling to non-drilling, has taken this knowledge and designed a novel roller shutter locking mechanism that does not require drilling the pickup truck's body. Since its release in fiscal year 2019/2020, this revolutionary product has generated over 27 million baht in income.



Examples of innovative products: EP-KARE Multipurpose Mask

Face masks are in short supply due to the coronavirus (COVID-19) epidemic. EPG understands the challenges of producing high-quality face masks that exceed safety requirements. There is a suggestion for assisting society in alleviating suffering. It is thought that current plastic forming lines may be used to make surgical masks. In just one month, research and development for the EP-KARE multipurpose mask innovative goods was finished with the help of numerous EPG Group organizations. The product is officially launched in April 2019.

The EP-KARE mask is constructed of polypropylene plastic with high flexible and is spliced in two layers with a filter cloth inserted between the layers. Disinfectants can be cleaned with alcohol or soapy water and reused if only the filter is changed. The filter is made of 3 layers of fabric,

the first of which is spunbond fabric, which is impervious to water (prevents the penetration of aerosols, secretions from coughing, sneezing). Bamboo pulp fabrics are used in the second and third layers. The filter can be cleaned, washed, and reused a total of 20 times. EP-KARE's multipurpose mask set includes one mask and two filters, allowing it to be used 40 times or for one to two months. Furthermore, the filter body is about 1/4 the size of a typical face mask. When the filter is empty, it is no longer filtered. Standard face masks can be cut up to four times to replace EP-KARE filters, allowing consumers to save up to four times as much money in the long term.

The company patent EP-KARE in three countries; Thailand China and Japan



EPG changed some of its production lines as part of the process. EP-KARE multipurpose masks are manufactured by Eastern Polypack Co., Ltd. (EPP), a manufacturer and distributor of plastic packaging, using thermoforming and assembling cleanroom filters that have been certified to international standards such as HACCP/ GMP and BRC, ensuring the same standard and cleanliness of products as food packaging.

EPG has produced over 500,000 EP-KARE multipurpose masks, delivering more than half of them, as well as additional products like Face Shield from Aeroklas Co., Ltd./plastic sheets for constructing Face Shield and food

boxes with lids, to various organizations in need, including hospitals, rescue foundation, Disaster Prevention and Mitigation Agency, Public Health Emergency Operations Center, Immigration police, etc. under the "EPG Fight for Covid-19" project. EPG and its subsidiaries work together to help communities and society cope with the Covid-19 issue.

The access link below is an interview of Chief Executive Officer on the launch of EP-KARE

<https://fo-fo.facebook.com/EPG.Innovation/videos/259688678485890/>



Sustainable Supply Chain Management

One of the key elements that will encourage the company to grow sustainably is efficient and responsible supply chain management. Conducting business with high-risk supplier environmental, social, and corporate governance issues may jeopardize the company's ability to continue business and maintain its reputation. EPG focuses on managing partners throughout the supply chain, including maximizing suppliers' potential to reduce partner risks and their impact on the EPG business operations in the short and long term, as well as boosting competitive advantage and suppliers' confidence in continuing to grow together sustainably.

	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Preparation of the EPG Supplier Code of Conduct	Establish a Supplier Code of Conduct	Target achieved
EPG Critical Suppliers Risk Assessment	Conduct the assessment	In Progress

Management Guidelines

EPG assigns supply chain executives to manage the group's supply chain. These executives report directly to the Deputy Chief Executive Officer and provide monthly updates to the Executive Committee. Supply chain executives are responsible for managing the supply chains of all business units and implementing EPG policies and procedures to the same standard. Their responsibilities include procurement, warehouse,

and delivery. EPG also conducts and publishes a supplier code of conduct to communicate the company's intention to conduct business with integrity, transparency, and responsibility to all stakeholders, including society and the environment, throughout the supply chain, with the goal of reducing risks and operating costs while increasing efficiency and value.

The following are the EPG sustainable supply chain management guidelines:



Performance

EPG has improved its procurement procedures and practices for the fiscal year 2020/2021. We prioritize providing suppliers with transparent, fair, efficient, and risk-reducing procurement, as well as developing procurement procedures to consider, select, and evaluate suppliers on sustainability risk problems such as environmental, social, and governance (ESG), for example, laws and regulations compliance, worker treatment in respect to human rights principles, occupational health and safety management, and environmental management, apart from considering the quality of products and services, price and delivery time.

EPG has implemented measures in the procurement process to reduce risk and improve efficiency, such as managing fewer deliverers in the same product group, increasing value and lowering costs by combining affiliate procurement for greater bargaining power, and knowledge exchange to improve employee efficiency, etc.

In addition, EPG has implemented the EPG Supplier Code of Conduct, which takes into account the content and scope of the terms and conditions, laws and

regulations, business ethics, and international standards for EPG suppliers to better understand the company's intentions and operating practices, and to serve as a guideline for future growth together. EPG focuses on tier-1 suppliers that are vital to the company's success.

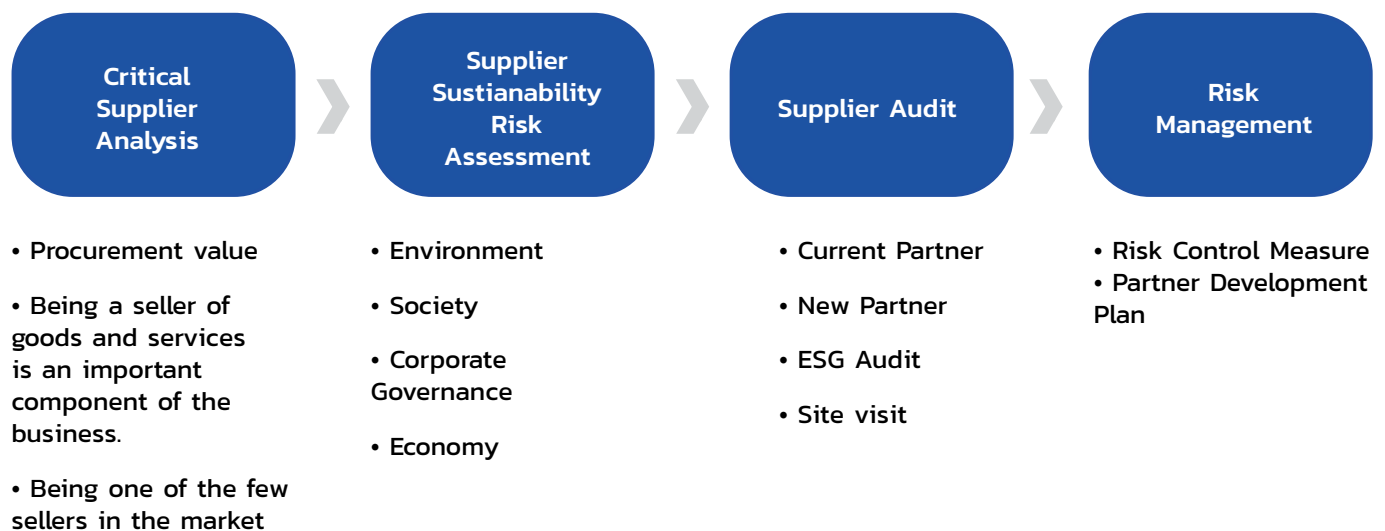
Details on Business Ethics for Suppliers can be found on the website. Please see the corporate governance section; <http://www.epg.co.th/Portals/0/Containers/CorporateGovernance/SupplierCodeOfConduct210510-EN.pdf>

Recruiting and selecting potential suppliers

EPG is working to improve the process and criteria for selecting suppliers. In addition, the selection criteria address ESG issues to find suppliers with the ability and potential to expand as well as business practices that are aligned with the EPG.

Suppliers Risk Management in the Supply Chain

The risk management practices of EPG's suppliers are as follows:



Critical Supplier

EPG evaluates and identifies critical suppliers among suppliers in the supply chain that are continuing to do business with EPG, based on procurement value, being a seller of products that are an integral component of the business, and being a minority seller in the market.

In fiscal year 2020/2021, EPG has critical supplier accounting for 18% of the total number of suppliers within the supply chain and 85 percent of the overall procurement value. As subsidiaries are constantly upgrading product formulations, there are a huge number of critical suppliers in the supply chain. In some existing supply chains, EPG anticipates this new raw material to lessen its dependency on critical suppliers. Furthermore, in order to successfully manage important suppliers, EPG assesses their risks and groups them based on the amount of risk and severity of the impact.

Supplier Sustainability Risk Assessment

EPG evaluates the economic risks of critical suppliers in the supply chain in fiscal year 2020/2021, including the risk of being a seller of few products and services, which is difficult to replace or requires time to recruit to replace sellers, whose critical suppliers have high levels of economic risk, according to the plan, accounting for 50% of all critical suppliers in the supply chain. However, EPG has not yet assessed the ESG risks of critical suppliers in the supply chain that may affect the business, it plans to carry out its first assessment of key ESG risks in the entire supply chain, with the company setting a target of 100% by 2021 by conducting a self-assessment questionnaire (SAQ) covering economic, social, and environmental issues in accordance with the EPG Supplier Code of Conduct. In case of high-risk

suppliers, EPG will arrange a site visit for an audit. (ESG Audit).

Risk Management

To decrease supply chain risks, EPG establishes guidelines for evaluating suppliers, which include a preliminary qualification procedure for all suppliers based on EPG's qualification criteria and requirements. A self-assessment questionnaire (SAQ) will be used to analyze the sustainability risk of all present business suppliers. Current suppliers who do not fulfill the assessment criteria or who are considered high-risk will be subjected to additional site visits and assessments in accordance with EPG's standards and items.

If current suppliers do not fulfill the assessment requirements, EPG mandates that they be assessed using a self-assessment questionnaire (SAQ) every two years. If the supplier does not meet the assessment criteria, EPG will establish risk reduction and management measures for the supplier. Suppliers must create an improvement plan and continue to make changes in compliance with the EPG risk management measures. EPG, on the other hand, will continue to work with its risk-assessed suppliers and will closely monitor the risky dimensions.

The method of selecting new vendors will be used to evaluate new suppliers. The assessment will not be included as a seller on the Approved Vendor List if the new supplier does not fulfill the criteria, but the development plan can be changed and re-evaluated. The Approved Vendor List will be filled in if the criteria are met.

All new EPG suppliers were not reviewed on environmental, social, or governance issues (Disclosure 308-1, 414-1) in fiscal year 2020/2021. From 2021 forward, EPG will begin assessing its suppliers, starting with EPG critical suppliers (Critical Tier-1 Suppliers).

Supplier Development

EPG values supplier development, encouraging, supporting, and cooperating with suppliers to increase their skills and performance to meet EPG standards, allowing EPG to lower the risk of business operations and have potential suppliers ready to grow alongside them. It also maintains long-term ties with suppliers, connecting with them and fostering positive relationships.

EPG encourages suppliers to offer the primary raw materials, as well as a certified management system that meets international standards such as ISO 9001, ISO 14001, ISO/IATF16949, ISO 17025, OSHAS 18001, ISO 45001, and ISO 50001.

EPG has launched 2 supplier development programs for fiscal year 2020/2021.

1 Training program on the improvement of the contractors' work quality.

Contractor safety and quality of work are important to EPG. As a result, contractors are encouraged to follow all relevant laws and regulations and to manage their environmental impact effectively. Eastern Polypack Co., Ltd. held yearly contractor training for two years in fiscal year 2020/2021, with 15 firms and 94 persons participating. The training included corporate policy, relevant laws and regulations, the company's rules, the Occupational Health and Safety Management System, ISO 14001 Environmental Management, and ISO 50001 Energy Management.

2. Supplier Development Program

Aeroklas Co., Ltd. has established a supplier development plan that focuses on creating production processes, boosting the capacity of the production line inspection process, promoting and consulting on improving the quality management system, as well as supplier safety and environment.

Strategic Procurement Development

EPG has improved the efficiency of its procurement process by using technology to manage inventories, reducing storage of items to the minimum level, reducing management expenses and errors, and improving communication convenience. The sellers can review the goods' specifications and confirm delivery, including the use of technology in the receiving process, as well as an automatic billing system that eliminates the need for the seller to visit the company.

For example, Aeroklas Co., Ltd. has around 42 vendors participating in the system in fiscal year 2019/2020, resulting in a reduction in procurement management costs. In addition, the company also able to reduce time related to vendor follow up by 500 hours, time related to document work by 500 hours and reduce paper usage by 20,000 pages. EPG, on the other hand, will continuously develop the system to apply to other subsidiaries.



Customers' responsibility and products stewardship

Customers are the most important factors in the company's success. Customer demands and expectations must be understood for the business to build manufacturing processes and provide products that match customer needs while adhering to industry standards. We also deliver effective services that please our customers and foster long-term relationships.

	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Customer Satisfaction Score		
Aeroflex Co., Ltd. (Thermal Insulation Business)	90%	96%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	76%	81%
Eastern Polypack Co., Ltd. (Plastic Packaging Business)	93%	92%
The number of product safety complaints or the impact of product use.	0	0

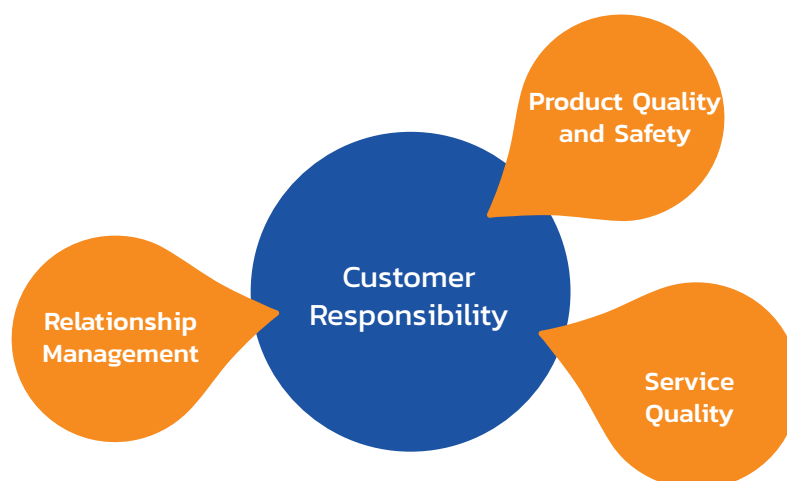
Management Guidelines

The scope of customer relationship management and accountability information only applies to subsidiaries in Thailand, including Aeroflex Co., Ltd., Aeroklas Co., Ltd. and Eastern Polypack Co., Ltd., and excludes companies, other subsidiaries in Thailand, and subsidiaries in other countries. EPG, on the other hand, is developing on a data storage system that will allow it to report on the implementation in compliance with the company's and international standards.

Customers of subsidiaries differ depending on their business and location, such as multinational enterprise customers, industrial customers, and so on. EPG is dedicated to offering innovative products of international quality and safety that satisfy the needs of

each group of customers, as well as excellent service and long-term customer relationships. Feedback, demands, ideas, and complaints are analyzed in satisfaction and communication assessments in order to better manage and enhance product and service delivery, as well as innovate and leverage technology for continuous improvement.

EPG has established a broad framework for customer responsibility to guide the operations of its subsidiaries, including creating high-quality and safe products for use, managing relationships, and establishing a customer management strategy so that each subsidiary can be deployed to comply with the following characteristics of each business group of customers:



Operation framework	Customer Management Strategy
Product Quality and Safety	<ul style="list-style-type: none"> Committed to improving the delivery of safe products and services that have been audited in accordance with all standards and have been certified in accordance with all agreements.
Service Quality	<ul style="list-style-type: none"> Collaborate and trust each other in the development of products and services.
Relationship Management	<ul style="list-style-type: none"> Being Professional; treat customers politely, friendly, and professionally.

Performance

Quality assurance and standards of products and services

EPG aims to provide customers with high-quality, safe, and fully compliant products and services. Each subsidiary has implemented a quality and safety inspection system for customers and users, as well as an environmental impact assessment system, all of which have been certified by internationally recognized external agencies; such as Quality Management System Standards (ISO 9001), Environmental Management System (ISO 14001), Occupational Health and Safety Management System (ISO 45001), Energy Management

System (ISO 5001), Environmental Management System (ISO 45001), Organization Carbon Footprint Assessment System (ISO 14064-1) Water Footprint Assessment System (ISO 14046), Good Manufacturing Guidelines and Procedures (GMP) and Hazard and Critical Point Control Analysis System (HACCP) standards. In fiscal year 2020/2021, all the company's product group (100%) will be examined and monitored for customer health and use in order to improve quality, and none of the company's products in this business group will violate or comply with product safety laws. (Disclosure 416-2)

Building relationships and trust with customers

EPG offers training on creating positive personality to build relationships and provide effective customer services. There is also an internal audit system in place to avoid employee fraud and promote customer trust. In the fiscal year 2020/2021, EPG has scheduled anti-corruption (CAC) training for its workers. All salespeople are given a thorough training that includes a 100% examination.

Solving problems for customers

EPG is dedicated to assisting consumers in a variety of situations. EPG has created a strategy for subsidiaries to undertake risk assessments and simulate various scenarios, including quick response planning, in cases where it was urgently needed to help reduce harm. 100% of subsidiaries did a comprehensive risk assessment regarding customers and sales in fiscal year 2020/2021 and produced a plan to mitigate risks.

Communication channels, complaints, and feedback

Customers can readily utilize a range of communication channels provided by EPG and its subsidiaries to lodge

complaints and provide feedback on the quality of the company's products and services. EPG is currently focusing on offering online communication channels such as websites and e-mails, as well as the usage of social media. EPG gathers customer feedback and complaints and follows the complaint handling process. In the fiscal year 2020/2021, EPG received no product safety complaints from customers.

Customer Satisfaction Survey

EPG has policies in place that require each subsidiary to conduct annual customer satisfaction surveys by submitting questionnaires and allowing agents to contact customers directly in order to improve deficiencies and gather information to analyze and develop new products and services that will increase customer satisfaction and confidence.

Customer satisfaction scores for Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. in fiscal year 2020/2021 were 96%, 81%, and 92%, respectively, meeting the target and coming close to the fiscal year 2019/2020.

Customer Satisfaction Score	Fiscal Year 2018/2019	Fiscal Year 2019/2020	Fiscal Year 2020/2021
Aeroflex Co., Ltd. (Thermal Insulation Business)	92%	95%	96%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	76%	81%	81%
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	92%	91%	92%

Information security and customer confidentiality protection

EPG has rules and procedures in place to keep information secure and protect customer privacy.

Without the approval of the data owner, customer information may not be shared with outsiders. EPG has not received any complaints about consumer privacy issues in fiscal year 2020/2021.



Cybersecurity and data security

For today's efficient business operations, information technology and software innovation are critical. Online connectivity is accessible and quick, easing time and location limits on data access and facilitating the creation of links and reforms to company practices that boost international competitiveness. At the same time, technological advancements are projected to raise cybercrime dangers. Attacks on computer systems and electronic espionage have become serious concerns. There is a risk of business data leakage or loss, which could jeopardize the system's stability, the company's reputation and image, as well as stakeholders' trust. If the information is misused, it can result in significant financial loss as well as the loss of customers and business partners.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0

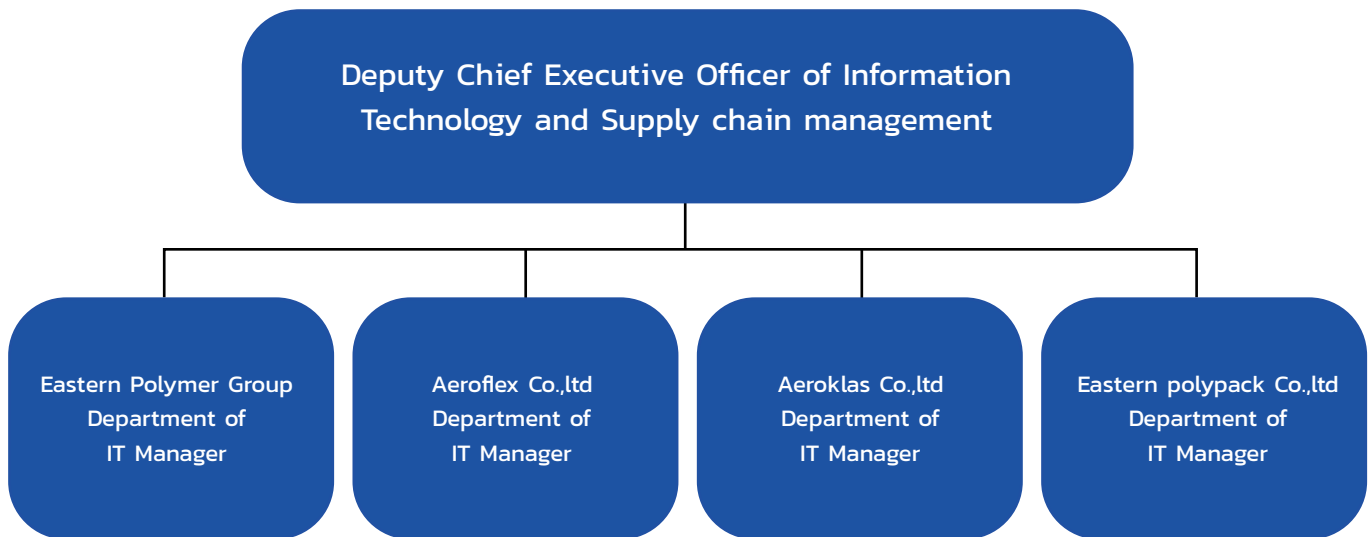
Management Guidelines

EPG prioritizes the development of cybersecurity to protect the company's information and that of all relevant stakeholders, including employees, customers, business partners, suppliers, contractors, and government agencies, with a focus on reducing the risk of incidents and cyberattacks into the company's information technology system, both in terms of likelihood and impact. A working group has been formed to review the safety system's structural architecture, testing, and training to ensure that all of the system's sensitive points are frequently monitored.

EPG has required joint operations with relevant agencies throughout the company for Information Security Management System (ISMS) in accordance with the C.I.A., which covers data confidentiality, integrity, availability, accuracy, authenticity, and privacy, for threat and vulnerability management to be implemented continuously.

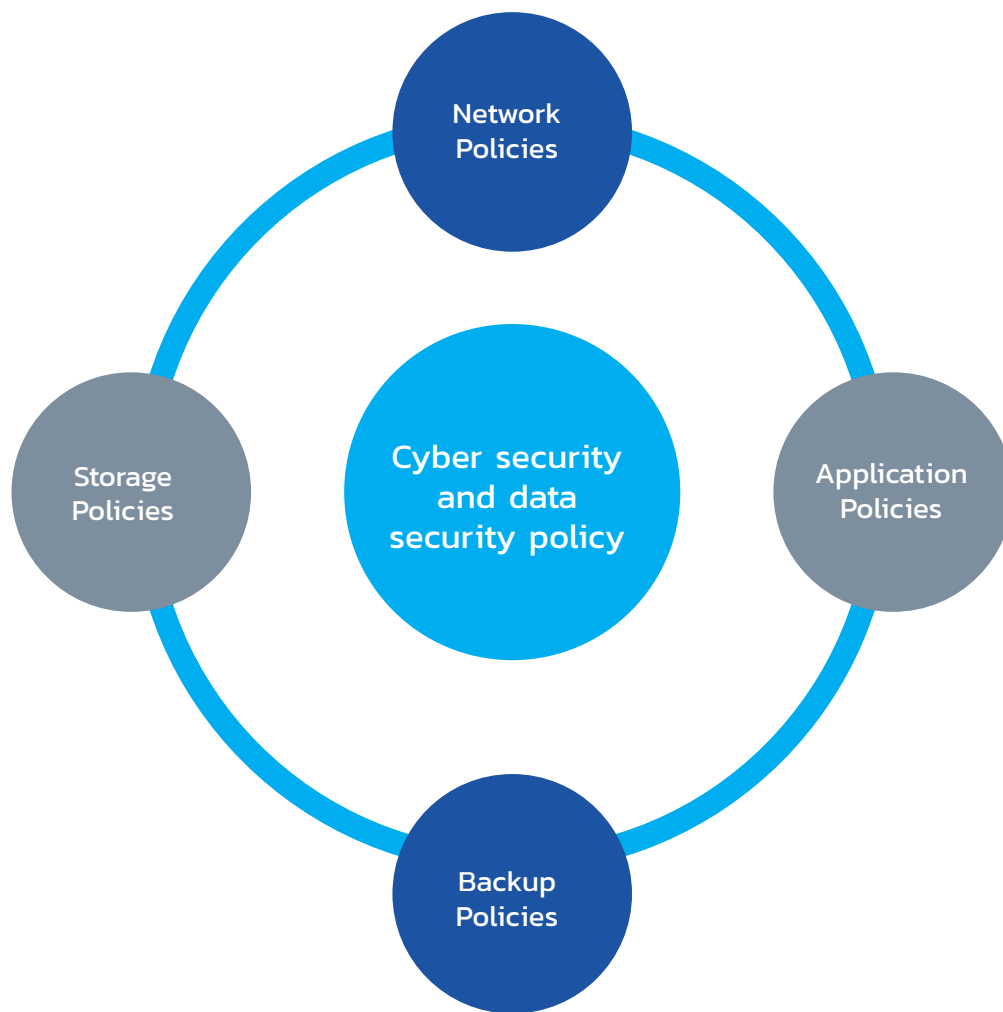
The following management structure has been established by EPG to monitor, report, approve, and support operations and continuous improvement throughout the organization:

Eastern Polymer Group Public Company Limited
Organization Chart: Information Technology



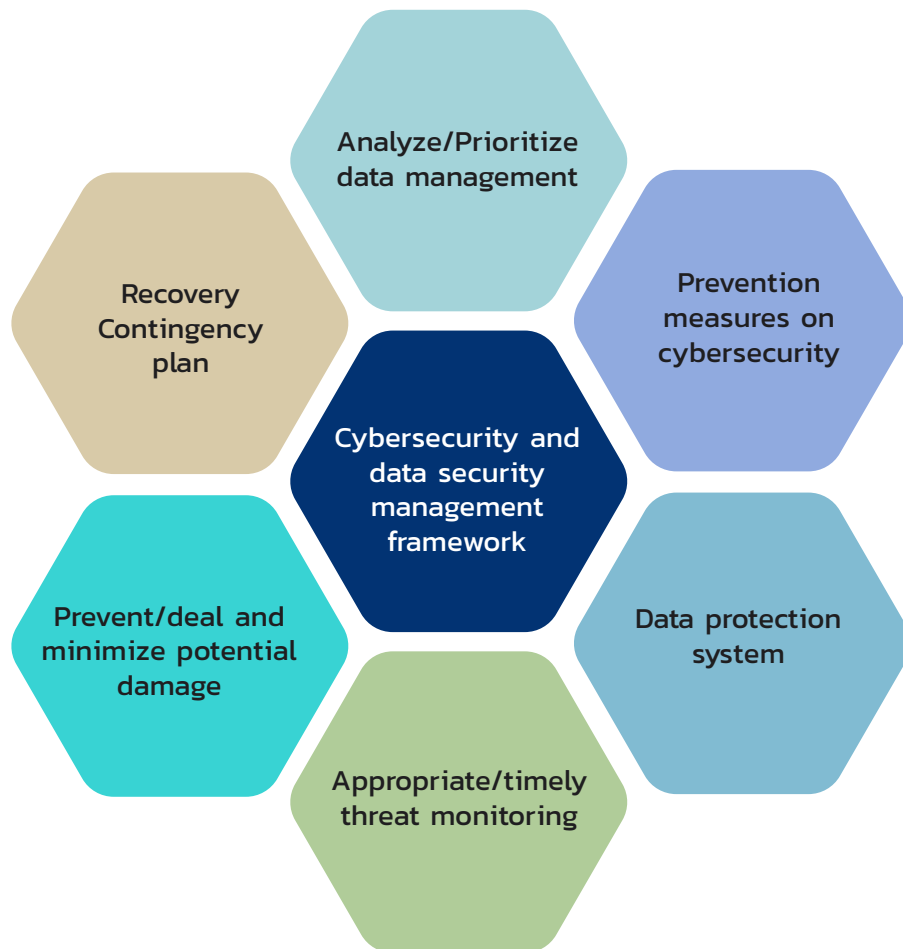
Furthermore, EPG has employed experienced and trained consultants to provide guidance on prevention, problem solving, and cybersecurity evaluation in compliance with EPG's policies and the framework established under cybersecurity and personal data protection laws.

- 1) Network Security Policy
- 2) Storage Security Policy
- 3) Application Policy
- 4) Backup Policy



EPG provides a cybersecurity management framework with the Information Technology Department (IT) as the main responsible unit, which is overseen by EPG. Each business unit also has IT professionals who have been trained in cybersecurity and data protection, and they are responsible for monitoring, threat surveillance, daily backups, and regular operational reporting. Furthermore, users will be educated through training, seminars, web learning and media about the security of

personal information such as employee information, customer information, supplier information stored in the company's database, and contract clauses with the implementation of document amendment requests, as well as the safe use of information technology systems which are assigned passwords to access and change codes regularly over a specified period. EPG allocates 0.1% of its annual sales to implement the established cybersecurity management framework as follows



EPG has established the “EPG Internal manual for information usage EPG-IM-IT-001”, and the implementation procedure “P-IT-01 Information Control System” to serve as EPG group guidelines for managing cybersecurity and information security to function in the

same direction throughout the business. Employees, consumers, business partners, suppliers, contractors, and government agencies all have personal information to secure.

Performance

EPG sets goals for cybersecurity and data security operations, such as having a data leakage prevention system that covers all business units (100%) and zero network and server downtime. EPG has been working to improve the system and has taken the following steps:

- 1) Continuous and regular monitoring and monitoring of the system daily.
- 2) Improve hardware devices or software program up to date.
- 3) Install and update security programs such as anti-virus programs on the company's central and employees' equipment regularly.
- 4) Develop corporate staff by offering specialists and consultants to teach and impart information to the Information Technology Department, ensuring that employees are aware of changing situations and can respond appropriately.

	Goal	Fiscal Year 2018/2019	Fiscal Year 2019/2020	Fiscal Year 2020/2021
Proportion of trained employees	100%	100%	100%	100%

In 2020/21, despite not achieving the highest zero downtime/zero cyber security goal, EPG can restore the system in about an hour.

EPG can improve the system and reduce the frequency of network downtime caused by malfunctioning hard disk devices by boosting close and regular monitoring and conducting maintenance. In terms of cybersecurity,

EPG's central administrators, in collaboration with system administrators from all units, closely monitor and assess risks on a regular basis.

	Goal	Fiscal Year 2018/2019	Fiscal Year 2019/2020	Fiscal Year 2020/2021
Network Down Time (Times/Month)	0	0.39	0.72	0.03
Server Down time (Times/Month)	0	3.36	2.11	2.72
Cyber security (Times/Month)	0	0	0.03	0.06

If the operation does not comply with regulations or personal data breaches or leaks of stakeholder data, the relevant stakeholders can express their opinions through internal satisfaction assessments, customer satisfaction assessments, and supplier satisfaction assessments, or complaints through the company's complaints process. In the fiscal year 2020/2021, EPG received no complaints about personal data breaches or stakeholder data leaks, including no incidences of company data leaking or cyber-attacks.



Environmental Impact Management

The industrial sector's business practices assist to fuel the country's economy; nevertheless, if improperly managed, it can have a negative impact on society and the environment, lowering the company's authority and credibility. Environmental impact management is a top priority for EPG and its stakeholders. It focuses on adhering to regulatory requirements and preventing pollution by implementing relevant and effective technology.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Number of standard values violations	0	0	0

Management Guideline:

The scope of reporting in this sustainability report is limited to Rayong province's Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. The company is working on a storage system that will allow it to report

its operations in compliance with its own standards as well as international ones.

The following are the company's environmental impact management guidelines:

Environmental Impact Management

Environmental Risk Management

Environmental impact management is a priority for EPG. We have announced an environmentally sustainable development policy that all subsidiaries must follow. EPG requires all subsidiaries to conduct business in a way that considers the environmental impacts of the work process, to comply with relevant environmental laws and regulations, as well as international environmental management standards, and to reduce the risk of practices that are inconsistent with changing laws. Changes in the

Environmental Compliance

law, rules, or other industry-specific needs must be tracked on a frequent basis, according to EPG.

EPG has implemented an international standard methodology to oversee environmental impact management, including environmental management standards ISO 14001, which it monitors annually. All environmental procedures are carried out once a year. EPG delegates responsibility for this to the Environmental Working Groups of all of its subsidiaries.

Complaint Management

Performance

Rules and regulations compliance

EPG has assessed risks that may cause events that do not comply with the laws or environmental standards of the core business as follows

Core Businesses	Environmental risks				
	Wastewater leakage	Chemical leakage	Wastewater quality	Air quality	Noise
Aeroflex Co., Ltd. (Thermal Insulation Business)	✓	✓	✓	✓	✓
Aeroklas Co., Ltd. (Automotive & Accessories Business)	✓	✓	✓		✓
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)		✓	✓	✓	✓

To ensure that EPG has a comprehensive control system that covers all business activities adequately and appropriately to reduce the risk of non-compliant practices, EPG requires all business units to be acutely aware of and supervise their operations in order to reduce environmental risks as assessed. In addition to internal agencies examining the law's implementation and compliance, EPG has also reviewed the law's implementation and compliance. Other credible external agencies, such as relevant government agencies and international standards certification bodies, have also been invited to participate in the audit of our core business group's performance in order to increase the confidence of all stakeholders that the company's operations are accurate, transparent, and law-abiding.

Audits by government agencies

The Ministry of Industry's Department of Industrial Works assessed the company's environmental and safety operations, as well as their possible influence on the environment and local populations, in fiscal year 2020/2021. The Company operated in accordance with the requirements and did not violate them, according to the report. (Disclosure 307-1)

Audits by accredited external agencies

Our core businesses are currently accredited by external agencies that have audited compliance with environmental laws and regulations, such as Quality Management System (ISO 9001), Environmental Management System (ISO 14001), Occupational Health and Safety Management System Standard (ISO 45001), Energy Management System (ISO 50001), Organizational Carbon Footprint Assessment System (ISO 14064-1) and Water Footprint Assessment System (ISO 14046).

Core businesses	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 14064	ISO 14046
Aeroflex Co., Ltd. (Thermal Insulation Business)	✓	✓	✓	✓	✓	✓
Aeroklas Co., Ltd. (Automotive & Accessories Business)	✓	✓	✓			
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	✓	✓	✓	✓	✓	

Complaint Management

Furthermore, EPG has established a systematic complaint handling process in accordance with ISO 14001 : 2015, and has established a variety of complaint channels that are easily accessible to stakeholders affected by its operations, including telephones, websites, and complaint boxes installed in front of the Company. It addressed a letter to local governments and provincial industries, requesting that those who were harmed by the company's operations file complaints with government authorities with direct monitoring responsibilities.

In fiscal year 2020/2021, EPG received no complaints concerning the impact of its operations, as well as no complaints to the government, whether from local government agencies or provincial industries.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
No. Of complaint regarding the environment	0	0	0



Air Pollution Management

Pollution released into the industrial atmosphere is a major source of concern for the government since it has a direct impact on air quality and the environment, which can have a negative impact on people's health. As a result, government agencies are in charge of law, which they regularly monitor. Ineffective management has an impact on the operator's environment and health, as well as the confidence of external stakeholders.

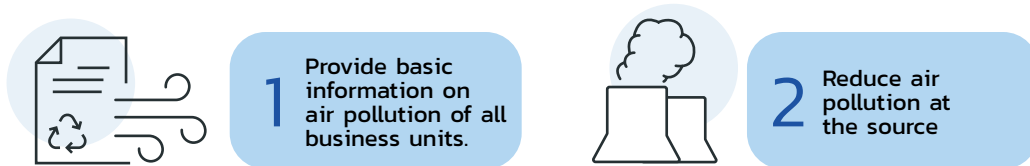
	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0

Management Guideline

EPG establishes policies for reducing air pollution generated by the company's operations. It focuses on effectively managing sources and controlling air quality to reach specified targets, as well as establishing business-related air quality indicators such as sulfur oxide (SO₂), nitrogen oxide (NO₂), small particulate matter (PM) and volatile organic compounds (VOCs) to track and measure air quality in the area.

EPG has adopted ISO 14001:2015 international standards and other relevant industry practices in the creation of air pollution management systems. Aeroflex Co., Ltd. and Aerokiss Co., Ltd. have been certified with information from Toff Nord (Thailand) Co., Ltd., while Eastern Polypack Co., Ltd. has been certified by SGS (Thailand) Co., Ltd.

Main Strategy for Air pollution management



EPG has established the following operational guidelines to meet each plan through subsidiary cooperation:

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Provide basic information on air pollution	<ul style="list-style-type: none"> ● Provide basic information on air pollution in accordance with the law, covering all businesses. 	<ul style="list-style-type: none"> ● Create a simple database by calculating air emissions from year to year. ● Measure the quality of air pollution based on stakeholder concerns.
Reduce air pollution at the source.	<ul style="list-style-type: none"> ● Consider substitutes to reduce air pollution. 	<ul style="list-style-type: none"> ● R&D agencies consider finding other substitutes that can help reduce the effects of air pollution. ● Bring product research into industrial production.

Performance

All of the company's operations are in industries without a crematorium, only a crater that collects pollution from the manufacturing process. The business has established the following method for trapping air pollution before releasing it out the vent:

Air Pollution Type	Air pollution trapping method before releasing
NOx	Wet Scrubber System
SOx	Wet Scrubber System
Persistent Organic Pollutants (POP)	Activated Carbon System
Volatile organic compounds (VOC)	Activated Carbon System
Hazardous air pollutants (HAP)	Activated Carbon System
Particulate matter (PM)	Dust Collector System
Carbon monoxide (CO)	Wet Scrubber System
Carbon dioxide (CO ₂)	Activated Carbon System
Dichloromethane (CH ₂ Cl ₂)	Activated Carbon System
Total Suspended Particulate (TSP)	Dust Collector System

EPG monitors air pollution in all air emission sources on a regular basis using standardized and well-respected external laboratory tests and analysis services, as well as calculating the company's overall air emissions as a way of managing at the source to achieve maximum operational efficiency in air pollution management. For the entire 2020/21 year, air pollution from all sources is below the permissible limit



Resource Efficiency

The expansion of the industry consumes a lot of resources and pollutes the activities in the manufacturing process, transportation, waste disposal, and waste disposal from the manufacturing process. All of these things have direct and indirect effects on the ecology and ecosystems, as seen by the current climate change. As an industrial entrepreneur, the company is focused on producing ideas and technology that improve resource efficiency while lowering environmental emissions to strike a balance between economic growth and long-term environmental protection.

Management Guidelines (หัวข้อรอง)

EPG is committed to conducting business in accordance with a sustainability framework that prioritizes business growth as well as social and environmental responsibility. It has adopted the World Business Council for Sustainable Development (WBCSD) as a measure of the relationship between product value and environmental impact that demonstrates the production potential to meet people's needs and improve quality of life while minimizing impact on ecosystems and natural resources.

When evaluating benchmarking performance, EPG used the results of the eco-performance evaluation to enhance its goods and manufacturing processes while lowering costs, energy, and resource consumption in the manufacturing process.

The proportion of product value or quantity relative to the environmental impact can be used to evaluate ecological performance. Strong ecological performance

denotes high productivity with minimal environmental impact, as well as the proportionate value of the product's eco-performance value in the assessed year versus the product's eco-performance in the base year. When the value of Factor X is larger than one, it indicates that the economy's eco-performance has improved since the base year.

EPG follows the international standard standards ISO 14045, which use the number of items produced in a year to indicate the company's economic growth and greenhouse gas emissions as an environmental impact agent since they are directly tied to the company's business operations. Only the direct (scope 1) and indirect (scope 2) greenhouse gas emissions of Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. in Rayong province are covered in this report. Businesses in Samut Prakan, Bangkok, and overseas business units are not included in this report's data.

	Year 2019/2020	Year 2020/2021
Eco-efficiency (tons per ton carbon dioxide equivalent)	1.61	1.45
X Factor	1.00	0.90

* Base year Fiscal Year 2019/2020

Remarks: Performance in fiscal year 2020/2021 came from Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd.

As overall output of the company's products has been lowered due to a delay in client orders, the eco-performance assessment for 2020/2021 has a factor X of 0.90, which is lower than the base year 2019/2020. Due to a reduction in the company's capacity and energy conservation projects, the amount of greenhouse gas

emissions from the manufacturing process has reduced in recent years, resulting in a decrease in factor X values. However, the company is committed to continuing its programs to minimize greenhouse gas emissions, either directly or indirectly, reflecting the company's aim to do business while maximizing resource efficiency



Greenhouse Gas Emissions Management

Stakeholders place a high priority on industrial greenhouse gas emissions because they have a direct impact on global temperature rises and climate change, which threatens natural disasters and dangers to people's lives, the environment, and business operations. The company acknowledges that it is one of the industrial greenhouse gas emitters due to energy consumption in the manufacturing process. It is committed to reducing greenhouse gas emissions both directly and indirectly in order to support Thailand's and the world's emission reduction targets, and it also supports changes to international regulations aimed at reducing greenhouse gas emissions in countries that may become vulnerable to future business operations.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
<i>Greenhouse gas emissions compared to base year (scope 1&2)</i>	5.00% down	1.00% down	3.64% down
<i>Greenhouse gas emission rate per product unit compared to base year</i>	2.50% down	0.50% down	10.54% UP

*Base year Fiscal Year 2019/2020

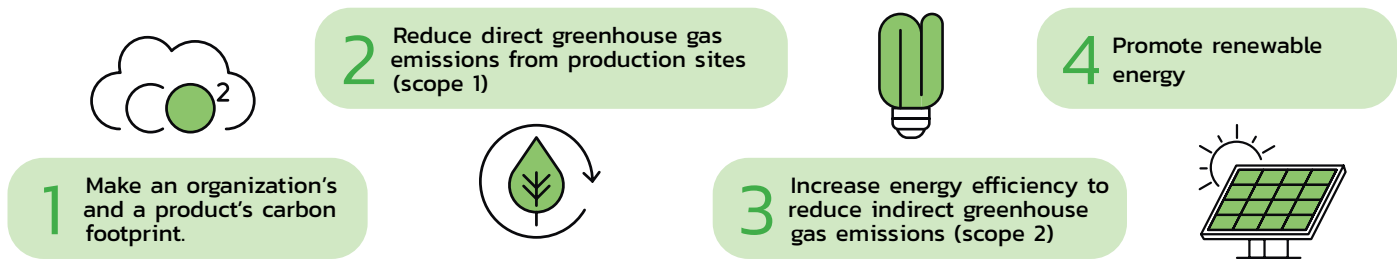
Remarks: Performance in fiscal year 2020/2021 from Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd.

Management Guidelines

It is a challenge for companies to balance business growth while reducing greenhouse gas emissions for global sustainability, as EPG recognizes the importance of climate change and is committed to contributing to reducing greenhouse gas emissions to support Thailand's emission reduction targets and the Paris Agreement to control global temperature increases of up to 1.5 degrees Celsius in line with science-based Targets (SBT), as well as the U.N. Sustainable Development Goal 13 Climate Action. We recognize that the company consumes a significant quantity of energy, which is a critical component of its business operations, but that its energy activities also release greenhouse gases. It has developed an environmentally sustainable

development policy, practices guidelines, strategy, and target for energy efficiency, greenhouse gas emission reduction, and climate change effect prevention and mitigation. EPG has tasked its subsidiaries with developing methods to reduce energy consumption and greenhouse gas emissions based on the company's business characteristics and in accordance with the company's overall greenhouse gas management policy. It has assigned the Sustainable Development Working Group and the sub-working group of each subsidiary with monitoring the operation's result with one annual summary meeting, as well as communicating and encouraging employees at all levels, including supply chain suppliers, to be aware of and work together to reduce greenhouse gas emissions.

Main Strategy for Greenhouse Gas Management



The following operational principles have been set by EPG to meet each plan through the cooperation of subsidiaries:

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Make an organization's and a product's carbon footprint.	Prepare greenhouse gas emission evaluations for all businesses' organizations and/or products.	<ul style="list-style-type: none"> Announcement of EPG Group's Sustainable Development Policy and Goals to promote and support all EPG Group operations, as well as measure the organization's and/or products' greenhouse gas emissions. Aeroflex Co., Ltd. (Thermal Insulation Business) was awarded the enterprise carbon footprint certificate as well as the carbon footprint certificates for 5 additional goods, totaling 19 products. For the first year, the greenhouse gas emissions of Eastern Polypack Co., Ltd. (plastic & packaging business) have been certified.
Reduce direct greenhouse gas emissions from production sites (scope 1)	Reduce refrigerant leakage	<ul style="list-style-type: none"> Change the refrigerant in R22 air conditioners to R32.
	Reduce the use of fossil fuels	<ul style="list-style-type: none"> Improved transportation travel management
Increase energy efficiency to reduce indirect greenhouse gas emissions (scope 2)	Reduce electricity consumption in the production process.	<ul style="list-style-type: none"> Reduce the use of temperature controllers (TCU) Reduce opening and closing time of incubator by increasing the speed of the conveyor belt. Discontinue water return pump in unnecessary cooling systems Change fluorescent to LED lighting Adjust water chiller temperature
	Increase energy efficiency by monitoring and improving machines that consume a lot of electricity in the manufacturing process.	<ul style="list-style-type: none"> Turn into a high-performance motor. Improve cooling system efficiency. Improve water chiller efficiency. Turn into a high-performance water cooler.
Promote renewable energy	Increase the usage of clean energy in the manufacturing process and throughout the organization.	<ul style="list-style-type: none"> Install solar power generation system on the building rooftop. Install Solar cells at the research technical building.

Performance

Carbon Footprint preparation of organizations and products

Based on the method of calculating greenhouse gas emissions from the organization's carbon footprint assessment guidelines of the Greenhouse Gas Management Organization (Public Organization), EPG has prepared a report on direct greenhouse gas emissions (scope 1), indirect greenhouse gas emissions from energy consumption (scope 2), and other indirect greenhouse gas emissions (scope 3). Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC6), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen fluoride (NF₃) are among the greenhouse gases for which EPG collects data on greenhouse gas emission activities to calculate the organization's carbon footprint annually. The Energy Conservation Center of Thailand has assessed Aeroflex's emissions statistics for fiscal year

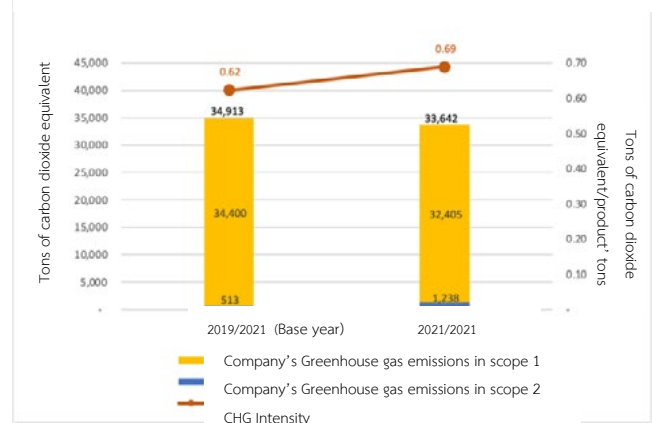
2020/2021 for accuracy. The data on greenhouse gas emissions from Eastern Polypack Co., Ltd. was verified by the Center of Excellence in Eco-Energy, Thammasat University.

Aeroflex Co., Ltd. acquired carbon footprint for organization (CFO) accreditation from the Greenhouse Gas Management Organization (Public Organization) in fiscal year 2020/2021 for 4th consecutive years. For the first year, Eastern Polypack Co., Ltd. was certified for its carbon footprint, but Aeroklas Co., Ltd. expects to implement the certification by 2022.



EPG had 1,238 tons of direct greenhouse gas emissions (Scope 1) (Disclosure 305-1), and 32,405 tons of indirect greenhouse gases (Scope 2) (Disclosure 305-2) therefore the combine value of Scope 1 and scope 2 from the use of carbon dioxide equal to 33,642 tons of carbon dioxide equivalent in the fiscal year 2020/2021, a decrease of 1,270 tons of carbon dioxide equivalent, or 3.64% compared to the fiscal year 2019/2020.

Company's Greenhouse gas emissions in scope 1 and scope 2

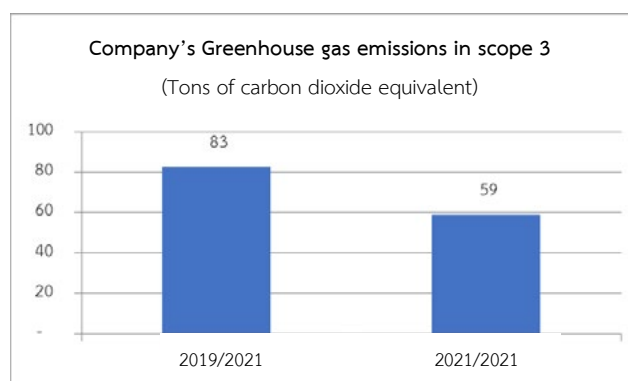


Despite a decrease in overall corporate greenhouse gas emissions, the company's greenhouse gas emissions per product unit increased by 10.54 percent from 0.62 to 0.69 tons of carbon dioxide equivalent per ton of products in fiscal year 2020/2021, due to the COVID-19 outbreak. Company's overall production reduced by 12.82 percent, and electricity-powered equipment did not operate at full capacity, resulting in higher emissions per product unit in this report.

Other indirect greenhouse gas emissions (Scope 3)

EPG emitted 58 tons of carbon dioxide, which is equivalent to 58 tons of greenhouse gases, in fiscal year 2020/2021. EPG has had to limit production capacity as a result of the COVID-19 epidemic. As a result, waste from worldwide production and transportation activities is being transported less. EPG also promotes responsible resource management in offices, such as encouraging office paper reduction and reducing the amount of other indirect greenhouse gases (scope 3) released in recent years.

Activity Type	Other Indirect Greenhouse Gas Emission Activities (scope 3) Units: Tons of CO ₂ e	Activities Related to Greenhouse Gas Emissions	Activity Type
Eastern Polymer Group	Transportation	53	Freight Forwarding
			Waste transport
	Resource over-consumption	6	The amount of A4 paper used in the organization
	Waste disposal		Disposal of waste by contractors



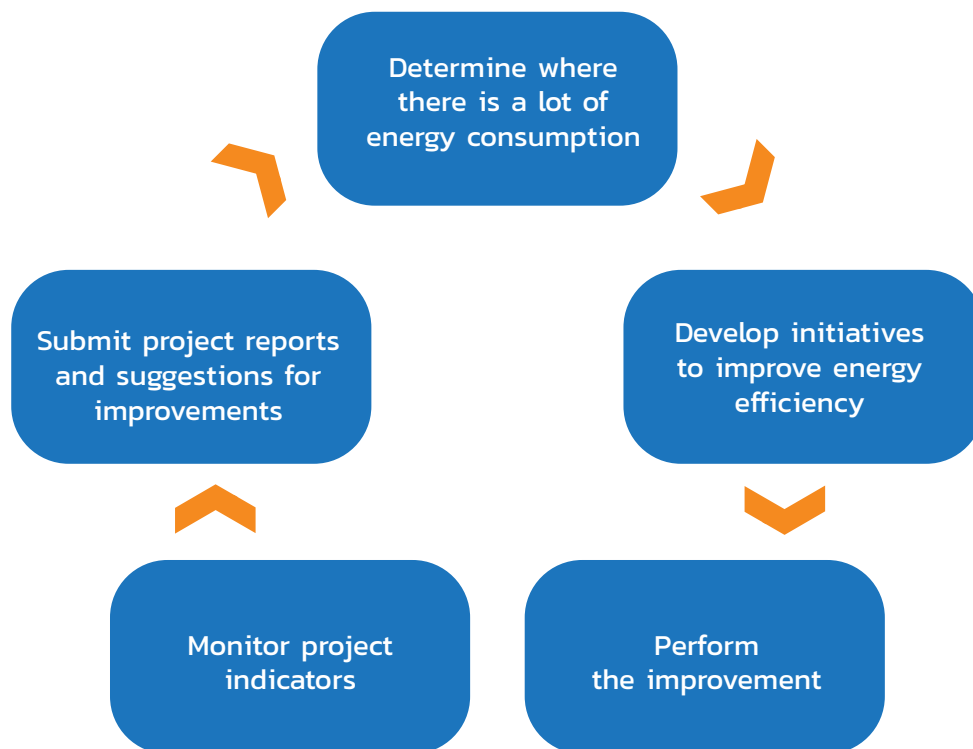
Energy efficiency enhancement

The three primary enterprises are all industries that consume a lot of energy in the manufacturing process, primarily electricity, hence the bought electricity consumption produces the most greenhouse gas emissions (scope 2). EPG, on the other hand, has focused on implementing measures to reduce and increase energy efficiency of all types, as well as raising employee awareness and participation at all levels in collaboration to reduce energy consumption both in the manufacturing process and in the office, in order to reduce the risks and impacts of energy consumption. Simultaneously, it lowers energy prices and lowers greenhouse gas emissions.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Energy intensity compared to base year	2.50% Down	0.50% Down	4.60% Up

*Base Year Fiscal year 2019/2020

EPG has developed and enhanced its work processes in order to reduce energy consumption when it is expected to be high. According to the following energy operating rules, it has no effect on product quality:



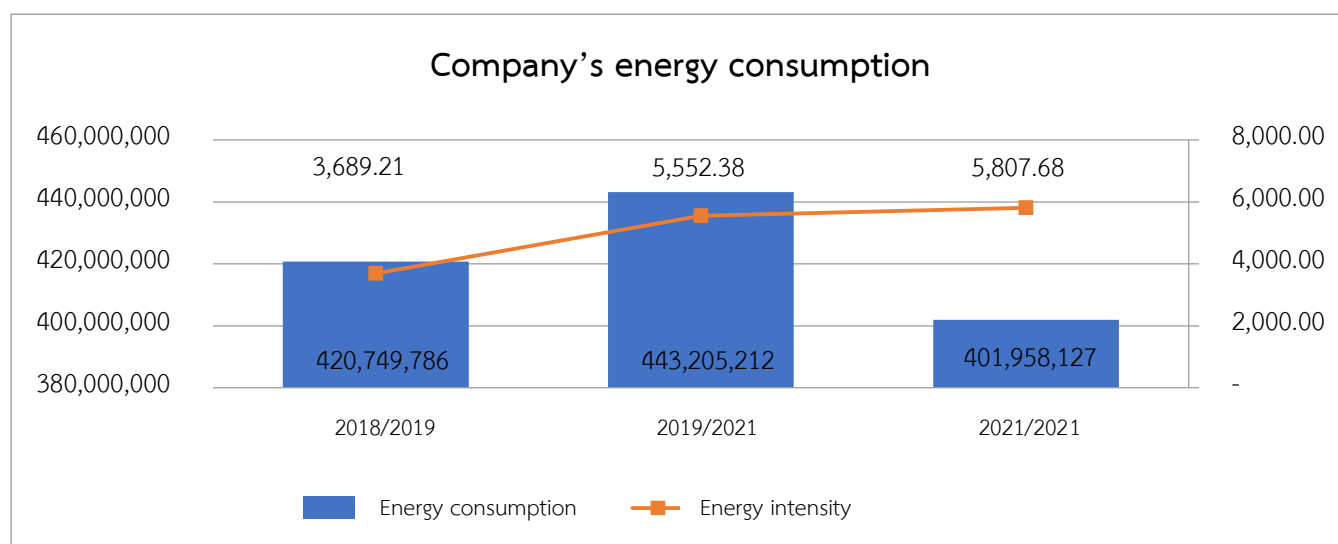
Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. measured, monitored, and reviewed the ISO 50001:2011 international standard for energy management systems, which will be updated to Version ISO 50001:2018 in 2021. TUV Nord (Thailand) Co., Ltd. has certified the energy management system information in this report. Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. passed ISO 50001:2011 certification in fiscal year 2020/2021, and EPG wants to guarantee that all business units are

accredited to international standards for energy management system ISO 50001:2011 in fiscal year 2020/2021. Aeroklas Co., Ltd. intends to continue to be accredited in the future.

EPG has 10 projects in the fiscal year 2020/2021 to improve energy efficiency, which will save 9,196,619 megajoules worth 8.41 million baht and reduce greenhouse gas emissions by 1,458 tons of carbon dioxide equivalent. (Disclosure 302-4)

Business Units	Energy Efficiency Project	Energy Conservation (megajoules per year)	Amount (baht/year)	Reduce greenhouse gas emissions. (tons of carbon dioxide equivalent)
Eastern Polymer Group	Temperature controller's reduction project (TCU)	43,204	42,963.78	6
	The incubator's opening and closing time reduction by increasing the speed of the conveyor belt project.	838,844	834,183.53	116
	Solar installation project at research technical building	33,566	33,548.86	5
	Discontinuity of Pump Water Return in unnecessary cooling system project	544,320	541,296.00	76
	Fluorescent to LED Lamp Replacement Project	66,679	66,308.76	9
	High Efficiency Motor Replacement Project	60,264	59,929.20	8
	Water chiller temperature adjustment project in plastic sheet plant	277,603	248,300.64	45
	Water chiller efficiency improvement project in PET plant	1,354,032	1,211,105.99	219
	Solar power generation installation project (994 kW)	4,635,629	4,133,792.16	750
	High efficiency water chiller replacement project in PP plant	1,385,683	1,239,416.10	224
	Total	9,196,619	8,410,845.02	1,458

EPG's total energy consumption was 401,958,127 megajoules after a year of projections, a drop of 41,247,085 megajoules, or 9.3%, from fiscal year 2019/2020.



Despite the fact that the company's overall energy consumption dropped, energy consumption per product unit climbed by 4.60% from the previous year, falling short of the target. Due to a decrease in production as a result of the COVID-19 pandemic, causing customers from both domestic and international countries to delay orders, the energy consumption per product unit of the company's production increased while machines continue to function with the same amount of energy.

Building partnerships with partners to promote greenhouse gas emission reductions



EPG conducted the "SUSTAINABLE ECO BUILDING" academic seminar for engineers and architects to jointly exchange knowledge and empowerment under the concept of "SUSTAINABLE ECO BUILDING" under the concept of innovation for sustainable urban development. We explained green technology as well as the requirements according to the criteria of green buildings, including energy efficiency management by Assoc. Prof. Dr. Oras Setthabut, an expert and consultant on green buildings in Thailand, and Asst. Prof. Dr. Kusana. Ubaha, Dean of Environmental Energy and Materials, King Mongkut's University of Technology Thonburi. The seminar was carbon neutral since it focused on the quantity of greenhouse gas emissions from all activities with the help of V Green from Kasetsart University's Faculty of Environment and the Greenhouse Gas Management Organization.

In addition, EPG stated its objective and certification for fiscal year 2020/2021 to confirm that we have standardized management to support and encourage emission reduction as follows:

1. Aeroflex Co., Ltd. has been certified carbon footprint for product (CFP) of "Aero-Roof" residential roof insulation at 5 thickness from the Greenhouse Gas Management Organization (Public Organization).
2. Aeroflex Co., Ltd. is certified environmental label in category 3 (LCA for EPD) of 14 products is the display of environmental product declarations from the LCA(Life Cycle Assessment) in 3 environmental impact groups: (1) Global Warming, (2) Stratospheric Ozone Depletion, (3) Eutrophication from the National Science and Technology Development Agency (NSTDA) and the Thai Environment Institute.
3. Aeroflex Co., Ltd., Greenhouse Gas Management Organization (Public Organization), and V Green, Faculty of Environment, Kasetsart University, signed a cooperation agreement on carbon compensation activities to support the domestic voluntary carbon market for the 8th year.





Waste Management

Stakeholders place importance on industrial waste management, which the corporation must properly manage in accordance with regulatory laws. Improper waste management can cause environmental issues and have a negative influence on linked stakeholders' health, as well as harm the company's reputation and ability to do business. As a result, the Company focuses on proper waste management in compliance with industry standards and creates management to use resources as efficiently as possible, allowing the Company to reduce waste disposal and production costs

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Waste Generation Intensity compared to base year (tons per ton of products)	10% down	2% down	5.94% down

*Base year Fiscal Year 2019/2020

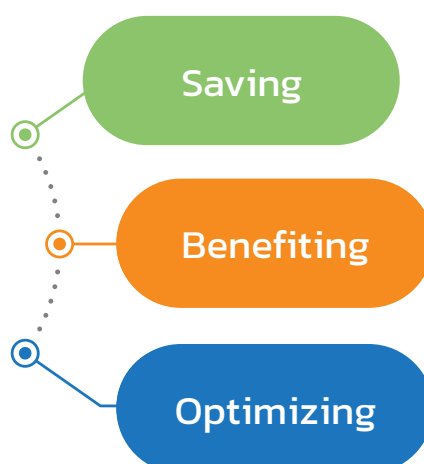
Management Guidelines

The scope of waste reporting in this sustainability report is limited to Rayong province's Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. The company is working on a storage system that will allow it to report its operations in compliance with its own standards as well as international ones.

EPG defines it as an environmentally sustainable development policy that requires all business units to fully adhere to waste management regulatory regulations and encourage the development of waste-

reduction or recycling-oriented manufacturing processes. The implementation 3 measures include "Saving", or rethinking waste and reducing unnecessary waste and consider reducing waste at the sources, "Utilizing" from the waste generated by the organization and improving waste to the right quality and re-entering the production process, and "Efficiency" production processes to minimize waste as much as possible.

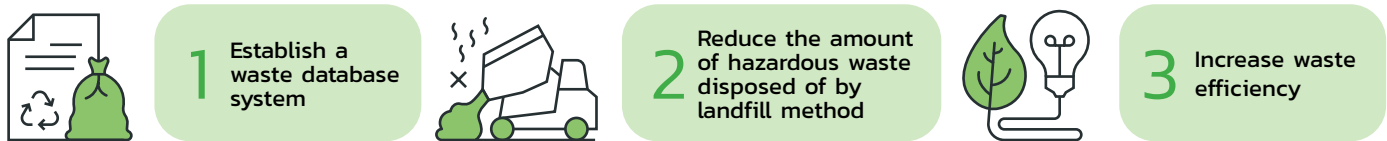
3 Measures



EPG assigns the Sustainable Development Working Group to assess the yearly waste targeted to meet the nature of the business and to routinely monitor the results and progress of the waste management system development through each subsidiary's environmental

working group. Each business unit must meet international standards ISO14001:2015 and other relevant best practices as determined by industry groups during the execution.

Main strategy on waste management



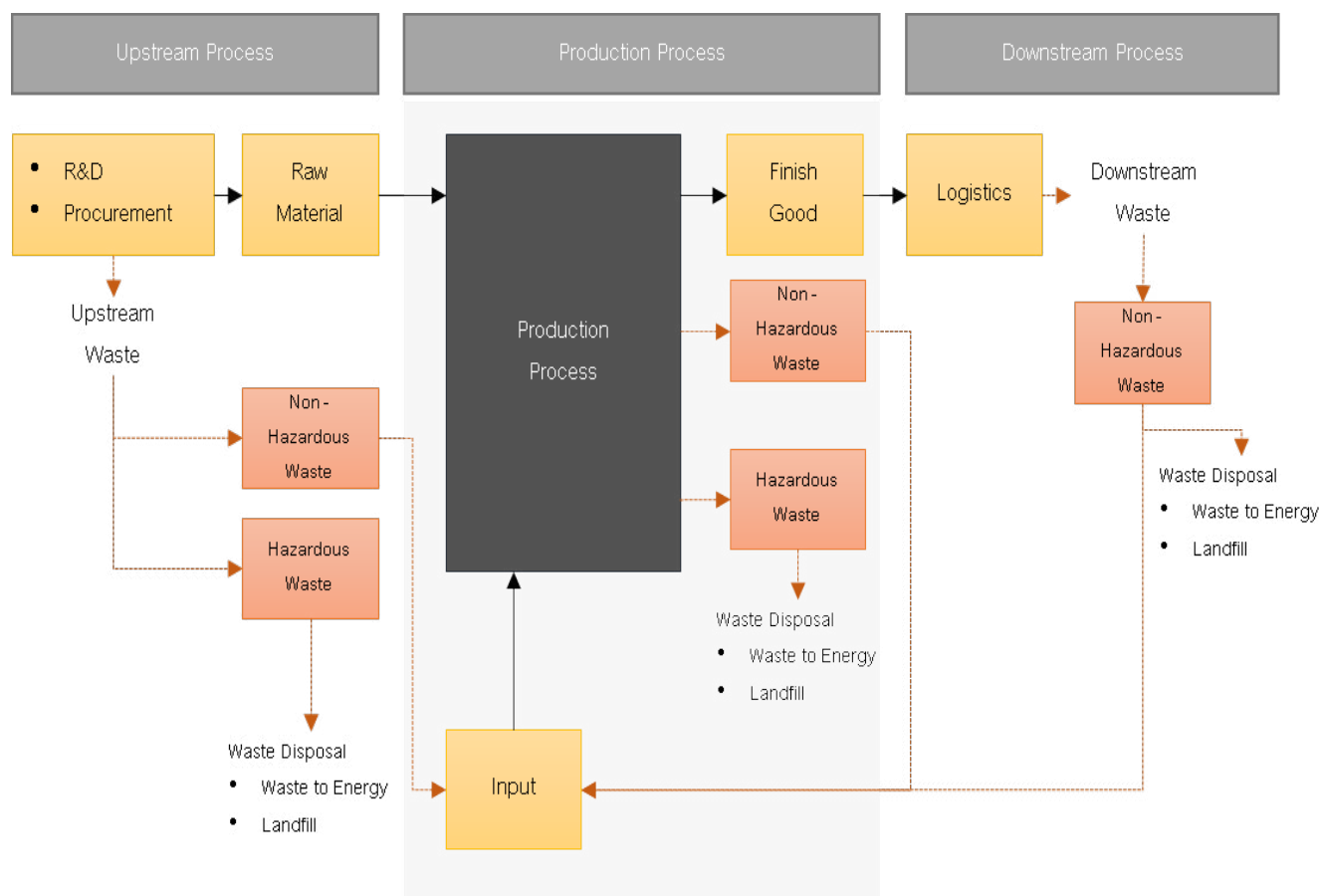
The following operational principles have been set by EPG to meet each plan through the cooperation of subsidiaries:

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Establish a waste database system	<ul style="list-style-type: none"> ● Create Waste Balance in all business units 	<ul style="list-style-type: none"> ● Clearly and thoroughly classify waste categories. ● Set up a waste flow map.
Reduce the amount of hazardous waste disposed of by landfill method	<ul style="list-style-type: none"> ● Find an alternative to landfill for new hazardous waste. 	<ul style="list-style-type: none"> ● Hire a waste disposal business that can dispose of some hazardous wastes without having to send them to a landfill.
Increase waste efficiency	<ul style="list-style-type: none"> ● Increase the proportion of reusable and recyclable waste 	<ul style="list-style-type: none"> ● Create awareness of waste sorting. ● Establish systematic waste sorting channels. ● Take measures to incorporate waste into the new manufacturing process.

Performance

EPG is focused on achieving the greatest waste management results, so each business unit must set a target to manage both hazardous and non-hazardous waste. We communicate the goals to all units in the subsidiary so that they can develop a waste control plan within their own units, and we monitor operations and

report performance to each subsidiary's environmental working group on a monthly basis to track things like non-hazardous waste contamination and proper waste sorting. The agency's waste database has been completed, and the following is the company's waste flow diagram (Disclosure 306-1):

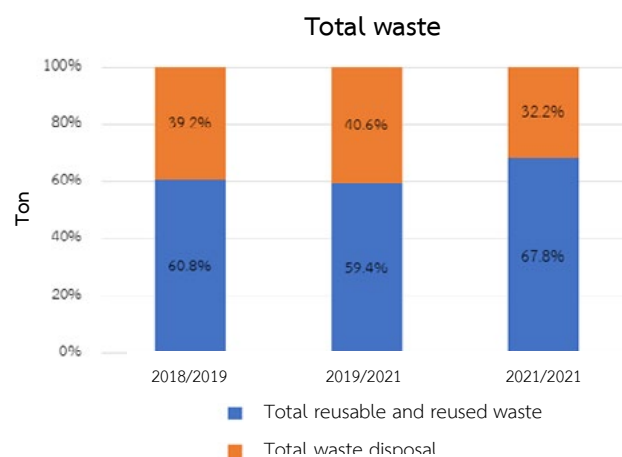


Corporate Waste Management

EPG enhanced its data collection based on GRI 306 (2020) criteria in fiscal year 2020/2021, with total waste from the manufacturing process falling to 1,408 tons (Disclosure 306-3), down from 18.45% in fiscal year 2019/2020. Due to the covid-19 epidemic, EPG recycled

955 tons of garbage and reused 67.83% of total waste (Disclosure 306-4), whereas landfill disposal accounted for 453 tons of waste, or 3.83% of total waste.

	Year 2018/2019	Year 2019/2020	Year 2020/2021
Total reusable and reused waste (tons)	1,023	1,025	955
Total waste disposal (tons)	658	701	453



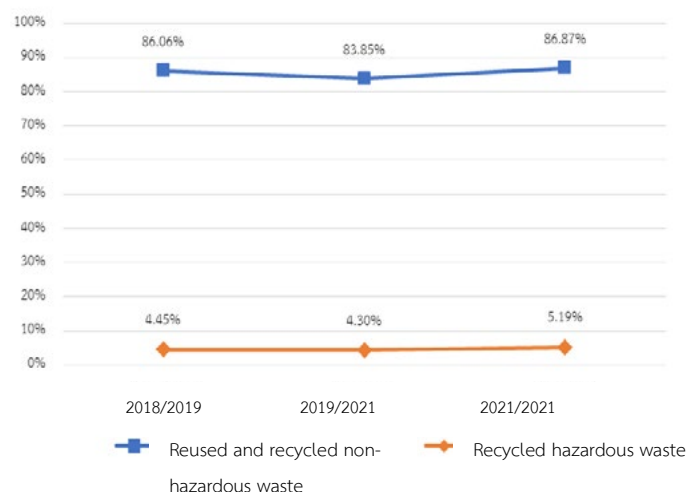
Management	Type of waste	Volume (tons)	Details
Reusable and reused waste (67.83%)	Hazardous waste, used lubricants, used batteries, contaminated tanks.	17 (1.21%)	<ul style="list-style-type: none"> ● Submit to the waste disposal company for reuse and recycling. ● Track with Hazardous Waste Manifest
	Non-hazardous waste, rubber scrap, plastic scrap, wooden pallet, plastic pallet	938 (66.62%)	<ul style="list-style-type: none"> ● Submit to the waste disposal company for reuse and recycling. ● Track with Hazardous Waste Manifest
Waste disposal (32.17%)	Hazardous waste, fluorescent lamp, charcoal torch, rags/contaminated gloves	248 (17.61%)	<ul style="list-style-type: none"> ● Submit to the waste disposal company for using as mixed or destructive fuel in a specific furnace for hazardous waste. ● Track with Hazardous Waste Manifest
	Hazardous waste, laboratory glassware cleaning water	9 (0.62%)	<ul style="list-style-type: none"> ● Submit to the waste disposal company for physical chemistry treatment. ● Track with Hazardous Waste Manifest
	Hazardous waste, contaminated packaging, spray cans	54 (3.84%)	<ul style="list-style-type: none"> ● Submit to the waste disposal company for safe landfill. ● Track with Hazardous Waste Manifest
	Non-hazardous waste, contaminated rubber debris, plastic debris.	142 (10.06%)	<ul style="list-style-type: none"> ● Submit to the waste disposal company for mixed fuel ● Track with Hazardous Waste Manifest

Optimizing waste consumption

EPG is committed to improving the proportion of hazardous and non-hazardous waste that is reused and recycled. EPG implemented a variety of techniques in fiscal year 2020/21 to raise the proportion of waste that was recycled or reused, including explicitly defining waste categorization metrics, educating employees about waste sorting, and promoting awareness through multiple channels. As a result, reusable and reusable hazardous waste accounted for 5.19% of total hazardous waste in fiscal year 2019/2020, up 20.62%, and reusable and

reusable non-hazardous waste accounted for 86.87%, up 3.61 percent from the previous fiscal year.

Reused and recycled waste



The total waste rate per unit of product for the corporation was 0.0203 tons per ton of product, down 5.94% from fiscal year 2019/2020. The company emphasize on the maximum standard on handling waste which include storing, transporting and depositing waste that could impact stakeholders. Thus, the company always follow up on the disposing process according to law in order to ensure that the process

has been complete base on the legal standard. Further the company provided the complaint channel via www.epg.co.th to directly complain when violation from both the company and subsidiaries occur as complied with ISO 14001:2015 standard. There were no case of complain reported in fiscal year 2020/21.



Water Management

Stakeholders prioritize wastewater and wastewater management because it is a natural resource that is essential for survival. The growth of local populations, as well as the agricultural and industrial sectors, has influenced water demand, as well as climate change, which could lead to a water shortage. Water shortages in production and consumption processes, as well as environmental impacts from quality water release that does not meet effluent water quality requirements to public water sources, can lead to disputes with local residents and erode trust in the corporation, if the organization has inefficient water management.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Water Intensity Compared to base year	2.50% down	0.50% down	1.31% Up

Management Guidelines

Only Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. in Rayong province are covered by the water reporting in this sustainability report. The firm is working on a storage system that will allow it to report its operations in compliance with its own standards as well as international ones.

EPG requires all subsidiaries to strictly comply with laws relating to wastewater and wastewater management under the Plant Act B.E. 2535 and Environmental Standard ISO 14001:2015. Water quality is regularly measured by laboratories registered with the Department of Industrial Works. The performance of wastewater and wastewater management is disclosed by spreading information through internal communication channels for employees and other stakeholders to be informed of information to reduce worries and promote awareness of water use in the firm.

EPG acknowledges the challenges of successful water management and has established a sustainable environmental development policy to promote cost-effective natural resource conservation and usage. We have assigned all business units the task of identifying and assessing water resource risks by creating a Water Scarcity Footprint in accordance with ISO 14046 to determine the amount of water used in the production of each product, from raw material acquisition to transportation, production, use, and disposal of carcasses, as well as water shortages in the areas where the company operates.

EPG has established a policy for all businesses to set goals and implement measures to control water use in each unit, to encourage employees to be conscious of water use, to promote water conservation campaigns to manage water as efficiently as possible, and to continuously monitor the success of the goals and report the results to the Sustainable Development Working Group and the Executive Committee at least once a year.

Main Strategy for Water and Wastewater Management



EPG has established the following operational guidelines to meet each plan through subsidiary cooperation:

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Establish a basic data system for water usage and wastewater quality	<ul style="list-style-type: none"> ● Create Waste Balance in all business units 	<ul style="list-style-type: none"> ● Create a Water Flow Diagram ● Install a gauge to validate the amount of water inflow and outflow. ● Perform wastewater quality measurements in compliance with the laws. ● Prepare a Water Footprint Assessment.
Water Management Risk Management	<ul style="list-style-type: none"> ● Assess Water Management Risk 	<ul style="list-style-type: none"> ● Assess risk through ISO 14001:2015 criteria assessment. ● Provide support measures in high-risk cases
	<ul style="list-style-type: none"> ● Promote the use of water from low-risk water sources 	<ul style="list-style-type: none"> ● Reduce the proportion of groundwater use. ● Increase the proportion of surface water consumption from the company's reservoirs.
Reduce water consumption per product unit	<ul style="list-style-type: none"> ● Use water efficiently in the office ● Develop innovations to reduce water consumption in the production process. 	<ul style="list-style-type: none"> ● Close Loop System ● Campaign to use water in the office in a valuable way and continuously monitor the measurements. ● Change the production process to close loop system water usage

Water Footprint Preparation

EPG prepares a water footprint assessment report of the product in accordance with Environmental Management ISO 14046; Water footprint-principles, Requirements and Guidelines to collect and evaluate the potential for environmental impacts from water; using the Life Cycle Assessment: LCA, which can explain the specific risks of studying issues such as water scarcity footprint, water eutrophication footprint, where water sources are too nutrient-rich to stimulate abnormal growth of certain

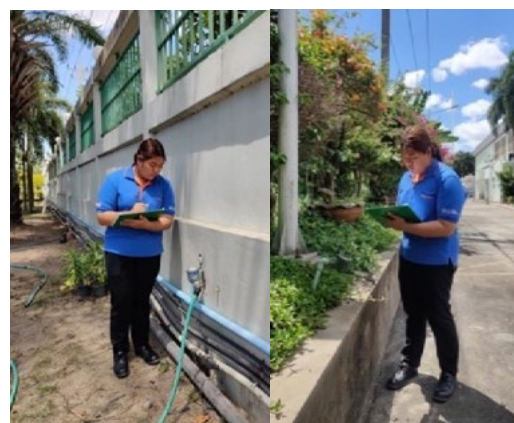
plants. Aeroflex Co., Ltd. was the first to conduct the product water footprint and the information was validated for accuracy by the Faculty of Engineering, Rajamangala University of Technology Phra Nakhon. Aeroflex Co., Ltd. received a water footprint assessment from the Federation of Thai Industries

In fiscal year 2020/2021, with 14 certified products, but Aeroklas Co., Ltd. and Eastern Polypack Co., Ltd. shall progress to be certified in the future.

Internal water management services

We conducted water stress areas as well as water balances for each of the company's major industries and discovered that its plants are located in the low-risk East Coast Gulf basin amid water shortages, despite the fact that the company's whole operation is a low-water industry. Water management is still a priority for the corporation in both offices and production sites.

To maximize the efficiency of water consumption, EPG assigns water use targets to each of its subsidiaries' general activities. It communicates its objectives to internal departments and develops procedures and operational plans to regulate water use within the organization, such as weekly water consumption monitoring. Several measures have been put in place in the event of abnormal consumption, including checking the leakage point and notifying repair immediately, holding monthly meetings for employees to clarify targets and performance, and campaigning and training employees from all agencies to raise awareness of the efficient use of water resources.



Water source	Year 2018/2019	Year 2019/2020	Year 2020/2021
Groundwater (m3)	75,342	74,393	82,672
Water supply (m3)	53,725	53,250	53,101*

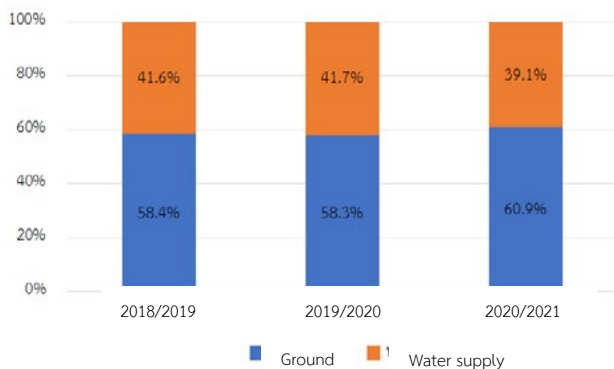
*Water data from Eastern Polypack Co., Ltd. was included for the first year.

We used 53,101 cubic meters of water for industrial sources in fiscal year 2020/2021.

Due to the water supply system of the IPP industrial zone in Rayong province, where the company's facility is located, being repaired,

the usage of groundwater grew by 11% in fiscal year 2019/2020, requiring the use of groundwater to replace the water supply in the production process.

Groundwater and water supply usage proportion

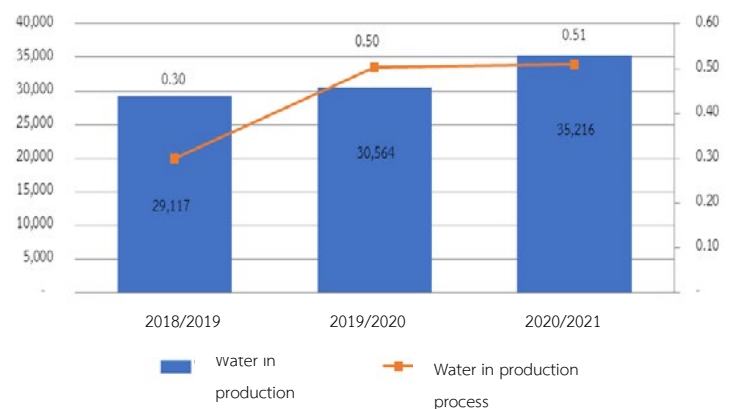


We drained 100,557 cubic meters of water into the surface water source, which is divided into two sections by the company's drainage. Before being released to public rails or natural water sources, water from the cafeteria must pass through grease traps and be passed to the company's local aeration wells, and the quality of available by external companies that have been certified by ISO 17025 to provide quality disposing of water in accordance with the Ministry of Industry's announcement on the 2017 factory sewerage standards.

Under the Factory Act B.E. 2535, all business units must follow the appropriate laws (1992). Water quality is monitored and checked in accordance with ISO 14001:2015, an international standard. Aeroflex Co., Ltd. and Aeroklas Co., Ltd. were certified by Tuv Nord (Thailand) Co., Ltd. and Eastern Polypack Co., Ltd. was certified by SGS (Thailand) Co., Ltd.

EPG used 35,216 cubic meters of water in the production process in fiscal year 2020/2021, reflecting a water consumption per product unit of the Group of Companies of 0.51 cubic meters per tonne of products, up 1.31% from fiscal year 2019/2020.

Water in the EPG group entire production process





Human Rights

Since human rights issues are sensitive and can be linked to other issues that can affect a company's business operations, EPG prioritizes respecting stakeholders' human rights in all core business activities throughout the value chain, as well as conducting business ethically and morally with an understanding of human values and dignity, human rights, freedoms, and equality for all.

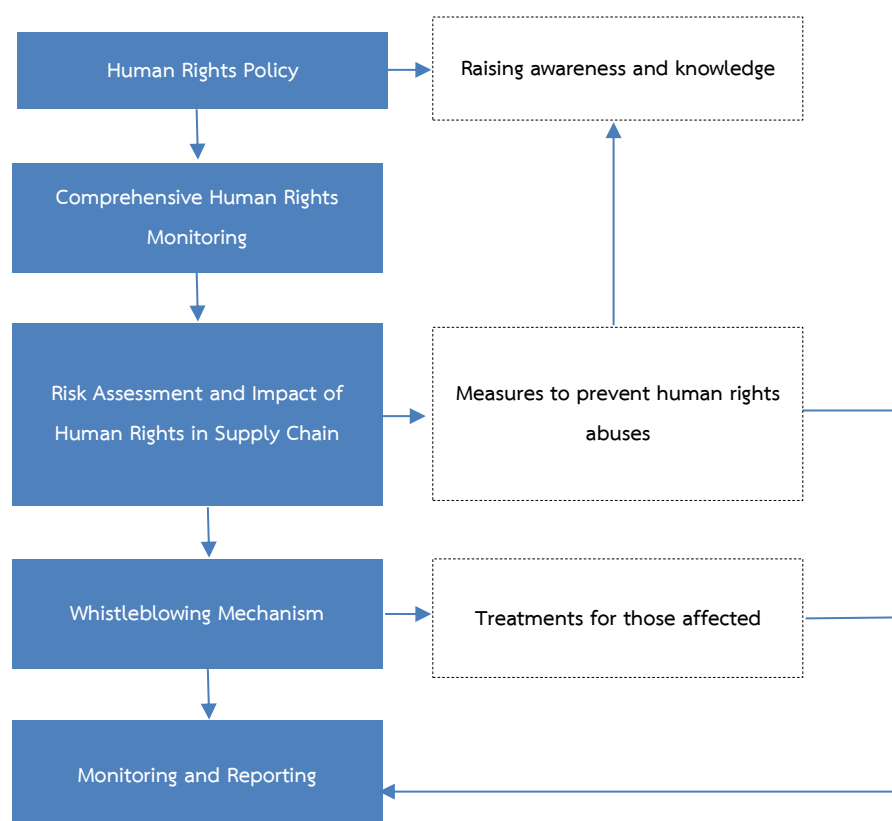
	Long-term goals for 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Significant number of human rights complaints	0	0	0

Management Guidelines

EPG is committed to doing business in a way that respects human rights throughout the value chain. We treat all stakeholders equally to preserve relationships and morale among all stakeholders, and to reduce the risk of negative business impacts caused by human rights abuses. As a result, the company has developed a policy for human

rights activities that is in line with UN business and human rights values. (UN Guiding Principles on Business and Human Rights: UNGP) as a set of standards for board members, executives, and employees at all levels.

Human Rights Framework



While EPG did not introduce a complete human rights due diligence mechanism, we did announce a "Human Rights Policy" to encourage respect for human rights in the supply chain throughout all business groups. To avoid future human rights abuses, it raises awareness and cultivates information among stakeholders. Furthermore, EPG has developed a comprehensive human rights evaluation process that includes human rights risk assessments, steps to address the effects or potential consequences of human rights violations, measures to avoid human rights violations, complaint processes for witnesses or those impacted, remedies for

human rights violations, and tracking and reporting on human rights results.

Risks and Guidelines for Preventing Human Rights Violations

In our 3 main businesses, EPG evaluates and collects human rights issues that may represent a danger to its operations: thermal insulation, automobile & accessories, and plastics & packaging. The EPG has put in place the following measures to prevent human rights violations:

Stakeholders	Rights of Stakeholders	Risk Issues	EPG actions to prevent human rights violations.
Employee	- Right to legal protection - Right to work - Legal Equality Rights	Equal Treatment	<ul style="list-style-type: none"> ● Treat employees with respect for their human and labor rights, as required by law, and in particular, treat them with equality and non-discrimination in all aspects. ● Employee complaints are received through a channel, and the complaints processing process is documented.
	- Right to a good quality of life	Health and Safety in workplace	<ul style="list-style-type: none"> ● Ensure workplace safety and hygiene in compliance with safety, health, and environmental policy. ● Conduct safety training ● Provide annual health check-ups
Community	- Right to legal protection - Right to a good quality of life	Community Health & Safety	<ul style="list-style-type: none"> ● Examine the business's environmental and social implications on the surrounding areas on a regular basis. ● Implement programs and actions to reduce the negative effects of ongoing operations.
	- Right to freedom of expression	Community Engagement	<ul style="list-style-type: none"> ● Allow the community to participate in comments or complaints on various channels.

Stakeholders	Rights of Stakeholders	Risk Issues	EPG actions to prevent human rights violations.
Customer	- Right to legal protection - Right to a good quality of life	Safety of use of goods	<ul style="list-style-type: none"> ● Provide high-quality, standardized, safe, and traceable products and services. ● Customer complaints are received through a channel, and the complaints processing process is documented.
	- Privacy Rights	Customer's privacy data	<ul style="list-style-type: none"> ● There are policies and procedures in place to preserve customer confidentiality and personal information.
Supplier	- Right to legal protection - Right to work	Violations of supplier human rights	<ul style="list-style-type: none"> ● Establish the Supplier Code of Conduct by analyzing the risk of human rights violations arising from suppliers' operations, putting in place preventative measures, and accepting responsibility for the consequences of any potential violations.
	- Legal Equality Rights	Discrimination against suppliers	<ul style="list-style-type: none"> ● Treat suppliers with equality, fairness, transparency, and non-discrimination
	- Right to a good quality of life	Supplier Labor Safety	<ul style="list-style-type: none"> ● Require suppliers to strictly comply with the laws and safety protocols

Performance

All stakeholders have not raised any serious human rights complaints against the firm. However, in the coming years, EPG intends to undertake human rights audits and assess human rights risks across all activities throughout the supply chain, as well as foster human rights responsibility among its partners by developing a supplier code of conduct that defines good human rights practices.

The Supplier Code of Conduct is available on the company's website;

<http://www.epg.co.th/Portals/0/Containers/CorporateGovernance/SupplierCodeOfConduct210510-EN.pdf>

Furthermore, EPG has organized human rights training through the E-Learning system in recent years to raise awareness and knowledge about human rights for all

new employees, and trainees must meet 80% of the knowledge test criteria, with all employees who have been trained meeting 100% of the human rights test criteria and for the current employee, EPG conduct review session via various mediums to create the awareness on human rights. (Disclosure 412-2)

Human Resource Management



All of the company's employees are valuable asset resources for achieving the company's objectives. The success of the organization is greatly reliant on the quality of its people. EPG places a high value on standardizing and enhancing human resource management procedures and systems so that employees may grow with the company, share a common vision, and contribute to the firm's success in becoming an innovative organization and developing its business to grow sustainably.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Employee engagement score	> 80%	> 70%	73.2%
Employee resignation rate	< 10%	< 12%	11.29%

Management Guidelines

Human Resource Management Framework

Employee Management

Recruitment

Performance Assessment

Compensation and welfare management

Job Promotion and career path

Employee Development

Training and development

Talent Management

Succession plan

EPG's goal is to fairly maintain and manage human resources while also raising quality of life and increasing skill development. We believe it will support in achieving its vision, mission, direction, and business strategy, as well as the creation of a flexible management system that can adapt to changing demand, expectations, and concerns, and provide opportunities for employees to participate in the development of human resource management processes. EPG has established human resources management and development rules and standards to include human rights concepts. All employees are treated equally and fairly, and all employees' rights are

provide a framework for operations from hiring through retirement in order to improve business sustainability. As a guideline, we provide the Central Human Resource Department the responsibility of developing policies and frameworks for human resource management in each area, as well as human resources and administration in each business unit.

EPG has set rules for sustaining employees that are at least in compliance with the legislation, regulations, and international standards that apply to the group of enterprises in which EPG works. These guidelines concerns to be addressed in order to consider and improve human resource management.

Performance

1. Recruitment

EPG follows the principles of fairness, equality, transparency, and non-discrimination in the recruitment process by providing opportunities for employees with

qualifications, experience, knowledge, competency, expertise, and characteristics that are consistent with the organization's "LIVE-C" behavior from both internal and external sources.



L (Continuous Learning)	Continuous learning entails searching out new learning opportunities and being open to new experiences in order to build capacity and broaden the area of knowledge.
I (Innovation)	Innovate by trying out new ideas to increase productivity,
V (Value the Difference)	Differences are valued when they are understood and accepted. A diverse group of people to foster creative collaboration.
E (Empowerment)	Empower teams by delegating decision-making authority to boost team performance,
C (Collaboration)	Collaborate by combining forces and working together to achieve shared goals.

In fiscal year 2020/2021, EPG set the following goals: successfully recruiting more than 60% of available positions within a given time frame, and new workers

who have completed probation at least 75% of the total number of new employees as follows:

Strategies	Key performance in fiscal year 2020/2021
1. Recruit employees through online media such as Facebook Line, QR Code and through job posting service providers such as JobDB, Job Thai etc.	<ul style="list-style-type: none"> Expand recruitment channels to include online media to reach more youthful people and save recruitment time.
2. Proactive recruitment through institutions such as TAPMA, AHRDA, Skill Development Institute	<ul style="list-style-type: none"> Proactive recruitment through institutions such as TAPMA, AHRDA, Skill Development Institute

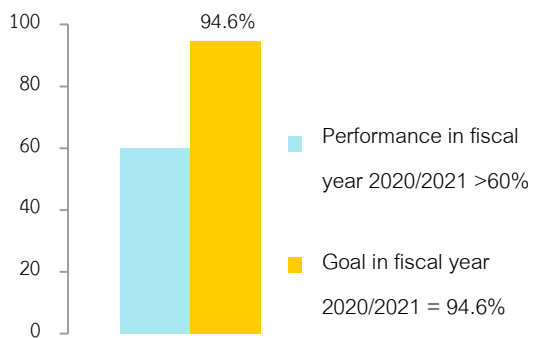
Strategies	Key performance in fiscal year 2020/2021
3. Create a recruitment network	<ul style="list-style-type: none"> Recruiting employees through the introduction of full-time employees and the expansion of the employee network, which has a positive relationship between referral and new hires, resulting in lower probation rates.
4. Hiring after retirement	<ul style="list-style-type: none"> Maintain knowledgeable employees that understand and perform well within the corporate culture.

Recruitment Performance

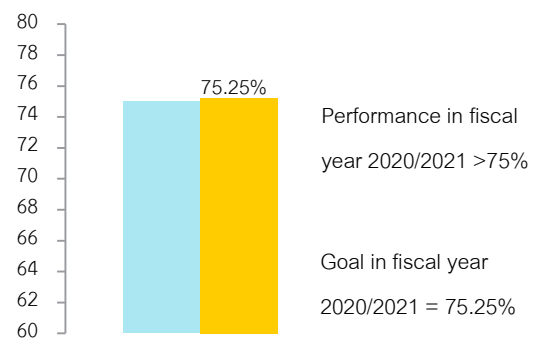
EPG has 49 open positions with 470 people in fiscal year 2020/2021, and all positions were successfully filled with 436 new employees employed, or 92.7%. As of 31 March 2021, total employee is at 2,755 individual with the following results

	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Recruit on Time	>60%	94.6%
Probation Achievement	>75%	75.25%

Recruit on Time

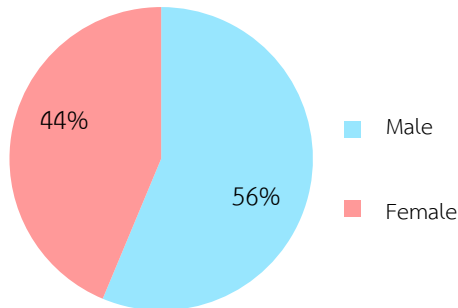


Probation Achievement

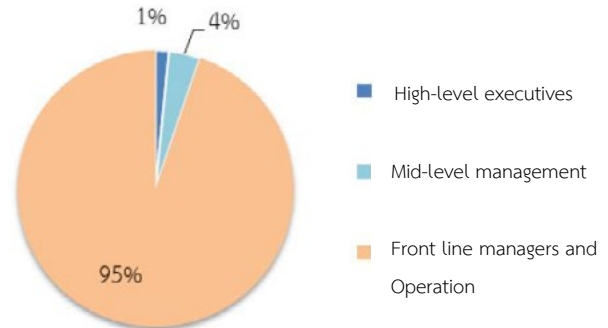


	Year 2018/2019	Year 2019/2020	Year 2020/2021
Recruitment Rate (Percent)	76.38	85.47	92.7
Recruit on Time (Days)	30	25	25
New employees (Person)	349	475	298
Total employees (Person)	2,560	2,742	2,755

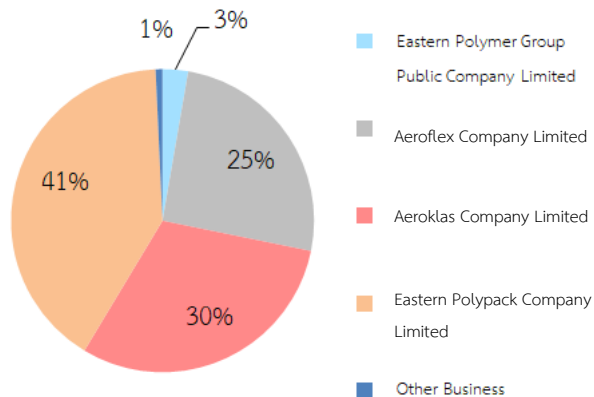
Number of Employees by Gender



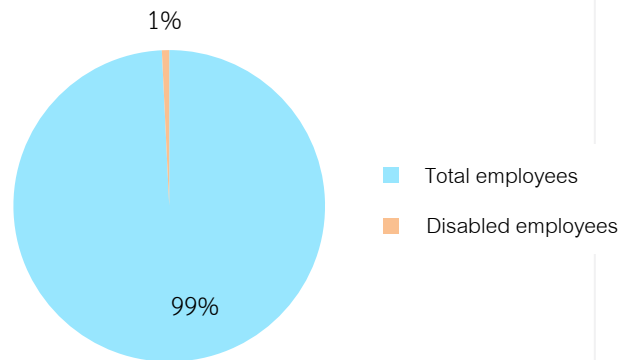
Number of Employees by level



Number of Employees by Business



Number of disabled employees



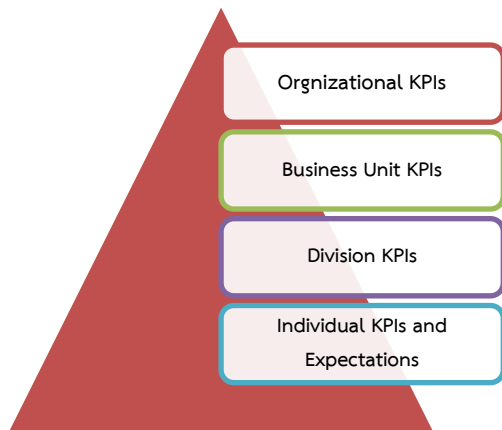
2. Performance Assessment

EPG identifies a framework and appraisal factors that are equitable and non-discriminatory in order to enable employees to engage in managing their success, which provides incentives for the company to grow well and sustainably. The company's central human resources department is in charge of overseeing the performance evaluation process and proposing recommendations for assessing employee performance at all levels that are effective, relevant, and compatible with the company's core objectives twice a year (mid-year and end-of-year) to all levels of executives and employees using the

same criteria. The evaluation results will be used as fundamental data in human resource management functions such as Rewards Management, Career Management and Development. In fiscal year 2020/2021, all employees were rated as targeted 100% of the time. (Disclosure 404-3) The company encourages two-way communication on performance feedback guidelines between managers and subordinates in order to foster good understanding and relationships, which leads to behaviors that meet goals and enhance work.

The assessment factor is divided into 2 parts, including:

- **Hard side** factors include using organizational KPIs and distribute to business unit and division KPIs respectively, while conveying to the individual KPIs and expectations.



- **Soft side** factors include using the organization's core **LIVE-C** capacity as a factor in the assessment
 - **L - Continuous Learning**
 - **I - Innovation**
 - **V - Value the Difference**
 - **E - Empowerment**
 - **C - Collaboration**
 - **Planning and working on a step-by-step basis**
 - **Operational problem solving**
 - **Reliability and trust**

Furthermore, for the past three years, the organization has been promoting behavior enhancement through the EPG DNA program in order to improve, inspire, and nurture the behavior of all employees in compliance with the company's priorities and business direction.

3. Compensation and Welfare Management

EPG uses the findings of performance evaluations to set remuneration (including annual wage adjustments and bonuses) that is fair, appropriate for knowledge, competence, and performance, and follows defined rules. Furthermore, there is a clear management of welfare and employee benefits in a clear way to correspond with the work title and need to assist and create engagement and morale for both people and their families to have a good quality of life, as well as to incentivize constant self-improvement.

EPG focuses on employee remuneration and welfare management based on fair principles, appropriate for knowledge, competency, and performance according to the company's requirements, which encourages personnel treatment and draws possible new colleagues to the event. EPG has created an employee wage structure based on a job value analysis to determine the position level based on the company's work group. EPG has also joined a number of organizations to investigate the company's salary structure, as well as fair pay for each position group level and the ability to compete in the labor market.

Welfare tables

Welfare and job-based benefits	Rewards	Saving benefits	Health benefits	Families benefits	Religion, Culture, Mind	Social and environmental activities
<ul style="list-style-type: none"> • Employee Uniform • Phone bills • Transportation costs • Employee scholarships • Per diem • Travel allowances Hardship allowances, etc. 	<ul style="list-style-type: none"> • Diligent Allowance • Shift value • Job condition value • Professional values and specialized expertise • Position values, etc. 	Provident Fund	<ul style="list-style-type: none"> • Annual Employee Health Check-up • Medical expenses • Health insurance, accident insurance, life insurance • Sports, and health promotion activities, etc. 	<ul style="list-style-type: none"> • Employees children's scholarships • Funeral allowance Ordination allowance, etc. 	• Jitt Arun Club	<ul style="list-style-type: none"> • Dharma in factories • Donation to schools, temples, and communities. • Community engagement Project • Scholarships in sciences • Forest planting projects, etc.

EPG values all employees' participation and adheres to the company's policy of respecting all employees' right to express their opinions. Employee engagement with EPG has been explored through channels for receiving feedback and monthly morning meetings to review and improve the company's welfare according to position level to help and build morale for employees to have a good quality of life as well as motivate employees to continually improve themselves.

Employee's children Scholarships, Employee Scholarships, Science Scholarships

EPG encourages employees to pursue higher levels of education to enhance knowledge and skill and promote advancement in the workplace through the "Once received from community, always give back to Society" resolution. EPG awarded 12 workers or 854,358-baht diploma-level master's scholarships in fiscal year 2020/2021.

In addition, EPG plans to help employees with their children's school expenses in order to reduce their financial burden. EPG has awarded 1,331 scholarships totaling 4,944,150 baht to employee's children in the past year. EPG focuses on providing scientific scholarships for employee's children, employees, and individuals every year as it seeks to become an innovative organization and a leader in polymer and plastic innovation and technology. However, due to the covid-19 pandemic and the safety of scholarship recipients, EPG has stopped hosting scholarship events in the last year, but it still offers 23 science scholarships for 320,000 baht.

EPG has offered 35 scholarships totaling 175,000 baht to technical college institutions in the Eastern Region to enhance community education.

Giving is endless. EPG hopes that funded children will have a conscience of sacrifice and responsibility once successful and offer opportunities for future generations.

Interviews with scholarship recipients



Dr. Patchareeya Suriyachai
Got a PhD scholarship
 Director EPG Innovation Center
 Co., Ltd.

“I have been with the company for 19 years and am grateful for the chances it has provided, both to support and encourage staff to expand their knowledge and develop themselves in all areas. We have also learnt how to be both givers and receivers. We act as opportunities on the day we are given the opportunity; we are determined to pursue our knowledge to the fullest extent possible, and when we succeed, we use our knowledge and experience to create opportunities or something that benefits the organization and supports the work of our colleagues.”



Mr. Supap Kungram
Received a scholarship for undergraduate degrees
 Senior Unit Head, General
 Administration Aeroflex Co., Ltd.

“I have been with the company for 18 years, and I believe the scholarship program for employees is a great one, providing employees with more educational opportunities. It provides opportunities for self-improvement, increased job potential, and the development of organizational skills and knowledge. I am honored and grateful to management for providing me with this opportunity to help the employees. I strongly hope that the company will continue to have good projects like this to provide other people such opportunity.”
 “ Learning is a lifelong journey.”



Mr. Chitpratthep Tiangtong
Got a scholarship for a master's degree
 Head of Senior Department, PDMM / PE
 Department Aeroklas Co., Ltd.

“I have been with the company for 13 years, and I get the impression that it has provided its employees a lot of possibilities and a high emphasis for them to enhance their knowledge and abilities, as well as encouraging them to pursue higher education. I also got the chance to advance my career, as I was the one who was given the opportunity.”

Kittinan Pokai

“I am currently studying for a 4th year undergraduate degree in Engineering in Electronics, King Mongkut's University of Technology Ladkrabang. For the past 18 years, I have been receiving scholarships, and I think the scholarship program for employee's children is a great idea because it promotes and develops kids, who are a vital force in the nation's development. This project can also help ease the burden on parents' expenses.”

In terms of policy, the Central Human Resources Department disseminates policies and information to various business units' Human Resources departments by convening meetings with agencies to solicit feedback and ensure that employee welfare policies are consistent with pay policy and the company's medium and long-term profit trend. This is necessary to guarantee that corporate welfare policies are appropriate for all businesses.

4. Job promotion and career path

EPG concentrates on its employees' professional development, so it supports and encourages them to show their potential and continuously develop themselves in the performance of their roles and responsibilities. A clear framework and guidelines have established as a guideline for consideration to advance the profession and line of work, as well as to ensure fairness and transparency.

Employee transfers inside business units and between business units of EPG are managed according to EPG's requirements and guidelines, which are based on power rate, knowledge, skills, experience, and competency. Furthermore, giving appropriate tasks to employees is considered part of manpower readiness and helps to boost employee engagement and retention.

Career Path and System

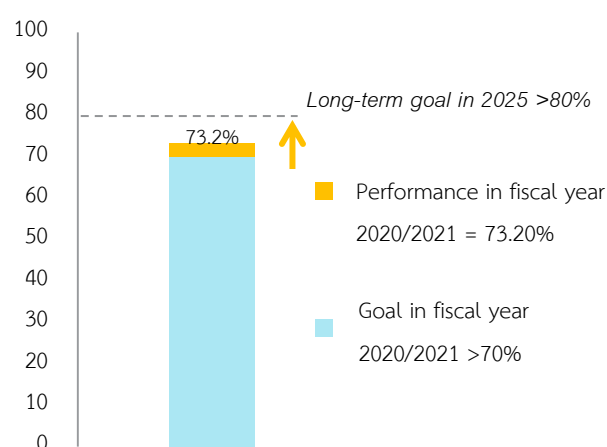
The Central Human Resources Department of EPG has been tasked with developing a career path and system for employees in the organization's main business unit. The major purpose is to examine functional competency that promotes competency job matching progress with the goal of preserving such employee groupings, as well as to create a system for keeping progress in the line of work for employees to be stable in expanding alongside the business. As a result, the organization's key jobs are less likely to be lost. In the coming years, the project will gradually spread from employees in core work groups to employees in other work groups.

Human Resource Management Performance

Employee engagement assessment

In fiscal year 2020/2021, EPG performs its first assessment of employee engagement utilizing online survey methods in compliance with Happinometer recommendations from the Ministry of Public Health's Office of Health Promotion Fund to manage comments, suggestions, and complaints for further management. EPG set a goal of more than 70% employee engagement for fiscal year 2020/2021, and employee engagement assessments show that employees are committed to the goals. To improve employee management, EPG conveyed the results of the employee engagement level survey to employees and defined the management of issues that employees were interested in.

Employee engagement score



As a result of its proactive human resource maintenance operations, EPG has an 11.29 % employee turnover rate, down from fiscal year 2019/2020 and in line with its aim for 2020/2021. EPG has focused on employees at all levels, developed a strategy to retain employees appropriate for each level, and supported and promoted employee engagement in order to help the company achieve sustainable success.

	Year 2018/2019	Year 2019/2020	Year 2020/2021
Employee turnover rate (percent)	11.68	12	11.29

Human Resource Development



Human resource development, according to EPG, is a major success factor in the company's efforts to become a leader in polymer and plastic goods technology and innovation, as well as to maintain competitiveness in a rapidly changing environment. As a result, EPG focuses on human resource development to ensure that employees are ready and able to adapt to changing corporate priorities and goals, as well as future technological changes.

	Long-term Goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Proportion of employees who complete mandatory training	100%	50%	96%
Proportion key positions with a succession plan	100%	100%	100%

Management Guidelines

EPG focuses on developing human resources with the knowledge to adapt and react to market directions and priorities, as well as challenges and changes in the future. EPG focuses on developing employees to be able to innovate through the company's continual promotion of research and development while developing a human resource planning strategy and management guidelines for the company's and its subsidiaries' human resource development.

The central human resources department, in collaboration with the human resources agencies of each business unit, is in charge of driving implementation.

Their responsibilities cover system development and operational knowledge of each business unit, development of quality and safety systems, occupational health, monitoring and evaluation for continuous improvement planning, and establishment of training roadmap to ensure that employees are ready for both knowledge and skills suitable for the operational and growth conditions of each business unit. The training information management system has been implemented

to store training data for fast and easy access to information and use assessment surveys after the training course ended to analyze and evaluate the training process' effectiveness.

EPG has adapted to develop employees through multi-channel learning in fiscal year 2020/2021 due to impact of Covid-19 such as;

1. **Classroom learning**, which focuses on exchanging knowledge and experience, and participation in the classroom to enable employees to gain knowledge, understanding and can apply knowledge in a variety of dimensions
2. **Online learning**, which focuses on self-learning anytime, anywhere, in both the courses assigned by employees and the courses that employees are interested in, for the development of knowledge without limits.
3. **Virtual Classroom**, which moves classrooms to the Internet, where employees working at different locations can learn together through 'ZOOM' programs.

Human Resource Development Framework



There are 4 aspects on the company’s employee development framework. Employee development plans are developed based on an overview of the need for training and development, and a strategy for ongoing employee development along professional lines and entry into senior management roles is developed based on vision, mission, goals, directions, and business

potential staff. This seeks to promote technological and innovative changes in polymers and plastics, while also considering strategies for reducing negative environmental effects and data from employees' online self-assessment responses. The following are the company's three core human resource planning strategies:

Enhance skill development	Empowering employees in each position based on job tasks and at all job levels, with the Compulsory Development Program for all employees and Individual Development Program for employees in key roles
Pursue leadership skill	Recruiting, cultivating, and developing leaders in all levels through Leadership Development Program
Achieve innovative organization	Special training programs on evaluating and strengthening strategies for innovative organizations are being developed to help senior executives lead successful innovation.

Strategy 1 Enhance skill development

Empowering employees at all levels and positions by requiring the **Compulsory Development Program**, a course established by the Training Roadmap (Soft Skills) and constructed as needed in accordance with the job title and the Group's employee development policy, which is as follows:

Executive level

1. Strategy Revisit: Design Thinking & Unleashing

Potentials for senior executive

2. Change Leadership
3. Finance for Non-Finance

Management level

1. Management Skills for Professional Manager
2. Coaching for Peak Performance
3. Strategic Planning & Execution
4. Finance for Non-Finance

Professional level

1. EPG First Leader
2. Professional Supervisory Skills

Practitioner level

1. Specific competency skills related to job tasks.
2. EPG DNA

All courses are held at least once a year, with the goal of ensuring that in fiscal year 2020/2021, all employees at or above levels must pass their own mandatory courses (100%); as for the actual result, there is 96% of employee participating in 2020/21 due to impact of Covid-19. EPG evaluates follow-up and the implementation of knowledge and skills to employees' work to determine success.

Employees in key positions will be given an **individual development plan** that includes training courses that are relevant and appropriate for increasing the capacity of employees in each business unit to match the company's present operations and future direction.

Skill Development Performance

	Year 2018/2019	Year 2019/2020	Year 2020/2021
Proportion of employees who complete mandatory training.	100%	100%	96%
Proportion of employees with an individual employee development plan (IDP) to all key positions	100%	100%	100%

Strategy 2 Pursue leadership skill

Professional and management levels will be recruited, and training programs will be developed to create and develop organizational leadership at various levels. Leaders at the job level will be developed to have the knowledge required to work and manage at that level, to improve their ability to show leadership in a variety of situations, and to lead the team to the goals they need together.

• **Frontline or First level leader** includes supervisors and managers who will be trained in the "First Leader" curriculum to improve efficiency and empower leadership capabilities by moderating the principles of good leadership and key management skills of trusted institutions such as PacRim Group, Thailand's leading corporate development company and personnel. This curriculum focuses on developing the following skills:

1. Awareness and understanding of the roles, duties and responsibilities of supervisors expected by the organization.

2. The right attitude, perspective, and way of thinking according to the organization's guidelines to be a smart supervisor
3. Roles and responsibilities of modern supervisors such as self-management skills, management, and human management.
4. Core Competency to analyze competency gaps and apply the results to develop a self-improvement plan (IDP) effectively.

The supervisory to managerial level is the target group for developing leadership capability. They must 100% pass the leadership course within 2 years after starting their new position.

• **High Potential Group** a group of leaders with exceptional learning, thinking, connecting, presenting, and performing abilities. They will be rigorously developed with the Group's creative program through project work each year to address the demands of unique businesses. The development of organizational core competencies, or LIVE-C (L : Continuous Learning/ I: Innovation/ V: Value the Difference E: Empowerment and C: Collaboration), to shape the leadership of EPG leaders, such as the Leadership Development Program: LDP, which has been running for 3 years, has produced a group of 78 leaders with integrated development or blended learning to enhance the leadership and creativity development process.

Strategy 3 Achieve innovative organization.

High-level executives will be developed to lead for effective innovation in the **Executive Development: Strategy Revisit Program**, "Innovative Leadership & Unleash Potential (EPG Strategy Program)" to review strategies for innovative organizations for senior executives involved in the organizational strategy planning process and effective implementation of strategic plans. The program has been held annually at both the group and subsidiary levels to ensure that the strategic plan is implemented in the same innovative language, reinforcing the organization's practical innovations at various levels as a result of the development of high potential group leadership with the goal of focusing on the innovation development process. Participants have created 6 projects with management presentations in the past year that can be used to continuously develop LDP Phase 2, resulting in each business unit's new product development project, which has been presented to management for approval and conducts further experimentation and measurement.

Succession Plan

The organization's long-term sustainability depends on business continuity. As a result, EPG is concentrating on developing succession plans for important roles in order to ensure that critical responsibilities are maintained.



1. Consider the key positions with necessary succession plan

The business unit's human resources section, in collaboration with supervisors and managing directors, identifies key positions whose retirements are expected within the next 3-5 years, which currently account for 12% of all executive positions.

2. Establish qualifications of successors and recruitment criteria.

Human resources units of business units, supervisors and managing directors examine determining the qualifications of successors and recruiting criteria, such as experience, performance, and a willingness to develop oneself and advance in a career (Willing).

3. Select potential successors to the development program.

The human resources sector of the business unit, as well as supervisors and managing directors, consider employees for crucial jobs together.

4. Develop the knowledge, capabilities, and potential of the selected candidates.

Develop selected candidates using a variety of tools to suit the developmental issues, such as assigning responsibilities to represent the department in a meeting presentation, improving presenting skills, etc.

5. Monitor and evaluate the potential of the selected candidates.

Monitor and analyze the potential of selected candidates using a number of measures, such as supervisors and attendance evaluating the improvement of presentation abilities.

Succession plan performance

	Fiscal Year 2018/2019	Fiscal Year 2019/2020	Fiscal Year 2020/2021
Proportion of key positions with succession plan (percent)	100%	100%	100%

Other Human Resource Development Performance

EPG has been offering training courses to develop the potential of employees at all levels in fiscal year 2020/2021, with an average of 14 hours of training per individual. EPG has had to postpone the management of training that cannot be used online due to the covid-19 epidemic.

	Fiscal Year 2020/2021
Average training hours per person a year	14



Occupational Health and Safety Management

For EPG and its stakeholders, Occupational Health and Safety Management is a critical problem. If occupational health and safety management is ineffective, it will have a direct impact on workers' and stakeholders' health and well-being. As a result, EPG places a high value on taking care of its employees and contractors, as well as providing a pleasant and safe working environment.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Total Recordable Injury Frequency Rate (TRIFR)	<5.5	<15.55	6.35
Lost Time Injury Frequency Rates (LTIFR)	0	0	2.17

The scope of this report is limited to Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd., all of which are based in Rayong province. Since EPG is establishing a system to report its activities in compliance with the company's requirements and international standards, the information in this report excludes enterprises in Samut Prakan, Bangkok, and abroad business divisions.

EPG understands that employees and contractors working in its operating areas are exposed to occupational health and safety risks. EPG is dedicated to reducing occupational health and safety risks by eliminating the possibility of their occurring and the severity of the consequences. EPG has established an occupational health and safety policy for all of its subsidiaries to strictly follow and set occupational health and safety goals as one of the organization's effective indicators, in accordance with International Standard Guidelines ISO 45001:2018, Process Safety Management (PSM) principles, and other relevant industry practices, as well as assessments of compliance with relevant laws and certification from

external agencies (Disclosure 403-1). At the Sustainable Development Working Group meeting, EPG will examine its yearly targeting policies, strategies, and processes, which will be executed by each subsidiary's Occupational Health, Safety, and Environment Committee.

Strategies for ensuring the safety of the company's operations

1. Reducing risk and developing effective operational control systems (Disclosure 403-2)

1.1 Risk Management in workplace

EPG assigns all agencies the task of identifying the risk of insecurity or injury to workers' health in all of the company's key activities, including the actions of employees and contractors, as well as the company's workplace. Supervisors and employees participating in joint activities identify and assess the risks of occupational health and safety issues, and recommend steps to control the risks of such activities or procedures by reviewing the risks once a year using the following risk assessment procedures:



EPG has organized monitoring and measurement of occupational health and safety measures and plans, establishing work procedures and work instructions to determine the correct procedures for employees to guide them to operate safely, and designating inspection lists of equipment, tools, and machines to be ready for use, and reduce accidental risks, in order to achieve the highest safety and effective management objectives. Employees are educated before going to work, and knowledge is reviewed on a regular basis to ensure that they are performing their responsibilities appropriately and safely.

1.2 Reporting and investigating unusual events or accidents that occur during work

In case of an abnormal incident during the operation, such as near miss, accident, injury or property damage,

a spotted person or supervisor who has been notified, must submit incident reports in the emergency/incident report form to professional safety officers in accordance with the procedures prescribed. EPG has a well-defined mechanism for investigating emergencies and incidents. The Occupational Health and Safety Department will conduct investigations with supervisors or professionals at the assistant head of department or higher level of relevant agencies, as well as victims, to jointly determine the cause and establish measures to improve, correct, and prevent it from happening again by communicating with other agencies through monthly meetings and the Safety Board to increase vigilance within the agency.

2. Promoting employee and worker health and safety in the company's workplace

Employee and non-employee workers' health and safety are important to EPG, so we have specific workplace rules in place.

2.1 Work-related health services (Disclosure 403-3)

EPG conducts environmental monitoring according to each risk factor, such as air quality, lighting, sound, and heat measurement, to ensure that all operators have a suitable working environment that is not harmful to their health, as well as providing appropriate and adequate personal protective equipment.

EPG provides employees with health services for work-related health monitoring, such as pre-work health check-ups and annual check-ups based on risk factors such as pulmonary fitness, hearing performance, and other characteristics. If the employee's health check-up findings are discovered to be abnormal, the employee will be asked to check his or her health. The results will be confirmed after a re-examination by the corporation. If the results of the check-up are abnormal as a result of work, EPG consults with doctors to determine the cause and treatment, as well as considering switching employees' work duties to reduce the impact or risk factors that may affect the treatment or rehabilitation of the employees' health.

In terms of the contractors, working in tight spaces, for example, is one of the operations that has a negative

impact on workers' health. EPG requires the contractor to schedule health screenings in compliance with the legally mandated list and to attach medical certificate documents. It will not be permitted to work in the region if the health check-up results are abnormal. Doctors are obligated to provide suitable and effective protective equipment as well as carry out health treatments.

EPG will provide annual health check-ups to all employees (100%) in fiscal year 2020/2021, as well as health center services such as health consultations or primary examinations, as well as emergency first assistance by doctors and nurses at the health center.

EPG organizes training to boost employee health by collaborating with Rayong Hospital to educate employees on both functional aspects of healthcare, such as ergonomics, Office syndrome, and functional diseases, as well as daily health care, such as food nutrition. Healthy exercise focuses on improving employee health and lowering sickness incidence.

2.2 Safety development in the production process

EPG has created a safe working environment to reduce incidents and accidents linked with the manufacturing process in fiscal year 2020/2021. To identify, assess, and control process hazards, including storage, design, usage, production, maintenance, inspection, testing, and transportation or transportation of hazardous chemicals, management measures and engineering basics are used.

<p>Install more emergency systems.</p>	<p>To cover all aspects of machine operation and to rapidly respond to incidents in the event of an emergency.</p> <ul style="list-style-type: none"> ● Install emergency buttons on the left and right sides (inside) of the machine, as well as the front and back, at a similar location on all machines. ● Install the safety wire rope and use the wire rope that pulls the stop press into the same pattern. ● Always checked by operator before machine use
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Install Sensor Emergency Rubber Sheet Cutting Machine	<ul style="list-style-type: none"> ● Install sensors at work areas where sharp objects are used to cut tires to prevent any object or part of the worker's body from approaching the blade while it is cutting. The machine will immediately shut off.
Install Sensor Emergency on Rubber Sheet Adhesive Coating Machine	As there is a risk of being clamped by the top-bottom roller, and the roller is also heated, sensors are put on the side of the adhesive coating machine to prevent any object or part of the operator's body from getting too close while the roller is functioning. The machine will immediately shut off.

2.3 Improving employees' knowledge in occupational health and safety. (Disclosure 403-5)

EPG offers annual training to encourage employees to have a basic understanding of and capacity to regulate and suspend pre-emergency situations. External speakers with direct knowledge, competence, and experience deliver the curriculum, and one emergency plan training per year covers the following topics: fire, chemical/oil leak, and transformer explosion.

In fiscal year 2020/2021, EPG partnered with the Makhm Koo Municipal Primary Fire Training Agency and Phanat Nikhom Sub-District Administrative Organization to host a theoretical and practical firefighting 1 training with 160 participants, with the goal of providing employees with knowledge and familiarity with the incident's conditions, as well as the ability to apply what they learned in the training to effectively perform their duties.

Contractors functioning within the organization face occupational health and safety concerns, which EPG is aware of. As a result, the contractor's operational guidelines have been established. EPG also assists in the development of partners by giving occupational health and safety advice to contractors who wish to raise the bar on their occupational health and safety systems.

3. Raising safety awareness and knowledge to become a corporate culture

EPG is committed to instilling a safety organizational culture in executives and employees at all levels, so it has organized a variety of activities to encourage employees to have knowledge and awareness of the importance of operational safety, as well as to encourage employees to be vigilant and responsible for their work, both for themselves and for their coworkers, resulting in serious and productive practices.

3.1 Employee engagement (Disclosure 403-4)

EPG organized elections and appointed occupational health, safety, and environment committees in each subsidiary to ensure effective safety and occupational health work. The committee is made up of nominated supervisory representatives and elected operations representatives, and it meets once a month. Its structure and tasks are well defined. Its objective is to collaboratively investigate dangerous working conditions and track the progress of safety operations, as well as to jointly propose, review, and enhance methods to ensure operational safety and compliance with relevant laws and regulations.



Safety Talk & Environment Talk

EPG engages with employees on a monthly basis through safety talks and environment talks to provide knowledge, news, safety, and the environment, and to guarantee that all agencies are aware of risks and occurrences, as well as improvements to be done within the agency.

Safety Mind

Employees who attended the event were able to share their thoughts and solutions for preventing recurrence through this activity.

Personal Protective Equipment Wearing Campaign (PPE)

EPG organizes programs to educate and comprehend the dangers that might develop if personal protective equipment (PPE) is not worn every time they work, for all employees to be aware of the significance of wearing PPE every time they work.



Behavior Base Safety (BBS)

This will lead to a change in mindset and a safety culture in the business as a tool to prevent and correct employee risk behaviors by relying on behavioral sciences and statistics, as well as the participation of all parties.

Competitive projects to reduce work accidents.

Individual employees are encouraged to be conscious of their joint duty for safety, both in their own job and in the work of their coworkers, through competition amongst agencies.

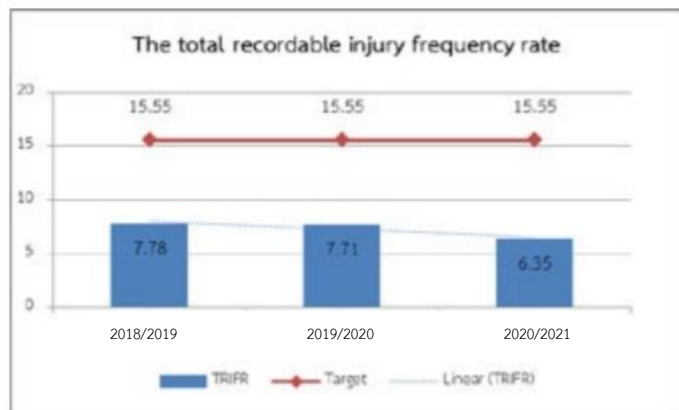
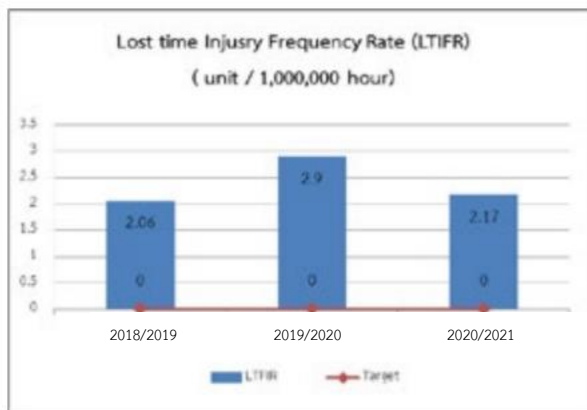


Performance

EPG has been monitoring indicators such as Total Recordable Injury Frequency Rate (TRIFR), Lost Time Injury Frequency Rate (LTIFR), Injury Severity Rate (ISR), and work fatality rates for both employees and contractors by working according to the company's work safety strategy to manage occupational health and safety issues of employees and contractors.

In fiscal year 2020/2021, EPG had a total of 13 cases of injury requiring time off work; the Lost Time Injury

Frequency Rate (LTIFR) was 2.17, which was lower than the company's aim but still fell short. Even though the Total Recordable Injury Frequency Rate (TRIFR) is 6.35, which is in accordance with the company's aims, the COVID-19 pandemic has continued to ensure the safety of employees' activities in the past year, leading in a steady drop in accident data.



EPG has a lower accident rate in fiscal year 2020/2021. The main injury is due to a machine malfunction. Both risky actions and unsafe conditions contribute to this. Following the accident, EPG immediately investigated the cause of the process and prepared measures to prevent recurrence, both from the accident agency

and the Occupational Health and Safety Department, as well as making public announcements that were expanded to other agencies to learn from mistakes and increase operational vigilance throughout the organization. There are no accidents involving operations within the organization for contractors.



Community Development

Long-term business operations require the local community's recognition and trust in the company. While growing the business, EPG is focused on properly caring for and managing the impact on the local community, as well as improving the quality of life of communities and society in both normal and critical conditions, focusing on building relationships and community engagement to live happily together in society and create shared values.

	Long-term goal in 2025	Goal in fiscal year 2020/2021	Performance in fiscal year 2020/2021
Significant number of complaints from the community	0	0	0



Community:

Miss Watinee Wichiansena

Teacher at Pathumwat School, Ban Khai District, Rayong Province

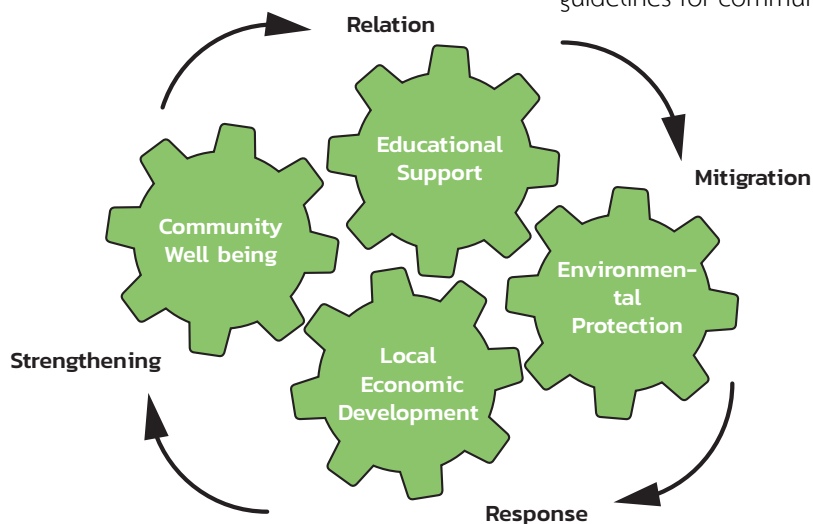
"If EPG grows, we also grow together.

The community will get benefit from the business growth as some of us are working with EPG. If there is something happened, we can come and talk to tackle problems, including, community development, schools and temples renovation, jobs creation, and people education."

Management Guidelines (Disclosure 103-2)

EPG emphasizes all stakeholders' participation in promoting sustainable growth, establishing it as a sustainable development policy for society and community, and operates under the philosophy "Once received from the community, always give back to the society." EPG is dedicated to conducting business in a way that promotes good governance, social and

environmental responsibility, and takes into account the needs of stakeholders, including its local community, which is one of the company's most important stakeholders. EPG also aims to be recognized, supported, and cooperated to be able to operate and be a part of the community and society in a happy way. EPG establishes the following guidelines for community and social operations



EPG strives to find a balance between business operations and community and societal expectations by forming relationships, developing, and aiding local communities as well as society as a whole. Our mission includes relationship building, impact mitigation, crisis response, and community strengthening so that communities can take care of themselves and become self-reliant in the long run. We focus on 3 areas:

local economic development, community well-being, and environmental protection.

EPG tasked the CSR Working Committee, which is made up of representatives from each agency, with community and social operations in order to foster community involvement and growth in the company's target area, as follows: (Disclosure 413-1)



surroundings, EPG conducts community surveys within a 5-kilometer radius of the facilities. The area covers two sub-districts: Makham Koo Sub-district, Nikompattana District, and Mae Ku Sub-district, Pluak Daeng District, Rayong Province. There are 24,118 people in total (Source: Department of Local Government Promotion, Ministry of Interior) It is home to communities, municipalities, hospitals, temples, and schools.

through meetings, gatherings, interviews, and talks in order to collect information regarding the impact. Through the initiative, there are channels to listen to communities in order to foster long-term social and community responsibility. (Continuous CSR-DIW) every year indefinitely. Furthermore, the public can lodge a complaint or make a comment via the company's complaint channels, which include telephones, websites, and complaint boxes located in front of the company.

3. Community Issue Analysis

EPG collects issues that are acquired through a variety of methods of communication with the community. It was discovered that the community appreciates quality of life better, including favorable environmental and weather conditions, enhanced community economy by supporting community careers, increased revenue, and encouraged more engagement in community development. The community, however, wants EPG to help educate and support equipment on preventing and responding to the COVID-19 pandemic, as well as aiding with increasing care for bed patients, as a result of the current covid-19 pandemic.

4. Community Response

EPG assesses how and at what level of response, such as monitoring, providing information, participating in events, and responsive activities, is appropriate for each target community. It enables the company to form positive relationships in order to gain a better understanding of the community, reduce negative impacts on the community, and provide aid to urgent needs that are a community issue as well as community development to strengthen the community.

5. Performance Assessment

EPG measures and evaluates community-related activities, both in terms of overall satisfaction,

community engagement, complaints reduction, and in the future will evaluate the achievements of the activities themselves, such as the increased average income of the community from local economic development activities, knowledge, safety and community hygiene from well-being improvement activities and better environmental quality from environmental protection activities.

Performance

EPG launched 19 projects and community and social activities in fiscal year 2020/2021, with 200 participants and more than 50,000 direct and indirect beneficiaries from the company's initiatives and activities.

Target group (community).	Community located within Makham Koo and Mae Khu Sub-districts
Population in target areas	24,118 people
Total activities/projects in fiscal year 2020/2021	19 projects
Number of participating communities/populations	800 people
Percentage of participating communities/populations	3.32%
Number of employees of participating (persons)	200

Community Development Performance

1. Local Economic Development



To assist the broader national economy, local economic development is a strategy to generate economic growth and improve income for local communities, which are micro-economies.

Community Enterprise Product Expansion Activities The goal is to increase revenue for those who live in this area of the establishment. This fosters a positive relationship between the community and the business, as well as

allowing the community to learn more about the business and its products. Currently, Makham Koo Community Enterprises in Rayong Province's Nikhom Pattana District produces high-end pork noodles (certificates, pork noodles designated as four-star products from OTOP), pineapple sheets and cookies, and so on. As a result, community income has increased, and the amount of pineapple trash generated has decreased.

2. Community Well-Being



The community's well-being, and the satisfaction of the aspects of living, are important to EPG. The company focuses mostly on initiatives linked to community health, safety, and education, as well as activities aimed at improving the community's well-being include:



Road Safety Promotion Activities EPG is concerned about the safety of the area in which the company operates, particularly traffic safety, because there are a large number of traffic attendants, as well as heavy community traffic, and there are insufficient construction alarms. As a result, there are many accidents when road conditions are being improved, so the company has supported triangular warning lights for Rayong Police Station for safety operations and traffic facilitation in areas where road conditions are being constructed/improved, which includes a bus route for employees as well as general community traffic, lowering the risk of road accidents.



Safe School Project (Nong Khat Tao School) The company wants people to be aware of fire safety and educated about it. EPG provides fundamental knowledge about the use of fire extinguishers, fire classification, and fire plan training to students and staff in schools in the company's neighborhood area. EPG conducted one activity with the company's professional safety officers to educate and execute fire drills at Nong Khaem Tao School, Sat-tahip District, Chonburi province, in fiscal year 2020/2021, with 150 students and school workers participating.



EPG fights for COVID-19 People in residential neighborhoods near the establishment are valued by EPG for their good health. Some of them work in the company's facilities as well. Following the coronavirus (COVID-19) pandemic, EPG has taken immediate action to prevent COVID-19 from spreading in the surrounding area by supporting medical devices such as negative pressure cabinets with medical supplies and anti-virus equipment for testing and treatment of infectious disease patients. EPG produces anti-virus equipment such as alcohol, body thermometers, and EP-Kare and Face Shield masks to limit the risk of transmission, an original effort that the company has used its knowledge to design and improve. Further information can be found in the COVID-19 crisis response category.

3. Educational Support



Educational Promotion Activities EPG emphasizes the nation's future youth's education, encouraging young people at all levels to access educational opportunities and develop quality physical and intellectual opportunities so that they can continue to grow into knowledgeable individuals who are a force for their families, both locally and nationally. In fiscal year 2020/2021, EPG contributed funds to award scholarships to students from 7 schools and educational institutions, totaling 174,000 baht in scholarships and other grants.

- Scholarships for kids at Chumchonnikom 7 School in Rayong who do well in school but lack their financial support.
- Support additional expenses for hiring extra teachers at Chumchonnikom 7 School in Rayong
- Student lunch scholarships with 4 local schools in Tambol Makham Koo, and provided rice and dry food to teachers and students.
- Scholarships for students with high vocational certificates (diploma), Don Bosco College of Technology, Banpong, Industrial Technical and Power Electricity
- Scholarships for Undergraduate Students, Faculty of Engineering, Kasetsart University, Bangkok Campus Mechanical Engineering and Chemical Engineering





Participation in Education Board EPG understands the importance of providing a high-quality education to the community's youth, so it works to expand the results of scholarships, lunch scholarships, and hiring special rates of teachers by supporting alumni companies' staff and being recognized by the selection of educational institutions to serve on the Board of Education. The primary responsibility is to participate in educational planning, school administration, and community school project activities in order to set a good example for current students and inspire them, as well as to express their opinions on the perspectives of establishments that may consider hiring students as employees.



Recreation Lecturer Project at Senior School, Phanakorn Nikhom Subdistrict Administrative Organization From 2019 until the present, EPG encourages elderly health care in the community by encouraging its employees to serve as recreational speakers, such as artifacts and music activities, for the community's elderly schools. The project, which has involved roughly 60 senior individuals over three generations, will continue to run in the coming year to allow the elderly to use their spare time while maintaining their mental health.



4. Environmental Protection

It is a crucial catalyst that adds to the accumulation of greenhouse gases in the Earth's atmosphere due to present global climate change challenges produced by the expansion of industrial economies in each country. The industrial sector of Thailand contributes to the country's greenhouse gas emissions. EPG, which is involved in the greenhouse gas emissions industry, stated its intention to protect and protect the environment in order to demonstrate its responsibility by focusing on reducing greenhouse gas emissions in order to improve the quality of life and well-being of the community's residents. The following are examples of important business environmental protection activities:



Khao Chom Hae Community Forest Conservation and Rehabilitation Project

Khao Chom Hae Community Forest area is the upstream source of the community in the vicinity of the establishment in Nihom Phaet District, Rayong Province. Maintaining water sustainability for the

community is also critical, as is continuing to support the preservation of local tree species to improve green space, preserve biodiversity, and protect upstream sources. It helps to absorb back greenhouse gases or carbon dioxide (CO₂) by conducting conservation and rehabilitation projects in Khao Chom Hae community forests. For more than 10 years, EPG has been working on 275 rai of forest planting

and fuzzy green spaces, 1 water tank, training volunteers to avoid forest fires and digging grooves to build fire prevention lines on a yearly basis for more than 10 years. A total of 23,350 perennial trees have been planted in the project's territory. The government and the company are considering a combined jeta to improve the area's green space. It wants the space to function as a lung, absorbing pollution and providing habitat for local fauna. It also aids in the restoration of the neighborhood upstream. According to assessments of the area and the dictations of local people, traces of wildlife such as wild hedgehogs, wild rabbits, and bird species are rising and becoming more abundant, indicating that the khao chom forest ecosystem is becoming increasingly rich.

Community Satisfaction Survey

EPG has not yet undertaken a community satisfaction survey on the company or the community development projects it was working on in the last year. By 2021, EPG hopes to have completed the Community Satisfaction Survey, which will focus on communities with a satisfaction rate of at least 80%.

EPG received no substantial complaints from the local community about the social or environmental implications of its operations in fiscal year 2020/2021.

Performance Summary

Economic Performance

1.Finance	2018/2019	2019/2020	2020/2021
Economic Value Creation ⁽¹⁾ (Consolidated Financial Statements for the year ended 31 March 2021)			
Information about ordinary shares			
Par per share (Baht)	1.00	1.00	1.00
Book value per share (Baht)	3.68	3.78	3.94
Earnings per share (Baht)	0.32	0.36	0.44
Dividend per share (Baht)	0.22	0.22	0.28
Economic Performance ⁽¹⁾ (Million Baht) (Disclosure 201-1)			
Revenue from sale	10,579.22	10,217.4	9,569.2
EBITDA	1,666.9	1,776.8	2,123.4
Net Profit	903.2	999.3	1,221.2
Financial ratio			
Return on Equity; ROE (%)	8.8%	9.6%	11.3%
Return on assets; ROA (%)	7.5%	8.0%	9.0%
Gross margin (%)	27.3%	29.1%	31.2%
Liquidity Ratio; (times)	1.82	2.41	2.34
Debt to Equity Ratio; D/E Ratio (times);	0.30	0.33	0.40
Distribution of value to stakeholders ⁽²⁾ (Million Baht)			
Interest and financing expenses to financial institutions	40.0	30.1	61.3
Dividends paid to shareholders	616.0	616.0	784.0
Employee Compensation ⁽³⁾	1,895.4	1,968.4	1,852.8
Remuneration of Directors	6.9	6.5	7.3
Operating Expenses ⁽⁴⁾	7,902.9	7,332.9	6,668.9
Taxes paid to governments and local authorities ⁽⁵⁾	32.9	42.2	44.7
Community and Social Development Expenses (excluding donations)	0.6	0.5	0.5
Donation ⁽⁶⁾	1.6	3.0	11.1

Remarks

⁽¹⁾ Consolidated information as presented in financial statement

⁽²⁾ The detail is independent from each other

⁽³⁾ The compensation consist of salary, Bonus, monthly salary, bonus and other compensation such as social welfare, provident fund and position allowance

⁽⁴⁾ The operating expense consist of Cost of goods sold, cost of service and selling and administrative expense but exclude employee compensation

⁽⁵⁾ Include tax to local government and building and land tax, Label tax, specific business tax and corporate tax.

⁽⁶⁾ In 2020/21 The company has booked the donation under EPG fighting against covid-19

2.Supply chain management (Disclosure 204-1, 308-1, 414-1)	2018/2019	2019/2020	2020/2021
Local Procurement Value ⁽⁷⁾ (Million Baht)	2,603	2,355	2,161
Proportion of local purchasing of goods and services (%)	70	68	73
Total Number of Suppliers	433	487	504
Total number of suppliers assessed for ESG risks ⁽⁸⁾			
• Critical Supplier	N/A	N/A	0
• New Supplier	N/A	N/A	0

⁽⁷⁾ Procurement within Thailand

⁽⁸⁾ Data is initially collected in 2020/21

3.Business Code of Conduct	2018/2019	2019/2020	2020/2021
Significant number of complaints of violations of the Code of Conduct (case)			
• Corruption	0	0	0
• Use of insider information	0	0	0
• Bribery	0	0	0
• Human rights	0	0	0
• Taxation	0	0	0
• Other cases that are contrary to the Company's Code of Conduct	0	0	0
Number of verified violation in code of conduct	0	0	0

4.Risk management	2018/2019	2019/2020	2020/2021
Proportion of business units with risk assessment (Percent)	100	100	100
Proportion of business units with risk management plan (Percent)	100	100	100

Environment

1.Energy (Disclosure 302-1, 302-3)	2018/2019	2019/2020	2020/2021
Net total corporate energy consumption (megajoules) ⁽¹⁾	420,749,786	443,205,212	401,958,127
Non-renewable energy consumption (megajoules)	416,316,552	438,480,222	397,247,831
• Fossil Fuels ⁽²⁾	188,943	223,128	242,655
• External electricity purchased	416,127,609	438,257,094	397,005,176
• Heating/cooling steams	-	-	-
Renewable Energy (megajoules)	4,433,234	4,724,990	4,710,296
• Renewable fuels	-	-	-
• External electricity purchased	-	-	-
• Self-generated electricity	4,433,234	4,724,990	4,710,296
Non-renewable energy distribution	-	-	-
Renewable Energy Distribution	-	-	-
Energy intensity	3,689.21	5,552.38	5,807.68

⁽¹⁾ Calculated based on the total energy consumption of all businesses.

⁽²⁾ Fossil fuels including liquefied petroleum gas and fuel

2.Water	2018/2019	2019/2020	2020/2021
Water use (Disclosure 303-3)			
Total amount of water withdrawal from all sources in all areas (m ³)	129,067	127,643	135,773
• Surface water ⁽³⁾	-	-	-
• Underground water ⁽⁴⁾	75,342	74,393	82,672
• Water from production process	-	-	-
• Water supply in production process	53,725	53,250	53,101
Total amount of water withdrawal from water stress area (m ³)	-	-	-
• Surface water	-	-	-
• Underground water	-	-	-
• Water from production process	-	-	-
• Water supply in production process	-	-	-
Wastewater (Disclosure 303-4)			
Total amount of wastewater released to all areas by destination (m ³)	99,950	97,079	100,557
• Surface water	99,745	96,925	100,521
• Underground water	-	-	-
• Sea	-	-	-

2. Water	2018/2019	2019/2020	2020/2021
• Water sent to third-party treatments	205	154	36
Total amount of water release from water stress area (water stress) (m ³)	-	-	-
Total amount of wastewater released to all areas by quality (m ³)			
• Total Dissolved Solids ≤1,000 mg/L	99,950	97,079	100,557
• Total Dissolved Solids > 1,000 mg/L	-	-	-
BOD Loading (Mg/Year)	605	529	371
COD Loading (Mg/Year)	2,833	3,367	2,812
Water use in production process (Disclosure 303-5)			
Total amount of water uses in production process (m ³)	29,117	30,564	35,216
Water Intensity (m ³ /ton of production)	0.30	0.50	0.51
Amount of reused and recycled water (m ³)	-	-	-

⁽³⁾ Surface water, includes natural water sources, marshes, streams, rivers

⁽⁴⁾ Underground water is groundwater

⁽⁵⁾ For the first time, the plastic & packaging business reports water management data for fiscal year 2020/2021.

3. Air pollution emissions	2018/2019	2019/2020	2020/2021
Thermal Insulation Business			
Greenhouse gas emissions (Disclosure 305-1, 305-2, 305-3)			
Amount of greenhouse gas emissions (Ton CO ₂ e) ⁽⁶⁾⁽⁷⁾⁽⁸⁾	9,092	34,913	33,642
Scope 1	275	513	1,238
Scope 1 (Biogenic)	-	-	-
Scope 2	8,816	34,400	32,405
Scope 3	70	83	59
Greenhouse gas intensity (Ton CO ₂ e / production Tons) ⁽⁸⁾	-	0.62	0.69
Air pollution emissions (Disclosure 305-7)			
Amount of air pollution (tons)			
NOx	0.36	N/A	0.36
SOx	N/A	0.36	0.41
Volatile organic compounds (VOC)	20.48	37.80	19.60
Particulate matter (PM)	4.61	13.57	4.02
Carbon monoxide (CO)	0.02	0.15	0.57
Carbon dioxide (CO ₂)	10.86	5.53	6.90
Dichloromethane (CH ₂ Cl ₂)	0.36	N/A	0.36

⁽⁶⁾ Report on greenhouse gas emissions using the calculation method according to the emission assessment guidelines and emission factors from the Greenhouse Gas Management Organization (Public Organization)

⁽⁷⁾ The reported number in 2018/19 is consisted only from Thermal insulation's data; however in 2020/21 and 2021/22 is already include both insulation and plastic and packaging businesses' data

⁽⁸⁾ Calculated from scope 1 and 2

4. Waste (Disclosure 306-3, 306-4, 306-5)	2018/2019	2019/2020	2020/2021
Waste production			
Amount of total waste production (ton) ⁽⁹⁾	1,680	1,726	1,408
• Hazardous waste	519	531	328
• Non-hazardous waste	1,161	1,195	1,080
Recycle			
Amount of recycled waste (ton)	1,022	1,025	955
• Hazardous waste (ton)	23	23	17
○ Reuse	23	23	17
- Onsite	-	-	-
- Offsite	23	23	17
○ Recycle	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
• Non-hazardous waste (ton)	999	1,002	938
○ Reuse	856	869	678
- Onsite	223	255	232
- Offsite	633	614	446
○ Recycle	143	133	260
- Onsite	-	-	-
- Offsite	143	133	260
Waste Disposal			
Amount of waste disposal (ton)	658	701	453
• Hazardous waste	496	508	311
○ Non-energy-generating waste incineration	120	156	51
- Onsite	-	-	-
- Offsite	120	156	51
○ Energy-generating waste incineration	323	294	197
- Onsite	-	-	-
- Offsite	323	294	197

4. Waste (Disclosure 306-3, 306-4, 306-5)	2018/2019	2019/2020	2020/2021
○ Landfill	50	50	54
- Onsite	-	-	-
- Offsite	50	50	54
○ Physical chemistry treatment	3	8	9
- Onsite	-	-	-
- Offsite	3	8	9
● Non-hazardous waste	162	193	142
○ Non-energy-generating waste incineration	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
○ Energy-generating waste incineration	162	193	142
- Onsite	-	-	-
- Offsite	162	193	142
○ Landfill	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-

⁽⁹⁾ Total waste of all businesses

6.Environmental regulations compliance (Disclosure 307-1)	2018/2019	2019/2020	2020/2021
			1
The number of cases of violations of environmental laws.	0	0	0
Significant fines in case of violation of environmental law (Baht)	0	0	0

Social Performance

1. Employee

1. Employment (Disclosure 102-8, 401-1)	2018/2019		2019/2020		2020/2021	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Total employees as of March 31	2,560	100	2,742	100	2,755	100
Number of employees by gender						
• Male	1,497	58.48	1,564	57.04	1,551	56.30
• Female	1,063	41.52	1,178	42.96	1,204	43.70
Number of employees by level						
Executive Level						
• Male	24	0.94	28	1.02	26	0.94
• Female	18	0.7	16	0.58	17	0.62
Management Level						
• Male	58	2.27	65	2.37	60	2.18
• Female	44	1.72	41	1.5	41	1.49
Professional and practitioner level						
• Male	1415	55.27	1471	53.65	1465	53.18
• Female	1001	39.10	1121	40.88	1146	41.60
Number of employees by age						
Under 30 years old						
• Male	426	16.64	447	16.3	444	16.12
• Female	314	12.27	369	13.46	369	13.39
between 30-50 years old						
• Male	945	37.81	997	36.32	973	35.32
• Female	650	25.39	691	25.24	708	25.7
Over 50 years old						
• Male	126	4.92	120	4.38	134	4.94
• Female	99	3.87	118	4.3	127	4.54
Number of employees classified by contract category.						
Full-time employees						
• Male	1480	57.81	1540	56.16	1527	55.43
• Female	1043	40.74	1156	42.16	1184	42.98
Annual Contract Employee						
• Male	17	0.66	24	0.88	24	0.87
• Female	20	0.78	22	0.80	20	0.73
Number of employees by hire category.						
Full-time						
• Male	1,497	58.48	1,564	57.04	1,551	56.30
• Female	1,063	41.52	1,178	42.96	1,204	43.70
Part-time						
• Male	0	0	0	0	0	0
• Female	0	0	0	0	0	0

Number of employees by area						
EPG Headquarter	72	2.81	73	2.66	75	2.72
Thermal Insulation Business	720	28.13	728	26.55	702	25.48
Automotive & Accessories Business	930	36.33	894	32.60	838	30.42
Plastic & Packaging Business	822	32.11	1,029	37.53	1,120	40.65
Other Businesses	16	0.63	18	0.66	20	0.73
Number of employees by nationality						
• Thailand	2,552	99.69	2,730	99.56	2,745	99.64
• Foreign	8	0.31	12	0.44	10	0.36
Number of disabled employees						
• Male	14	0.55	16	0.58	15	0.54
• Female	7	0.27	6	0.22	6	0.22

2.New Employment (Disclosure 401-1)	2018/2019		2019/2020		2020/2021	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
New employees	349	13.63	475	17.32	298	10.82
By Gender						
• Male	233	66.76	224	47.16	171	57.38
• Female	116	33.24	251	52.84	127	42.62
By Age						
• Under 30 years old	199	57.02	344	72.42	207	69.46
• Between 30-50 years old	136	38.97	119	25.05	88	29.53
• Over 50 years old	14	4.01	12	2.53	3	1.01

3.Retirement (Disclosure 401-1)	2018/2019		2019/2020		2020/2021	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Employee Turnover Rate ⁽¹⁾	302	11.80	342	12.47	339	12.30
By Gender						
• Male	203	67.22	196	57.31	216	63.72
• Female	99	32.78	146	42.69	123	36.28
By Age						
• Under 30 years old	152	50.33	158	46.20	144	42.48
• Between 30-50 years old	138	45.70	167	48.83	166	48.97
• Over 50 years old	19	6.29	17	4.97	29	8.55
Voluntary employee leave rate	299	11.68	329	12.00	311	11.29

⁽¹⁾ The total number of employees who voluntarily resigned, retired, were removed and died in the reporting cycle.

4. Maternity Leave (Disclosure 401-3)	2018/2019		2019/2020		2020/2021	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Employees who are eligible for	31	1.21	38	1.39	43	1.56
Employees who return to work after	29	93.55	32	84.21	27	62.79

5. Employee Development (Disclosure 404-1)	2018/2019	2019/2020	2020/2021
	Total (Hrs./person)	Total (Hrs./person)	Total (Hrs./person)
Average training hours per person	33.15	24.13	14.98
By Gender			
• Male	32.3	24.17	14.64
• Female	34	24.09	15.31
By Level			
• Executive Level	40.2	27.09	12.53
• Management Level	44.3	29.45	20.32
• Professional and practitioner level	24.04	19.98	13.52

6. Employee Management	2018/2019	2019/2020	2020/2021
Employee engagement score (percent)	N/A	N/A	73.2
Number of Labor and Human Rights Complaints (Subject)	0	0	0

2. Occupational Health and Safety

Occupational Illness Rate (Disclosure 403-9)	2018/2019		2019/2020		2020/2021	
	Male	Female	Male	Female	Male	Female
Total working hours (hours)						
• Employee	6,298,359		6,559,564		5,981,920	
	3,950,977	2,347,382	4,150,022	2,409,542	3,700,000	2,281,920
• Contractor	116,124		118,084		113,316	
	81,944	34,180	83,104	34,980	84,680	28,636
work-related illness (persons)	0		0		0	
• Employee	0	0	0	0	0	0
• Contractor	0	0	0	0	0	0
Number of cases from injuries	49		47		38	
Injuries without work-absence	36		28		25	
• Employee	26	10	24	4	21	4
• Contractor	0	0	0	0	0	0
Injuries with work-absence	13		19		13	
• Employee	12	1	14	5	13	0
• Contractor	0	0	0	0	0	0
Fatal injuries	0		0		0	
• Employee	0	0	0	0	0	0

Occupational Illness Rate (Disclosure 403-9)	2018/2019		2019/2020		2020/2021	
• Contractor	0	0	0	0	0	0
Disabled by injuries	0		0		0	
• Employee	0	0	0	0	0	0
• Contractor	0	0	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR) (Cases/1,000,000 work						
• Employee	7.78		7.17		6.35	
	9.62	4.69	9.16	9.62	4.69	9.16
• Contractor	0		0		0	
	0	0	0	0	0	0
Lost-Time Injuries Frequency Rate (LTIFR) (Cases/1,000,000 work hours)						
• Employee	2.06		2.90		2.17	
	3.04	0.43	3.37	3.04	0.43	3.37
• Contractor	0		0		0	
	0	0	0	0	0	0
Serious Injury Frequency Rate⁽²⁾ (Cases/1,000,000 work hours)						
• Employee	0		0		0	
	0	0	0	0	0	0
• Contractor	0		0		0	
	0	0	0	0	0	0
Injury Severity Rate (ISR) (Days/1,000,000 work hours)						
• Employee	18.28		36.93		83.64	
	26.97	3.65	56.43	26.97	3.65	56.43
• Contractor	0		0		0	
	0	0	0	0	0	0
Fatal Work Injury Rate (Cases/1,000,000 work hours)						
• Employee	0		0		0	
	0	0	0	0	0	0
• Contractor	0		0		0	
	0	0	0	0	0	0

⁽²⁾ Data included more than 180 days of work-related injuries.

3.Regulations Compliance

Socioeconomic regulations compliance (Disclosure 419-1)	2018/2019	2019/2020	2020/2021
The number of cases of violations of socioeconomic laws.	0	0	0
Significant fines in case of violation of socioeconomic law (Baht)	0	0	0

GRI Content Index

GRI Standard	Disclosure	Page number(s)	External Assurance
General Disclosures			
GRI 102 General Disclosures			
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	Front Cover	
102-2	Activities, brands, products, and services	18-25	
102-3	Location of headquarters	Back Cover	
102-4	Location of operations	157	
102-5	Ownership and legal form	26-27	
102-6	Markets served	18-27	
102-7	Scale of the organization	18, 137	
102-8	Information on employees and other workers	137-139	
102-9	Supply chain	12	
102-10	Significant changes to the organization and its supply chain	In FY2020/2021, there were no significant changes in size, structure, ownership and supply chain	
102-11	Precautionary Principle or approach	52-55	
102-12	External initiatives	29, 32	
102-13	Membership of associations	8	
STRATEGY			
102-14	Statement from senior decision-maker	10-11	
102-15	Key impacts, risks, and opportunities	52-55	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	2, 28-29	
102-17	Mechanisms for advice and concerns about ethics	49-50	
GOVERNANCE			
102-18	Governance structure	43	
102-19	Delegating authority	44	
102-20	Executive-level responsibility for economic, environmental, and social topics	44	
102-28	Evaluating the highest governance body's performance	44	
102-29	Identifying and managing economic, environmental, and social impacts	56-58	
102-32	Highest governance body's role in sustainability reporting	9	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	32	
102-41	Collective bargaining agreements	110	
102-42	Identifying and selecting stakeholders	32	
102-43	Approach to stakeholder engagement	34-36	

GRI Standard	Disclosure	Page number(s)	External Assurance
General Disclosures			
102-44	Key topics and concerns raised	34-36	
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	9	
102-46	Defining report content and topic boundaries	9	
102-47	List of material topics	38-39	
102-48	Restatements of information	as the first report, there was no restatement of information	
102-49	Changes in reporting	as the first report, there were no changes in reporting	
102-50	Reporting period	9	
102-51	Date of most recent report	9	
102-52	Reporting cycle	9	
102-53	Contact point for questions regarding the report	9	
102-54	Claims of reporting in accordance with the GRI Standards	9	
102-55	GRI content index	142-148	
102-56	External assurance	9	

GRI Standard		Disclosure	Page number(s)	Omission	External Assurance
Material Topics					
GRI 200 Economic Standard Series					
ECONOMIC PERFORMANCE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	59-61		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	131-132		
PROCUREMENT PRACTICE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	69-72		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	132		
ANTI-CORRUPTION					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	47-51		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	51		
	205-3	Confirmed incidents of corruption and actions taken	51		
Material Topics					
GRI 300 Environmental Standard Series					
ENERGY					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	87-93		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	133		IS 50001:2011
	302-3	Energy intensity	133		IS 50001:2011
	302-4	Reduction of energy consumption	91-92		IS 50001:2011

GRI Standard	Disclosure		Page number(s)	Omission	External Assurance
WATER AND EFFLUENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	98-101		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	100-101		ISO: 14001:2015
	303-3	Water Withdrawal	133-134		ISO: 14001:2015
	303-4	Water discharge	133-134		ISO: 14001:2015
	303-5	Water Consumption	133-134		ISO: 14001:2015
EMISSIONS					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	87-93		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	89, 134		องค์การบริหารจัดการ ก๊าซเรือน กระจก (องค์การมหาชน)
	305-2	Energy indirect (Scope 2) GHG emissions	89, 134		องค์การบริหารจัดการ ก๊าซเรือน กระจก (องค์การมหาชน)
	305-3	Other indirect (Scope 3) GHG emissions	90, 134		องค์การบริหารจัดการ ก๊าซเรือน กระจก (องค์การมหาชน)
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	134-135		

GRI Standard	Disclosure		Page number(s)	Omission	External Assurance
WASTE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	94-97		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	95-97		ISO: 14001:2015
	306-3	Waste generated	96, 135-136		ISO: 14001:2015
	306-4	Waste diverted from disposal	96-97, 135-136		ISO: 14001:2015
	306-5	Waste directed to disposal	96-97 , 135-136		ISO: 14001:2015
ENVIRONMENTAL COMPLIANCE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	81-83		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	51, 83, 136		
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	69-72		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	71, 132		
Material Topics					
GRI 400 Social Standard Series					
EMPLOYMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	105-112		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	139		
	401-3	Parental leave	139		

GRI Standard	Disclosure		Page number(s)	Omission	External Assurance
OCCUPATIONAL HEALTH AND SAFETY					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	118-123		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	118		
	403-2	Hazard identification, risk assessment, and incident investigation	118-119		
	403-3	Occupational health services	120		
	403-5	Worker training on occupational health and safety	121		
	403-9	Work-related injuries	140-142		
TRAINING AND EDUCATION					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	113-117		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	140		
HUMAN RIGHTS ASSESSMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	102-104		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	104		
LOCAL COMMUNITIES					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	124-130		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	124-130		
SUPPLIER SOCIAL ASSESSMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	69-72		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	71, 132		

GRI Standard	Disclosure		Page number(s)	Omission	External Assurance
CUSTOMER HEALTH AND SAFETY					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	73-75		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 416: Customer Health and Safety 2016	416-2	Incident of non-compliance concerning the health and safety impacts of products and services	74		
CUSTOMER PRIVACY					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	73-75, 76-80		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	75, 80		
SOCIOECONOMIC COMPLIANCE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	47-51		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	51, 141		

Feedback Form for Sustainability Report FY2020-2021

1. Your basic information

Gender ☐ Female ☐ Male

Age ☐ below 30 ☐ 30-50 ☐ over 50

2. Which stakeholder group do you belong to?

☐ Employees ☐ Customers ☐ Communities ☐ Medias

☐ Suppliers ☐ Shareholders ☐ Business Partner ☐ Contractors

☐ Government Agencies ☐ Competitors

☐ Other (Please specify)

3. How did you receive the sustainability report?

☐ The company's website ☐ Seminar report ☐ Company's personnel

☐ Visiting the company ☐ Others (Please specify.....)

4. What is your objective in reading this FY 2020/2021 sustainability report?

☐ To gather information for deciding investments

☐ For education and research ☐ To use as a guideline to create your own report

☐ Others (Please specify.....)

5. How satisfied are you with the Company's 2019 sustainability report format?

Completeness of the report	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Should be improved
Issue specification of the report	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Should be improved
Interesting presentation	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Should be improved
Report design	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Should be improved
Easy understanding language	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Should be improved
Overall satisfaction	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Should be improved

6. Additional recommendations for improving the Company's next year's report

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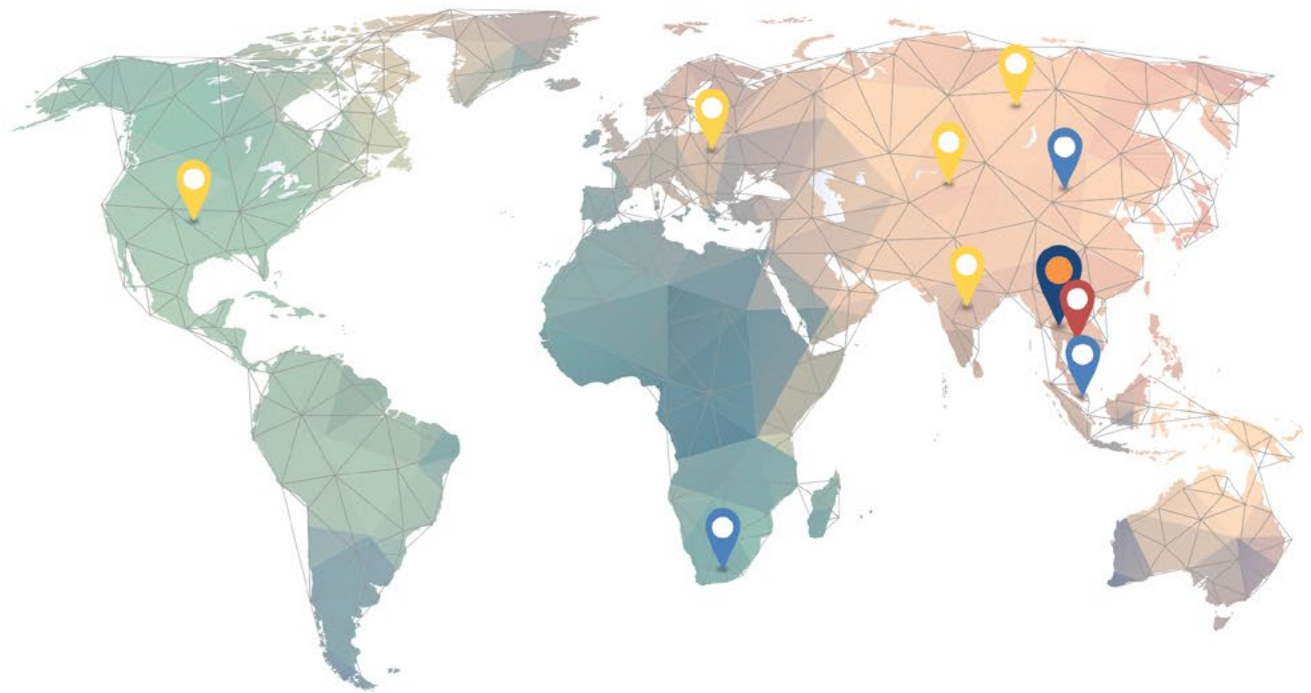
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Business Location

(Disclosure102-4)

WELL-ESTABLISHED GLOBAL PLATFORMS FOR INTERNATIONAL EXPANSION



Main Production facilities of Aeroflex, Aeroklas and EPP



Thailand



Aeroflex facilities



China



India



Thailand

(joint venture)



Russia
(Licensing)



USA



Aeroklas facilities



China



Malaysia



South Africa



Thailand



SRK-ER and ZAP facilities



Thailand
(Joint Venture)

Distribution channel more than
120 countries around the world.

