



**Creating
A World In Harmony
with Technology
and Innovation**

**Sustainable Report
31 March 2023**

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.



Innovation

Encourage innovation by trying out new ideas to enhance productivity.



Value the Difference

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



Empowerment

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



Collaboration

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



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Summary of key annual performance Fiscal year 2022/23



Corporate governance

- ✓ **0** significant corporate governance and corruption complaints.
- ✓ Certified as a member of the Private Sector Collective Action Coalition Against Corruption (CAC)
- ✓ **0** incidents that violate socioeconomic laws and regulations.
- ✓ **100%** 100% of business units with a comprehensive risk management plan in ESG



Economic Development

- ✓ Revenue from sales **12,084** million baht with **32.8%** Gross Profit Margin
- ✓ **24** innovations from Lunched products and Other Innovations
- ✓ **7** New Intellectual Properties
- ✓ Establish EPG group's partner code of conduct covering ESG issues.
- ✓ **0** Zero product safety complaints.
- ✓ **100%** of business units are protected from data leaks.



Environmental and Resource Care

- ✓ **0** incidents that violate environmental laws and regulations.
- ✓ **-24.40%** greenhouse gas emissions (Scope 1&2) compared to base year 2021/2022
- ✓ **-16.4%** Greenhouse gas emission rate per product unit compared to base year 2021/2022
- ✓ Energy savings totaled **34,737,633** megajoules, amounting to **35,316,594** baht.
- ✓ Utilized **37,670,819** megajoules of renewable energy from 4,618,478 megajoules in the previous year.
- ✓ **+22.18%** the use of reusable waste compared to base year 2019/2020
- ✓ **-33.00%** the use of ground water compared to base year 2019/2020



Creating value for society

- ✓ **0** significant labor and human rights complaints.
- ✓ **100%** of key positions have succession plans.
- ✓ **100%** of key positions have individual development plans (IDPs)
- ✓ **897** Scholarships in science and others
- ✓ Lost-time injuries frequency rate is at **1.43** per 1 million man-hours.
- ✓ **0** significant complains from surrounding communities.



Key Highlight on Innovation

In 2022/23

- ✓ **7** New Intellectual Properties
- ✓ **1** Launched Products
- ✓ **23** Other Innovations

Award

Fiscal year 2022/23 (April 22 – March 23)



The Eastern Polymer Group Pcl.

- The company has been awarded the “ASEAN CG Scorecard” for the year 2021 in the ASEAN Asset Class PLCs category. The award was organized by the ASEAN Capital Markets Forum (ACMF) and the Asian Development Bank (ADB) at the end of 2022.
- The Stock Exchange of Thailand has named the Company to the 2022 Thailand Sustainability Investment (THSI) list. Companies listed in sustainable stocks reflect the organization’s development and ability to grow consistently.
- Rated “Excellent” in the corporate governance report of Thai listed companies 2022 by the Thai Institute of Directors Association (IOD)
- The subsidiary company has been awarded a certificate of membership in the “Thai Private Sector Collective Action Coalition Against Corruption” (CAC). The CAC is a project aimed at combating corruption, organized by the Thai Private Sector Collective Action Coalition Against Corruption Committee.
- IR Magazine awarded the Company a “Certificate for excellence in investor relations” at the IR Magazine Awards – Southeast Asia 2022.

Aeroflex

- Aeroflex received the Certificate of Carbon Footprint for Organization from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization) for the 6th consecutive year.
- Aeroflex is Certified Carbon Footprint for Product (CFP) in 2020 by Thailand Greenhouse Gas Management Organization (TGO)
- Aeroflex received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2022 for 9th consecutive year)
- Aeroflex has obtained the Carbon Neutral Label certification for compensating greenhouse gas emissions, organized by the Private Sector Management Organization for Greenhouse Gas (Private Organization).
- Aeroflex has obtained the certification for the voluntary greenhouse gas reduction project in accordance with the Thailand Voluntary Emission Reduction (T-VER) standard, organized by the Private Sector Management Organization for Greenhouse Gas (Private Organization).
- Aeroflex Co., Ltd. has obtained the Circular Mark certification label for the economic circularity of its products, organized by the Thai Environmental Institute
- Aeroflex received Singapore Green Building Product Certificate from Singapore Green Building Council





Aeroklas

- Aeroklas is certified with FORD Q1 by Ford Motor Company (Thailand) Limited
- Aeroklas received Supplier Kaizen Excellence 2022 C&A Supplier Performance Award from Toyota Daihatsu Engineering & Manufacturing Co., Ltd.
- Aeroklas received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2022 for 2nd consecutive year)
- Aeroklas has received the prestigious Outstanding Workplace and Labor Welfare Award for the second consecutive year at the national level, organized by the Ministry of Labor.
- Aeroklas has been assessed for readiness in the Thai industry using the Thailand i4.0 Index, organized by the Federation of Thai Industries.

EPP

- EPP received the Certificate of Carbon Footprint for Organization 2022 for three consecutive years from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization)
- Aeroklas received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2022 for 14th consecutive year)
- EPP has been awarded the Outstanding Workplace and Labor Welfare Award for the year 2022, organized by the Department of Welfare and Labor Protection



Membership (Disclosure 2-28)**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
- HR Magazine (Dharmniti)
- Safety And Health At Work Promotion Association (Thailand)
- Employee confederation of Thailand
- Personnel Management Association of Thailand
- Technology Promotion Association (Thailand-Japan)
- Thailand Carbon Neutral Network

Aeroklas Co., Ltd.**Committee**

- District Health Board:DHB Nikom Pattana, Rayong

Member

- TAPMA-Thai AutoParts Manufacturers Association
- 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)
- Thailand Automotive Institute
- Thailand Productivity Institute
- GS1 THAILAND The Federation of Thai Industries
- Eastern Seaboard Human Resource Management Club
- Eastern Labour Relations Executive Club

Eastern Polypack Co., Ltd.**Member**

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Rayong Safety Association
- Employee Confederation Thailand
- ECONTHAI
- Thai Plastic Industries Association
- Department of Employment

EPG Innovation Center Co., Ltd.**Member**

- Technology Promotion Association (Thailand-Japan)
- Electric Vehicle Association of Thailand
- The Federation of Thai Industries
- TAPMA-Thai AutoParts Manufacturers Association
- Thai Polymer Society

About this report

The Eastern Polymer Group has published its first annual sustainability report (Disclosure 2-3) 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 for the first year with a reporting cycle from April 1, 2022, to March 31, 2023. (Disclosure 2-3)

Scope of Reporting (Disclosure 2-2)

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 infor-

mation published was approved by the Board of Directors to ensure that the reported content is accurate (Disclosure 2-14) 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 2022/2023, 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 2-3)

For more information or advice, please contact:

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Message from the Board of Directors

Disclosure (2-22)

The world faces a volatile situation with uncertainty and complexity. The global economy remained stagnant, and several countries entered a recession in 2022, while global geopolitical risks increased as a result of the devastating Russia-Ukraine conflict. This is owing to the ongoing energy crises and supply chain issues, which influence the whole industrial supply chain, as well as the rising global inflation rate. Furthermore, climate change is intensifying, as seen by rising global temperatures and higher sea levels. Droughts, floods, wildfires, and earthquakes are becoming more severe and widespread in many countries.

As the Board of Directors, we are aware of the ongoing changes and regularly monitor the global situation to set goals, strategies, and plans to drive business growth by being a leader in technology and innovation in polymer and plastic products and implementing growth strategies to expand business globally. The company has formed a sustainable growth mission of “Creating A World in Harmony with Technology and Innovation” and is committed to achieving business growth while adding value to society and the environment. In fiscal year 2022/2023, the company focuses on sustainability through three key strategies:

1. Take a lead in Creating Innovation Products and Service

The company continually increases its business using technology and the development of New S-Curve products in all businesses. In fiscal year 2022/2023, the company received 7 new patents and minor patents, 1 innovative products were introduced to the market, and 23 additional innovations, as shown below.

- The thermal insulation business – Aeroflex products are energy-saving insulators, so they fulfill customer needs, and the company is dedicated to creating new products to reach new consumers, such as Ultra Low Temperature Insulation and Air Ducting System Insulation, etc.
- The automotive parts and accessories business - Aeroklas is committed to manufacturing polymer products that are lightweight, durable, and meet safety standards to lower vehicle weight and, as a result, energy consumption. Aeroklas has applied the technology and innovation to re-model the canopy and side steps of new pick-up trucks, which are lighter than previous models and designed to fulfill the demands of new vehicles that are progressively entering the market. Aeroklas also collaborates closely with several automotive companies to develop products for the electric vehicle (EV) market.
- The plastic and packaging business – EPP has improved its manufacturing process to increase efficiency, and it recently introduced Styrofoam replacement food box packaging that uses fewer plastic resins but is highly flexible, low in cost, and, most importantly, recyclable.

2. Strive For innovative Organization

The company established an innovative governance structure and work processes to achieve its aim of becoming an innovative organization. This includes fostering team

collaboration, enabling open and direct communication with all internal units, allowing managerial authorities to be decentralized, and encouraging lesson learnt sessions. In the fiscal year 2022/2023, the company appointed the Innovation Sustainability Working Group with its main mission of supporting the company's transformation into an innovative organization, encourage employees to be creative, assertive, and providing opportunities for employees to demonstrate their potential by submitting innovative ideas in the "Circular Economy Kaizen XBU Contest 2022". A total of 23 groups of employees proposed innovative ideas, with a total of 10 groups selected, which can be further developed to meet the needs of consumers in the future.

Furthermore, the company supports equitable access to education. As a result, 897 scholarships are offered at all levels, both in science and other fields, to employees and their children, as well as general students, to promote and support various projects and activities, enhancing concentration, mindfulness, morality, ethics, knowledge, and personal development for employees to create potential human resources.

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

Stakeholder engagement is a critical issue that contributes to corporate sustainability. It focuses on building and enhancing relationships with business partners and suppliers to create shared value and benefit all sectors for long-term business growth. In addition, the company has launched various contractor development projects to encourage suppliers to conduct business with social and environmental responsibility in line with our business practice. In addition, the company also supports promotional activities for customers in the air-conditioning industry who choose Aeroflex insulation, and other innovative

products that help save energy and are environmentally friendly, as well as establish cooperation with partners to promote sustainable development in accordance with the circular economy concept. In this fiscal year, Aeroflex Co., Ltd. has been chosen by the Program Management Unit for Competitiveness Enhancement (PMU-C) and Kasetsart University to participate in the Circular Economy Management System Standard Project for the organization.

In addition to the company's commitment to develop and expand its business for continuous growth, the company has set a five-year environmental, social, and corporate governance (ESG) goal that supports its growth and aligns with the United Nations Sustainable Development Goals (SDGs), focusing on Goal 8: Decent Work and Economic Growth, Goal 9: Industry, Innovation and Infrastructure, Goal 12: Responsible Consumption and Production, Goal 13: Climate Action, and Goal 16: Peace, Justice, and Strong Institutions. In the fiscal year 2022/2023, the company met its ESG performance target with no violations of laws and regulations or stakeholder complaints about governance, social or environmental concerns. The company's long-term goal is to achieve "Net Zero" greenhouse gas emissions by 2042. The subsidiary has completed the installation of solar rooftops with a total power capacity of approximately 18 MW and is expected to save approximately 70 million baht per year on electricity bills. It also promotes diversity, gender equality, and respect for employees' rights and freedoms, including equality and non-discrimination in employment, regardless of race, color, sex, religion, nationality, background of persons, or disability.

On behalf of the Board of Directors, we would like to thank all stakeholders for their trust and support in the company's operations. The company is committed to conducting its business to grow steadily and sustainably under the principles of good corporate governance along with creating fair and balanced value for stakeholders, society, and the environment in the long run.



Mr. Vachara Tuntariyanond
Chairman of the Board Officer



Mr. Pawat Vitoorapakorn
Vice Chairman and Chief Executive Officer

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 goal 2025



6.3/ 6.4

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



12.2/ 12.4/ 12.5

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



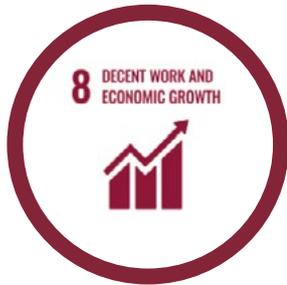
7.2/ 7.3

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



13.1

- Greenhouse gas emissions dropped by 3.0% from fiscal year 2021/22
- Greenhouse gas emissions per product unit decreased by 1.5% from 2021/22



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.



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



9.4/ 9.5/ 9b

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



17.16

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

Value chain Disclosure (2-6)



About EPG

Eastern Polymer Group Public Company Limited or EPG (Disclosure 2-1), 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 2-6).

Our headquarter is located at 770 Moo 6 Theparak Road, Muang District, Samutprakarn 10270. (Disclosure 102-3) As of March 31, 2023, there were 2,833 employees in total (Disclosure 2-6, 2-7).

EPG Businesses (Disclosure 2-6)

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

1978	1995	1996	2001
			
			
<p>Founded Eastern Polymer Industry Co., Ltd.</p> <p>Operate the business of the thermal insulation</p>	<p>Invest in Joint Venture</p>	<p>Operate the business of Automotive parts and accessories</p>	<p>Operate the business of plastic and packaging</p>

2006



EPG INNOVATION CENTER (EIC)

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

2014



1ST TRADING DAY

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

2015



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

2016



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

2020



Aeroklas Co.,Ltd invest in Faraero

2021



Aeroklas Co.,Ltd invest in ATD Alliance (Pty) Ltd, South Africa

2022



Aeroklas Australia Pty. Ltd. set up a new subsidiary Aeroklas Europe BV

TJM Products Pty.Ltd. (TJM) Australia change the name to Aeroklas Asia Pacific Group (AAPG)



Aeroklas Australia Pty. Ltd., subsidiary, acquired 4 Way Suspension Products Pty. Ltd in Australia



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

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 "CELLFLEX"

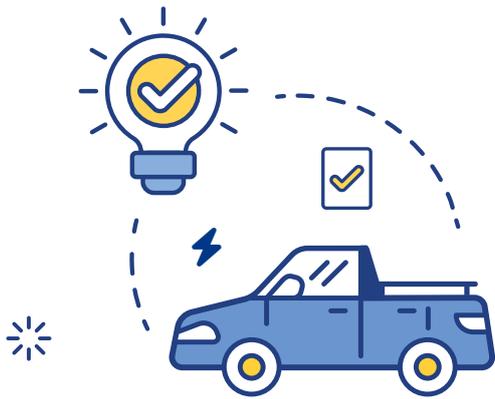
AEROFLEX[®] AEROCEL[®] Celflex[®]

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

We are Aeroklas Canopy

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

1



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” “BOCAR” and “Tough dog”



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





Asian number 1
 Thermoforming plastic & packaging manufacturers

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.





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

Research and Development business

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.



7

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





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

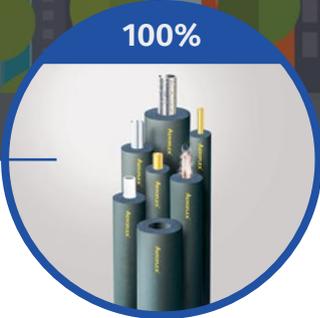
for manufacturing of shock absorbing rubber and fuel hoses for motorcycles. The Company has associated with Japanese firm, Sumitomo Riiko Company Group - one of the world biggest manufacturers of anti-vibration rubber. The product ranges include rubber covers for engine and fuel hoses for cars and motorcycles 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



Joint Venture 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. At present production capacity of Zeon Advanced Polymix is approximately 47,000 tonnes/year, - considered as one of the biggest manufacturers of compound rubber and artificial rubber in Thailand. The Company holds 27% of shares in Zeon Advanced Polymix Co., Ltd. Majority of products from Zeon Advanced Polymix are distributed to more than 100 automotive part manufacturers (Original Equipment Manufacturer "OEM") both domestically and overseas.





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)

Manufacture & Distribution of Automotive parts & Accessories



AEROKLAS CO., LTD. (AEROKLAS)



100% Aeroklas USA Inc. (Aeroklas-USA)



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



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



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



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



46% ATD Alliance (Pty) Ltd



51% Faraero Co., Ltd. (Faraero)



100% TJM Asia Pacific Co.,Ltd. (TJMAP)

Manufacture & Distribution of Plastic and Packaging



EASTERN POLYPACK CO., LTD. (EPP)



100% Aeroklas Asia Pacific Group Pty.,Ltd. (AAPG)



100% Flexiglass Challenge Pty. Ltd. (AU)



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



60% Aeroklas Europe BV (Aeroklas-EU)



100% 4Way Suspension Product Pty., Ltd (TOUGH DOG)

EPG Business Structure

as of March 31, 2023

100%


APT

**AEROFLEX POLYMER TECHNOLOGIES
(SHANGHAI) CO., LTD. (APT)**

100%



**EPG INNOVATION
CENTER CO., LTD. (EIC)**



30%



**SUMIRIKO EASTERN RUBBER*
(THAILAND) CO., LTD. (SRK-ER)**

27%



**ZEON ADVANCED
POLYMIX CO., LTD. (ZAP)**

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 as stipulated under 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://epg.co.th/wp-content/uploads/2021/10/epg-sustainable-development-policy-en-1.pdf>

CORPORATE GOVERNANCE

Creating A World In Harmony with Technology and Innovation

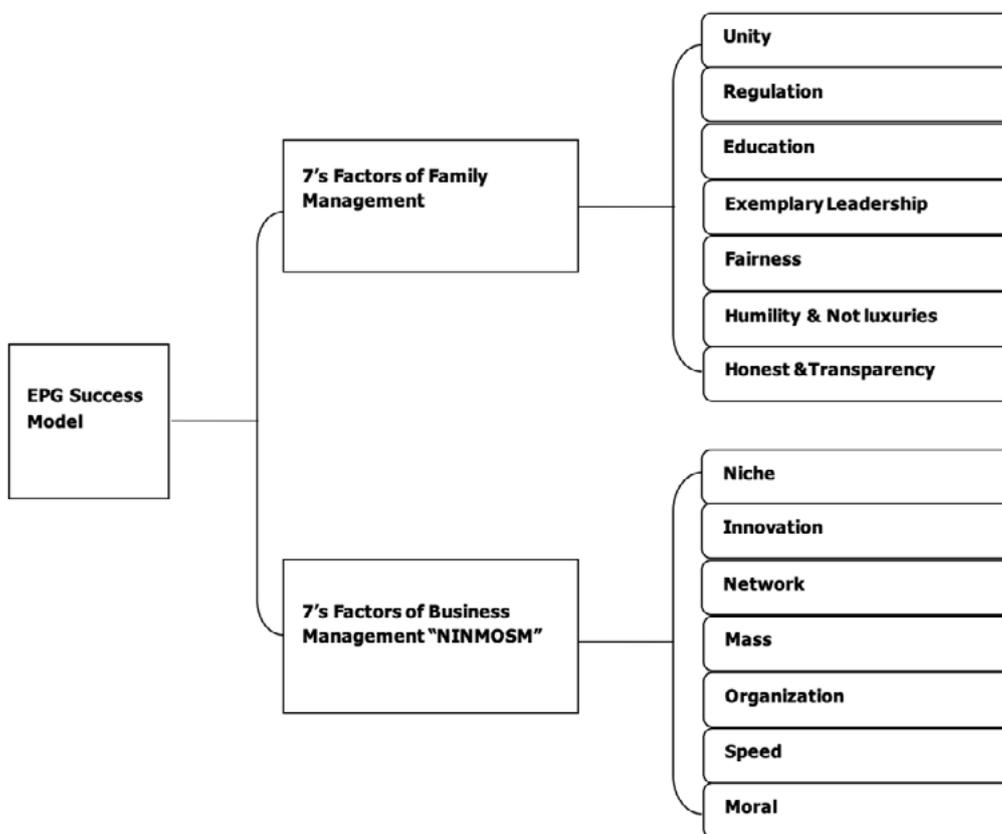


Sustainable Growth Principles and Guidelines

(Disclosure 2-23)

For more than 45 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 2-23).

Sustainable Strategy (Disclosure 2-24)



<p><i>Take a lead in Creating Innovation Products and Service</i></p>	<p><i>"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."</i></p> <p>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>
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<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 2-29)

1. Stakeholders' analysis

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

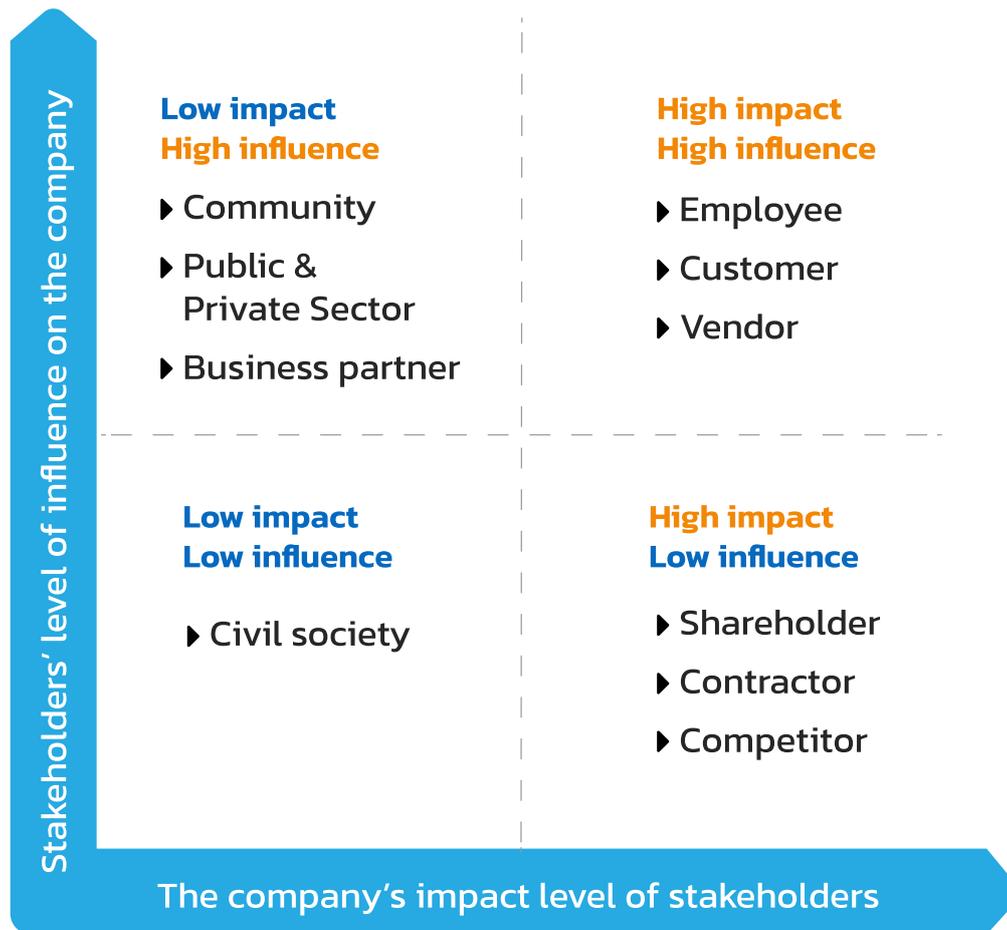
- Stakeholder identification, EPG consider those who have been positively and negatively impacted by the business and those who have influenced or affected their business. It

is classified into internal and external groups. In fiscal year 2022/ 2023, EPG classifies stakeholders into 10 groups: employees, shareholders, customers, vendors, business partners, contractors, public and private sectors, communities, competitors, and civil society. (Disclosure 2-29)



- 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.

3. Key issues analysis and selection from stakeholders

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

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.

Stakeholders	Practices (Disclosure 2-29)	Needs and expectations (Disclosure 2-29)	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 2-29)	Needs and expectations (Disclosure 2-29)	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 1. 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 2-29)	Needs and expectations (Disclosure 2-29)	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	- Good governance and efficiency	- Conduct business transparently in with good governance business ethics. - Comply with laws and regulations. - Transparent disclosure of all operational information
		- Good performance and stable business growth and profitability.	- Continuously develop innovations and innovative products. - Develop production processes using innovation and technology to reduce costs and increase productivity.
		- Effective risk management	- 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	- Job promotion and creation for neighboring communities	- Promote local employment. - Develop community relations projects that promote community development in various areas.
		- Social and environmental impact management from the company's business operations	- Minimize the negative social and environmental impacts from business operations.
Competitor	1. 1. Related industries	- Fair competition and laws compliance	- 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	- Create value for society.	- Develop innovative products for society and the environment.
		- Compliance with laws and regulations	- Strictly comply with laws and regulations.
		- Social and environmental impact management from the company's business operations	- 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.

Sustainability Assessment Process (Disclosure 3-1)



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

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 (Disclosure 2-14). 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

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 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 3-2)



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 3-2)

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Corporate governance for sustainability	3.Good Governance	Employee	Shareholder	GRI 2: General Disclosures 2021	2-9 Governance Structure and Composition 2-13 Delegation of responsibility for managing impacts 2-17 Highest Governance Body's Competencies and Performance Evaluation 2-18	40-43	16.3/16.5
				GRI 205 Anti-corruption 2016	205-2 Communication and training about anti-corruption policies 205-3 Confirmed incidents of corruption and actions taken		
				GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations		
Code of conduct and regulatory compliance	4.Ethics and Anti-Corruption	Employee	Shareholder Vendor Business Partner Contractor			44-48	16.3/16.5
Risk Management	5.Risk Management	Employee	Shareholder Customer Business Partner Vendor Contractor Community	Risk Management	EPG Indicator 201-1	49-56	8.2/ 16.7
Business Growth	2.Business Performance	Employee	Shareholder Vendor Business Partner	Economic Performance	201-1 Direct economic value generated and distributed	57-59	8.2/ 9.4/ 9.5

Chapter	Materiality Topics	Scope of impact	GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
Information and technology management	6.Data Management	Employee	GRI 103 Management Approach	103-1 Explanation of material topic and its boundaries 103-2 Management Approach and its components	60-61	16.7/ 17.19
		Employee	Innovation Management	EPG indicator Number of New innovative product launch	62-65	8.2/ 8.3/ 8.4/ 9b
Innovation	8.Innovation and process development 9.Innovative products and services	Customer Vendor Business Partner	GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	66-68	5.2/ 8.3/ 8.7/ 8.8
	Sustainable supply chain management	Employee	GRI 308 Supplier Environmental Assessment 2016 GRI 414 Supplier Social Assessment 2016	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria		
Customers' responsibility and product stewardship		10.Customers' responsibility 18.Stakeholders' engagement	Vendor	Customer Engagement	EPG indicator Customer Satisfaction	69-73
	Employee		GRI 416 Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Cybersecurity and data security	7. Data Security	Employee	GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	74-77	16.3/ 16.10

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Environmental impact management	13. Environmental impact management	Employee	Community	307 Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	78-80	3.9/ 16.3
				305 Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	81-82	12.4/ 16.3
Resource efficiency	15. Resource efficiency	Employee	Community	Eco-efficiency	EPG Indicator ประสิทธิภาพเชิงนิเวศเศรษฐกิจ (Eco-efficiency)	83-84	12.2
Greenhouse gas emissions management	14.Greenhouse gas emissions	Employee	Community	305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions	85-91	7.2/ 7.3/ 12.2/ 13.1
		Employee	Community	302 Energy 2016	302-1 Energy consumption within the organization 302-3 Energy Intensity		
		Employee	Community Vendor	306 Waste 2020	306-3 Waste generation 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	92-96	12.4/ 12.5
Water management	17. Water management	Employee	Community	303 Water and Effluents 2018	303-3 Water Withdrawal 303-4 Water discharge 303-5 Water Consumption	97-99	6.3/ 6.4/ 12.2

Materiality Topics and performance disclosure (Disclosure 3-2)

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Corporate governance for sustainability	3.Good Governance	Employee	Shareholder	GRI 2: General Disclosures 2021	2-9 Governance Structure and Composition 2-13 Delegation of responsibility for managing impacts 2-17 Highest Governance Body's Competencies and Performance Evaluation 2-18	40-43	16.3/16.5
				GRI 205 Anti-corruption 2016	205-2 Communication and training about anti-corruption policies 205-3 Confirmed incidents of corruption and actions taken		
				GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	44-48	16.3/16.5
Code of conduct and regulatory compliance	4.Ethics and Anti-Corruption	Employee	Shareholder Vendor Business Partner Contractor	Risk Management	EPG Indicator	49-56	8.2/ 16.7
				Economic Performance	201-1	57-59	8.2/ 9.4/ 9.5
Risk Management	5.Risk Management	Employee	Shareholder				
Business Growth	2.Business Performance	Employee	Shareholder Vendor Business Partner				

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 Goal 2025
6 CLEAN WATER AND SANITATION 	6.3/ 6.4	– Water consumption per product unit decreased by 2.5% from fiscal year 2019/2020
7 AFFORDABLE AND CLEAN ENERGY 	7.2/ 7.3	– Energy consumption per product unit fell by 2.5% from fiscal year 2019/2020
8 DECENT WORK AND ECONOMIC GROWTH 	8.2/ 8.3/ 8.4/ 8.7/ 8.8	<ul style="list-style-type: none"> – The total frequency of injuries is less than 15.55. – The frequency of injury to stop work is 0. – Human rights complaints are 0. – 75 innovation projects initiated from employees per year.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.4/ 9.5/ 9b	– 30 lists of patented or award-winning innovations per year
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.2/ 12.4/ 12.5	– Waste rate per product unit reduced by 10% from fiscal year 2019/2020
13 CLIMATE ACTION 	13.1	<ul style="list-style-type: none"> – Greenhouse gas emissions dropped by 3% from fiscal year 2021/2022 – Greenhouse gas emissions per product unit decreased by 1.5% from fiscal year 2021/2022
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.3/ 16.5/ 16.7/ 16.10	<ul style="list-style-type: none"> – 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 PARTNERSHIPS FOR THE GOALS 	17.16	– There are community and social development projects that support sustainable development in the country.

Remarks: **Remark: The base year was amended from fiscal year 2019/20 to fiscal year 2021/22 because Aeroklas Co., Ltd. will perform a first-year evaluation of the organization's greenhouse gas emissions in 2022/23



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 2-9):



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 2-18)

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 2021/2022	"Excellent"	"Excellent"	"Good-Excellent"	"Good-Excellent"

The Board of Directors' capacity development

(Disclosure 2-13)

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 2022/2023 as reported on form 56-1 One Report for the fiscal year 2022/2023 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 fiscal year ended in 31 March 2023.

<https://investor.epg.co.th/th/home> under investor document

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 Executive Committee had two meetings and the Board of Directors held one meeting to analyze sustainability performance and identify options to strengthen corporate governance structures for sustainability. During this fiscal year, the Board of Directors conducted a comprehensive and up-to-date review of the Business Code of Conduct and Good Corporate Governance Policy, and thus approved the use of the Business Code of Conduct (revised on March 18, 2021) and the Good Corporate Governance Policy (original version), as well as encouraging the Company to develop and create sustainable value. In addition, company made improvement in 4.0 anti-corruption policy to make it more appropriate and aligned with the assessment model.

Revised Policy 2022/23
Code of Conduct
Good Corporate Governance
Anti Corruption

Furthermore, the company promotes training and reviews courses related to corporate sustainability growth on a regular basis.

In 2022/23 the company has progress as follow

- The company has sent representatives to participate as speakers at the ESG Professional Forum Sharing event, organized by the Stock Exchange of Thailand, under the topic "Sustainability Data and Reporting."



- The company has sent representatives to participate as speakers in the program "Vitamin Business x ESG Experts Pool" to share knowledge, insights, and experiences on the topic of sustainable data disclosure. They will specifically discuss the importance of not using sustainability data disclosure as a PR tool. Additionally, they will serve as speakers in the Certificate in ESG Management (C-ESG) course, specifically in Module 4, Session 4 titled "Experience Sharing: How to Prepare a Remarkable Report." These initiatives are organized by the Stock Exchange of Thailand.



- Appoint representative to participate in "Circular Economy in Action: Circular Economy for business" organized via E-Learning by the Stock Exchange of Thailand.



- Appoint representative to attend the ESG Management course and receive the Certificate in ESG Management, which is a professional certification for sustainable business development. This certification is offered in the first cohort by the Stock Exchange of Thailand.



- Appoint representative attend the Sustainability Reporting course and the SET Sustainability Reporting Guide training, focusing on ESG metrics at a basic level and specific to the Real Estate and Construction industry (Group 8). These courses are organized by the Stock Exchange of Thailand.



- Appoint representative to attend the Circular Economy Management course, following the standards set by the Ministry of Natural Resources and Environment, Volume 2. Additionally, they will participate in the CFO (Chief Financial Officer) and SCOPE 3 GHG (Greenhouse Gas) courses towards achieving carbon neutrality. These courses are organized by Kasetsart University.



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 2022/2023	Performance in fiscal 2022/2023
Significant number of corporate governance complaints	0	0
Number of corruption complaints	0	0

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, code of conduct, and anti-corruption initiatives.

Corporate Governance Policy

[https://www.epg.co.th/wp-content/uploads/2021/09/EPG-](https://www.epg.co.th/wp-content/uploads/2021/09/EPG-CGPolicy_EN-20200519.pdf)

[CGPolicy_EN-20200519.pdf](https://www.epg.co.th/wp-content/uploads/2021/09/EPG-CGPolicy_EN-20200519.pdf)

Code of Conduct

[https://www.epg.co.th/wp-](https://www.epg.co.th/wp-content/uploads/2021/09/BusinessCodeofConduct210331-EN.pdf)

[content/uploads/2021/09/BusinessCodeofConduct210331-EN.pdf](https://www.epg.co.th/wp-content/uploads/2021/09/BusinessCodeofConduct210331-EN.pdf)

Anti-Corruption Policy

[https://www.epg.co.th/wp-content/uploads/2021/09/Anti-](https://www.epg.co.th/wp-content/uploads/2021/09/Anti-CorruptionPolicy_EN.pdf)

[CorruptionPolicy_EN.pdf](https://www.epg.co.th/wp-content/uploads/2021/09/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 https://www.epg.co.th/wp-content/uploads/2021/09/EPG-CGPolicy_EN-20200519.pdf

Anti-Corruption Measures



- 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. to ensure that employees are confident in their ability to combat corruption and to foster a culture of awareness throughout the organization, efforts are being made to instill a sense of conscience in every department, ultimately making it a corporate culture.
- 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. (Disclosure 2-26)

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

1	2	3	4	5	6
Fact-checking complaints	Investigations in accordance with established practices	Inform whistleblowers or complainants of the investigation's findings.	Consider the proper penalties for misconduct.	Establish measures to prevent a recurrence of the situation.	Summary report to the Board of Directors

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 2022/2023

- The company has been awarded the "ASEAN CG Scorecard" for the year 2021 in the ASEAN Asset Class PLCs category. The award was organized by the ASEAN Capital Markets Forum (ACMF) and the Asian Development Bank (ADB) at the end of 2022.
- Rated "Excellent" in the corporate governance report of Thai listed companies 2022 by the Thai Institute of Directors Association (IOD)
- Scored 99 points in the evaluation of the quality of annual general meeting of shareholders for 2022 (AGM Checklist).
- The subsidiary company has been awarded a certificate of membership in the "Thai Private Sector Collective Action Coalition Against Corruption" (CAC). The CAC is a project aimed at combating corruption, organized by the Thai Private Sector Collective Action Coalition Against Corruption Committee.
- 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 management and employees pass the EPG yearly anti-corruption test with 100%, which is conducted by 100% executives and employees.
- In fiscal year 2022/2023, 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 2-27), and environmental regulations (Disclosure 2-27) 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.

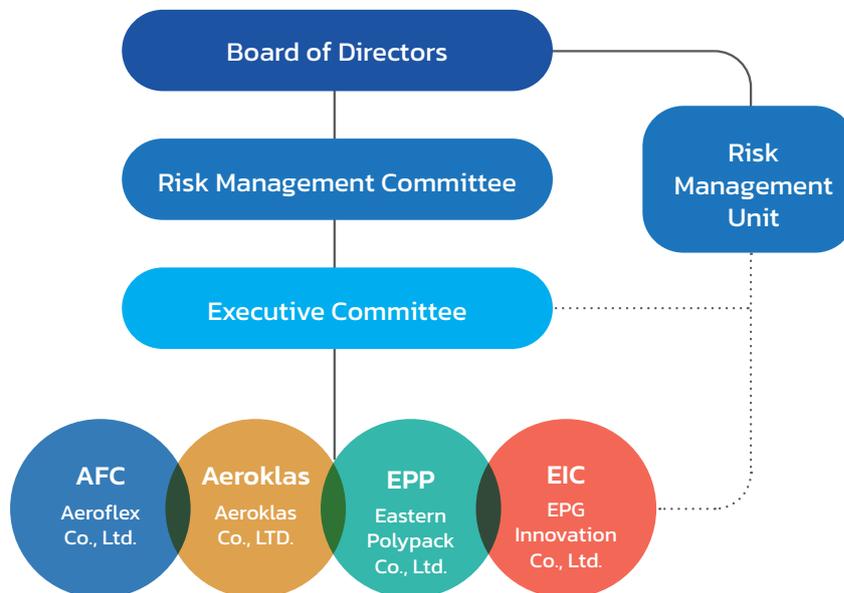
	Long term goal for 2025	Goal in the fiscal year 2022/2023	Performance in the fiscal year 2022/2023
Proportion of business units with ESG risk factors (percent)	100	100	100
Proportion of business units with ESG risk management plan (percent)	100	100	100

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 annually to reflect current circumstances. We have adopted the risk management framework from the Committee of Sponsoring Organizations of the Treadway 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 2-23)

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

2. Business Unit Level

The person responsible for risk management of each subsidiary is the company's core businesses, namely, Aeroflex Co., Ltd. (AFC), Aeroklas Co., Ltd. (ARK) and Eastern Polypack Co., Ltd. (EPP), as well as EPG Innovation 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. Key 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 undoubtedly experience significant social and environmental changes in fiscal year 2022 / 2023, which have an impact on businesses and the global economy. For example, Geopolitical tension between Russia and Ukraine and USA and China, semiconductor shortage, 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, Many nations have raised interest rates to combat rising inflation as well as the banking sector crisis. 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 classifies risks into 6 categories: 1) Strategic Risk, 2) Operational Risk, 3) Financial Risk, 4) Compliance Risk, 5) ESG Risk, and 6) Emerging Risk, Over the past year, the Company has closely observed various domestic and international changes in order to identify risks and assess their potential impact on the Company's operations across all dimensions. Additionally, the Company has made necessary improvements to the corporate risk management plan to ensure its suitability and alignment with the nature of the business, the economy, and the prevailing circumstances.

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 for the year 2022/2023 under Risk Management.*

<https://investor.epg.co.th/en/downloads/one-reports>

Type of Risk (Disclosure 2-12)	Economic risks	Environmental risks	Social risks	Corporate governance risks
Strategic Risk	<ul style="list-style-type: none"> - Risks from dependence on industry doing business - Risk from expansion of investment and production capacity in foreign countries - Risks from the use of competitive pricing strategy to compete by competitors 	-	-	-
Operational Risk	<ul style="list-style-type: none"> - Risks from raw material supply and fluctuating raw material prices - Risk from termination of contracts or not receiving new contracts from major partners - Risks from damages as a result of problem in product's quality. - Risks from expiration of subsidiaries / associated companies' patents. - Risks from changing of technologies 	<ul style="list-style-type: none"> - Risks of possible loss of income or business performance from the incurrance of unavoidable calamity and natural disaster to factories or machines of the company 	-	<ul style="list-style-type: none"> - Risks from Dependency on Executives and personnel with professional expertise in specific field
Financial Risk	<ul style="list-style-type: none"> - Risks from currency exchange volatility 	-	-	-
Emerging Risk	<ul style="list-style-type: none"> - Risks from Geopolitical tension 	<ul style="list-style-type: none"> - Risks from nature and environmental conservation - Climate Change Risk 	<ul style="list-style-type: none"> - Risk of emerging disease 	-

Emerging Risk (Disclosure 2-12)

EPG discovered major emerging threats that could have an effect on its business operations over the last year. There are four areas of risk in the next 3-5 year include: the risk from pandemic, the risk from environmental preservation trend, risk from geopolitical tension and the climate change 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.

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, supply chain disruption, shutting down production lines if an employee becomes ill, labor shortage or slowdown in investment project which company supply products to.

Management Guidelines

The company 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 ongoing revision in stock level for adequate production (safety stock) and revise new Business Continuity Plan to ensure business continuity suitable for different risk scenario.

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, the matter of plastic waste, 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. Furthermore, to limit plastic consumption and safeguard the environment, several governments have enacted new legislation or increased single-use plastics taxation. 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 at the same time develop product and process to help reduce the emission of greenhouse gases 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.

3. Risks from Geopolitical tension

The company foresees that the future political tension could escalate and impact the global financial and economic system which could result in company's operation, supply chain or increase in operating cost which in turn impact company profitability.

Management Guidelines

The company closely monitors the current geopolitical tension and its impact on company operation in order to plan and mitigate possible risk that could occur include; increase and diversify customers and suppliers to reduce the concentration of revenue and sourcing of raw material.

4. Climate Change Risk

Climate change has environmental consequences and natural disasters as a result of global warming. Melting polar ice, increasing sea levels, extended heat waves, floods, droughts, and storms are all reverse effects of greenhouse gas emissions in different parts of the world. Floods events have also happened in various countries and locations in recent years as a result of climate change, such as Thailand, where there has been longer than average rainfall and floods. This has had a severe influence on domestic consumption and caused significant floods in Australia. As a result, the company's sales decreased.

Management Guidelines

The company is fully aware of climate change and actively monitors and handles risks. We have issued an Environmental Sustainability Policy and set targets for energy efficiency and greenhouse gas emissions reduction as appropriate for business groups, such as establishing the carbon footprint of the organization and its products, promoting the use of renewable energy by installing solar power generation systems on the roof (Solar-cell) , and adjusting operations in accordance with the Company's core greenhouse gas management strategy. Additionally, the Company has assigned each company's sub-working group with regularly monitoring operations and reporting the findings to the Sustainable Development Working Group at least once a year.

Business Continuity Management

EPG has created a business continuity management system to ensure that the company can continue to operate in the case of a state of emergency. In fiscal year 2022/ 2023, there are several events that impact company' s operation. In response to the crisis, The company increased the number of suppliers during the crisis to ensure adequate supply for manufacturing while manage cost, manage production efficiency, expanding the customer base across multiple countries worldwide, venturing into new industry sectors or emerging markets, and fostering continuous personnel development. via the implementation of USE policy (Utilize, Save, Efficiency) and 4C Policy (Change, Chance, Collaboration, Challenge) And the exploration of existing assets within each business unit. in order to adapt to changes.

Promoting risk management culture

In the fiscal year 2022 / 2023 , 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. This involves presenting and discussing dangers at subsidiary Executive Committee meetings to promote awareness and discuss company risk management principles.
- 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 2022/2023	Performance in fiscal year 2022/2023
Sales revenue	10-15%	2.9%
Gross margin	29-32%	32.8%

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

EPG 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.



Business Performance

Economic performance

EPG's total sales revenue for fiscal year 2022/2023 (1 April 2022 - 31 (Mar 2023) is 12,083.6 million baht, an increase from last year's total sales revenue of 11,739.6 million baht or 2.9% . For the accomplishments of three major business groups;

- Aeroflex revenue from sale increased in comparison to the previous year. The continuous growth in sales in the United States is due to the high demand for high-quality insulation products. Additionally, the company is able to adjust prices according to the changing market conditions, in addition to market expansion into

Ultra Low Temperature Insulation and Air Ducting system which are well received by the customers. The sale in Asia, especially Japan also improved over the year, while domestic revenue increased in accordance to private investment. However, the company has been affected by the volatility of foreign exchange rates, which adjusts rapidly.

- Aeroklas Revenue from sale increased from previous year as situation of global semiconductor shortage subside allow Automakers to resume their production. Aeroklas

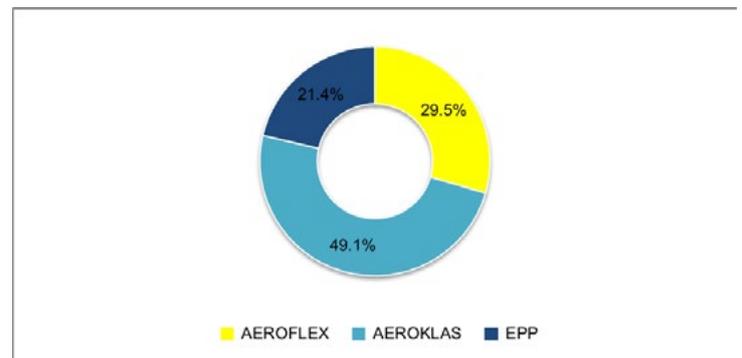
focus on producing lightweight automotive parts and accessories, which are in high demand in the automotive industry. These components play a crucial role in energy efficiency and are compatible with the new car models which result in higher number of orders for the company. During the year The Company has been impacted by the rapid fluctuations in foreign exchange rates and the economic slowdown in Europe.

- As for the Australian operation, the sale of automotive parts and accessories increased in comparison to previous year due to acquisition of 4 Way Suspension Products Pty. Ltd, Although the company received impact from major flood in Australia, high inflation and the delay in delivering automobiles to the market in Australia during the year
- The revenue from sale of EPP decreased from the same period last year due to reduction in food packaging order while the demand of drinking cup started to increase. Further, EPP adapt to the situation by using campaign and promotion to stimulate sale, especially in

drinking cup. The company is undergoing strategy transformation to improve both Product and Production process in response to customers' demand

As a result, EPG has a net profit of millions of 1,081.6 baht, decrease of 520.8 million or 32.5 % from fiscal year 2021/2022.

Revenue structure for 2022/23

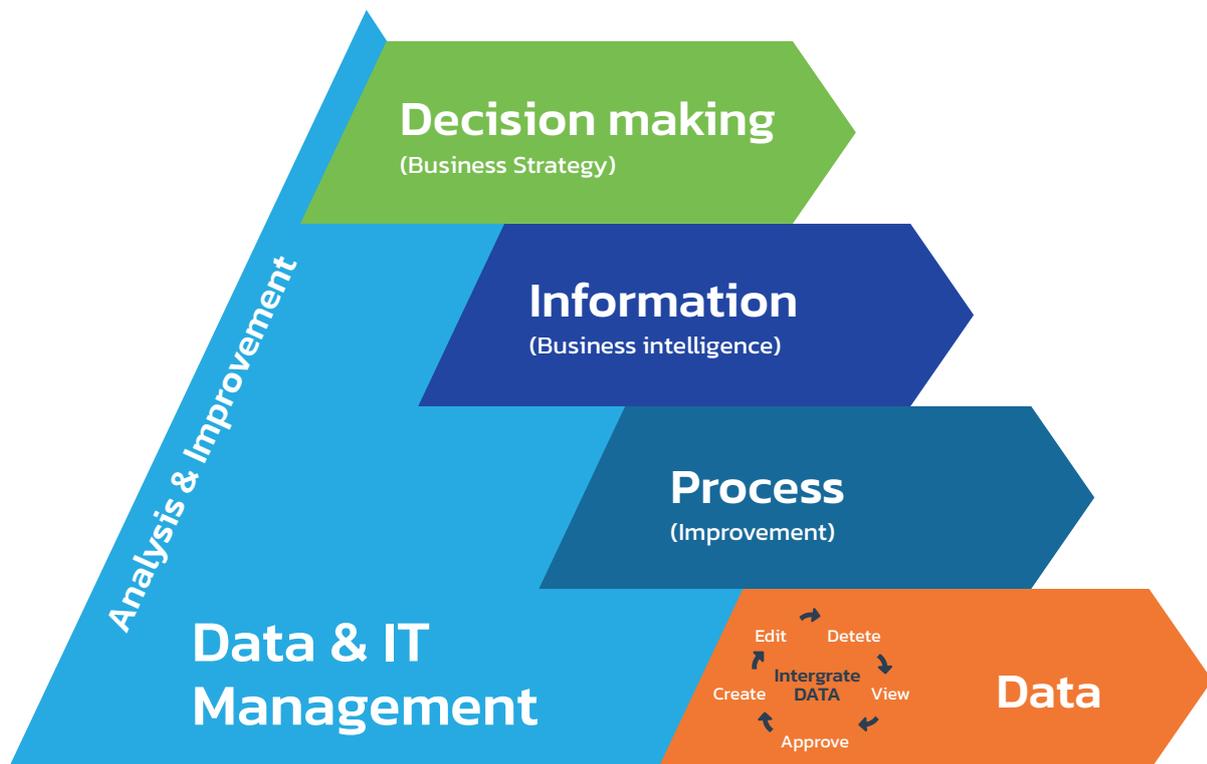


In the fiscal year 2022/ 2023, sales of automotive & accessories business under the Aeroklas accounted for 49.1% of total revenues, while sales of thermal insulation under the "Aeroflex" accounted for 29.5% . Sales of plastic & packaging under the EPP account for 21.4% of revenues.

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.

Management Guidelines



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 45-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 goals 2025	Fiscal year 2022/2023 targets	Fiscal year 2022/2023 performance
Number of patented or award-winning innovations per year	30	10	7
Number of innovative projects obtained from contests or inventions of employees per year	100	100	100

Management Guidelines



The innovation development has fueled EPG’s growth. We have used numerous technologies to increase creativity and develop new high-quality products that serve society and well-being, and they are committed to “Creating a World in Harmony with Technology and Innovation” to fulfill their commitment and vision. The company came up with a two-part innovation strategy:

1. Innovation for the Future

Our major approach is always to innovate for the future by dedicating 2% of the company’s sales budget to employ technology, research, and data management to help develop new products, generate new S-Curves, and continuously lower expenses. The study will be conducted either within EPG (Closed innovation) or in collaboration with external institutions (Open innovation), and will focus on three areas: materials science, product design, and manufacturing process. Other EPG group companies can use the EPG Innovation Center (EIC) for testing and research.

2. Innovative Organization

Being an innovative organization is always one of our main strategies in driving an organization full of an atmosphere of invention, efforts toward new things, and nurturing individual innovators or practitioners so that all employees have a platform to express their creativity and contribute to driving the organization towards sustainability through innovation. The strategy has been divided into three sections:

1. People - we have encouraged them to be educated in a wide range of fields, from the concept of innovation to academic knowledge to marketing expertise and presentation, both in terms of hard skills and soft skills that help increase the chances of success when

releasing inventions to the market.

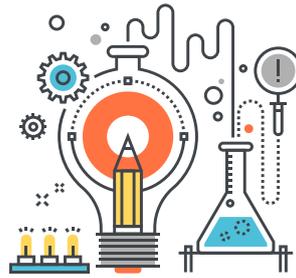
2. Knowledge - There are three steps to knowledge management: Build-Share-Use, which is a method of creating knowledge in each individual and unit, transferring knowledge, and adding new values from knowledge to re-build and maintain through time. We will foster knowledge-based organizations for future development through a variety of activities ranging from internal departmental teaching to recorded training, training for trainers, or Guru Sharing activities which enable guests (including employees at various levels, consultants, and executives) to freely share their experiences with individuals within the organization, whereas Community of Practices (CoPs) activities enable employees from

various affiliated companies to exchange views and experiences.

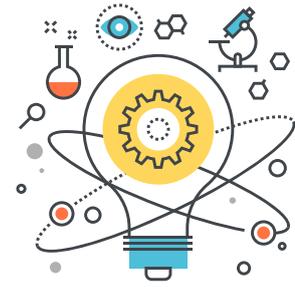
3. Culture - We aim to foster an open culture in the business, where employees at all levels can openly communicate ideas and enjoy debating and exchanging knowledge, resulting in major and little innovations in all areas. This will be achieved through a variety of events, particularly innovation challenges ranging from Kaizen/QCC to large initiatives such as new product creation like Idea Can Do. Its long-term objective is to hold larger-scale contests, such as cross-company challenges and insider contests for innovation prizes.



Innovation material



Innovation design



Innovation of manufacturing

Innovation Performance

Innovation performance in Fiscal year 2022/2023

- 7** 7 New Intellectual Properties

- 1** 1 Launched Products

- 23** 23 Other Innovations

In the fiscal year 2022/23, the company received 7 new patents and copyrights. Additionally, there was one innovative product introduced to the market, along with 23 other innovations in various fields.

Promoting Corporate Culture in Innovation

SD Innovation has organized activities to promote and encourage other businesses in EPG to present their works on small topics such as Kaizen in an event called Kaizen XBU (Kaizen Cross BU) Contest 2022, which will take place between 15 December 2022 and 13 January 2023, with the final entries being presented on 9 February 2023 at Aeroklas Conference Room, Rayong. The contest's main highlight is that previously, we held the event internally within each business unit, but this time, employees are encouraged to submit their ideas across business units, giving them the opportunity to learn about the creativity of their fellow BU employees and possibly apply the work of other teams in their own organization.

Prior to the event, SD Innovation organized a training course to educate 100 employees from each EPG business on the topic of Idea Generation through Zoom. This course is intended for those at the operational and unit leader levels and higher who need to strengthen their data collecting, problem analysis, cooperation for process improvement, and innovation development abilities to satisfy the demands and expectations of operators. The success of this training has been leveraged for further development about Circular Economy in the Kaizen XBU Contest 2022 (Make: Making/Changing/Creating most efficient process, Use: optimizing resource consumption, Return: minimizing waste creation (Reduce/Reuse/Recycle/Remake). The criteria for Kaizen submission must be that the work was completed between January 2022 and December 2022 and was chosen or verified by BU. In the first phase, 23 teams were chosen from various BU entries, and the judges chose 10 teams to exhibit their work in the final round. Blow Mold Team 1 from Aeroklas Co., Ltd. won this contest on the idea of Automatic Filter Cleaner. This project can reduce dust diffusion by 100% and make employees safer at work. This event not only provides an opportunity for employees at all levels to demonstrate their work. It also fosters a pleasant

environment for employees to explore and propose new ideas, and it is an activity that promotes learning and corporate culture in accordance with EPG's vision of a "Creative Innovation Organization."



Innovation show case: Aeroklas E-Roller Lid

In the 2022/2023 fiscal year, Aeroklas introduced an innovative product called “Roller Shutter Aluminum for Pickup Truck” to the market. This innovative product was designed to provide convenience in usage and installation without the need for drilling into the vehicle chassis, while also addressing the issue of theft. It received positive feedback from customers. To meet customer needs comprehensively, Aeroklas further enhanced the quality and functionality by developing the “Aeroklas E-Roller Lid,” an electrically operated roller lid for pickup trucks. This product has been certified according to automotive standards (OEM Approved) to be distributed to automobile manufacturers and general customers.

The Aeroklas E-Roller Lid for double-cab pickup trucks (D/C) was designed, developed, and improved with reduced gaps between slats for enhanced aesthetics and improved anti-theft and water leakage prevention. The electrical system meets automotive safety standards and includes features such as sleep mode (to prevent battery drain when the vehicle is locked), jam protection (to prevent damage from pinching), emergency open/close (in case of electrical system failure), and protection guards (to prevent damage to the slat storage box). Additionally, it incorporates convenient functions such as remote control for opening/closing the lid, button control for sliding the lid, adjustable brightness LED lights with three levels, and a lock mechanism that does not require drilling into the vehicle chassis.

Furthermore, Aeroklas has obtained patents for the sliding slats of the Aeroklas E-Roller Lid, improving its design. The product is expected to be available for sale starting from the 2026/2027 fiscal year, and it is estimated to generate approximately 70-80 million baht in revenue for the company in the future.





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 2022/2023	Performance in fiscal year 2022/2023
ESG Critical Suppliers Risk Assessment	100%	81%
Critical Supplier's Code of conduct evaluation	100%	82%

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

In the year 2022/23, apart from the previously used Supplier Code of Conduct and Self-Assessment Questionnaire (SAQ), the procurement department of each subsidiary and the supply chain management department collaborated to develop a new set of Supplier Audit checklists and Supplier Assessments. These were intended for use in each business unit. The new Supplier Audit checklists cover environmental, social, and governance (ESG) issues in addition to the regular operational considerations. They were implemented starting from the fourth quarter of the accounting year 2022/23. The Supplier Assessment framework was also updated to better address continuous changes and will be implemented from the first quarter of the accounting year 2023/24.

The revised Supplier Assessment framework aims to enhance transparency, fairness, efficiency, and risk reduction in procurement, as well as improve the evaluation and selection of suppliers in terms of sustainable performance encompassing environmental, social, and governance (ESG) dimensions. This goes beyond considerations of product and service quality, price, and

delivery time. The company also focuses on engaging with critical Tier-1 suppliers as a priority.

Details of the business ethics for suppliers are disclosed on the company's website under the Corporate Governance section.

<https://www.epg.co.th/wp-content/uploads/2021/09/SupplierCodeOfConduct210510-EN.pdf>

Recruiting and selecting potential suppliers

In the accounting year 2022/23, the company improved its processes and selection criteria for key suppliers by including ESG considerations as additional criteria for selecting new approved vendors. This was done to identify suppliers with capabilities and potential for growth and who align their business operations with the company and its subsidiaries.

Suppliers Risk Management in the Supply Chain

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



Critical Supplier

EPG has conducted an analysis and identified a group of key suppliers from the suppliers in the supply chain who have consistently conducted business with the company. The criteria for identifying these key suppliers include the value of procurement, being a significant component of the business, and being a minority supplier in the market. In the accounting year 2565/2566, the company improved the clarity of the criteria used to identify the group of key suppliers, enabling each subsidiary's procurement department to allocate resources more efficiently for monitoring and developing these key supplier groups. Furthermore, it helped ensure more accurate and clear risk analysis and assessment of potential impacts on the company's business.

In the accounting year 2022/23, the company had 19 key suppliers, accounting for 19% of the total number of suppliers in the supply chain. In terms of procurement value within the supply chain, these key suppliers accounted for 83% of the total procurement value.

Supplier Sustainability Risk Assessment

To ensure effective management of key suppliers, the company conducted a risk assessment of these suppliers in the accounting year 2565/2566, covering ESG issues and grouping them based on the level of risk and severity

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

of impacts. The company prioritized the management of key suppliers in the supply chain with high risk levels or significant impacts as a top priority. Around 81% of the key suppliers in the supply chain were identified from the data collected through the suppliers' ESG Self-Assessment Questionnaire (SAQ). All key suppliers responded to the SAQ, and no supplier in the supply chain failed to complete the self-assessment questionnaire (SAQ).

Risk Management

The company manages the risks associated with sourcing and geopolitical risks by continuously expanding the Approved Supplier list, both domestically and internationally, within each geographical region. This approach aims to mitigate the risk of suppliers being unable to deliver raw materials to the company. In the accounting year 2022/23, the company increased the number of suppliers in the supply chain by 3% and conducted assessments of 19% of the key suppliers through onsite or online evaluations. Additionally, 74% of the supply chain purchases were made from domestic suppliers to reduce the impact of fluctuations in the international situation.

international standards such as ISO 9001, ISO 14001, ISO/IATF16949, ISO 17025, OSHAS 18001, ISO 45001, and ISO 50001.



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 2022/2023	Performance in fiscal year 2022/2023
Customer Satisfaction Score		
Aeroflex Co., Ltd. (Thermal Insulation Business)	95%	97%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	80%	85%
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



Operation framework	Customer Management Strategy
Product and Service Quality	<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. - Promoting collaboration and fostering trust in developing products and services together.
Service Quality	<ul style="list-style-type: none"> - Treating customers with politeness, friendliness, and professionalism (Being Professional). - Building trust through honest, transparent, and accountable service (Integrity). - Being prepared to address and resolve customer issues and situations promptly and efficiently (Responsiveness).
Relationship Management	<ul style="list-style-type: none"> - Creating diverse and accessible communication channels for customers that are efficient and easy to access. - Conducting continuous customer satisfaction surveys to gauge their level of satisfaction. - Maintaining and protecting customer data and confidentiality.

Performance

1. 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 addition, Aeroflex insulation received certification at the "Excellent" level from the Singapore Green Building Council, which is considered a leading institution for green buildings in Asia, the company meets the assessment criteria for the Singapore Green Building Product Certification which is known for its efforts in promoting environmentally friendly buildings and advocating for construction materials that are certified as environmentally friendly.

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.

- company has developed a specialized learning program for the Sales and Marketing department with the aim of enhancing the skills and knowledge of sales and marketing personnel in a systematic manner. The program focuses on equipping them with the necessary tools to adapt to rapidly changing market conditions.
- Aeroflex organizes product showcase booths every quarter along with Aeroflex's customer. These events serve as platforms to introduce Aeroflex insulation products and instill confidence in customers regarding their standards and safety.

EPP received Thai Industries Standard and licenses from the Ministry of Industry for packaging products which include TIS. 655 Volume 1-2553, which pertains to plastic containers and packaging standards, and TIS. 2493 Volume 2-2556, which relates to plastic containers for microwave ovens. Obtaining licenses for both MOC standards demonstrate our company's commitment to complying with the law and ensuring the well-being of consumers.

In fiscal year 2022/ 2023, 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)



- Aeoklas underwent an evaluation conducted by the OEM customer group in terms of production standards, which included an assessment of ESG (Environmental, Social, and Governance) aspects. Aeroklas successfully passed the evaluation in all areas, earning the trust of the OEM customer group which highlights the company's commitment to meeting ESG criteria and its ability to deliver high-quality products in the automotive industry.

- EPG has scheduled anti-corruption (CAC) training for its workers. All salespeople are given a thorough training that includes a 100% examination.

3. 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 2022/2023 and produced a plan to mitigate risks.

4. 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 2022/2023, EPG received no product safety complaints from customers.

5. 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.

In the fiscal year 2022/23, every subsidiary of the company was able to comprehensively enhance the standards and quality of products and services compared to the previous fiscal year where the insulation business received 97% from the customer satisfaction survey, Automotive parts and accessories also improved its satisfaction survey to 85% from 82% in the previous year while the packaging business improved its satisfaction survey to 92%.

Customer Satisfaction Score	Fiscal Year 2020/2021	Fiscal Year 2021/2022	Fiscal Year 2022/2023
Aeroflex Co., Ltd. (Thermal Insulation Business)	96%	96%	97%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	81%	82%	85%
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	92%	90%	92%

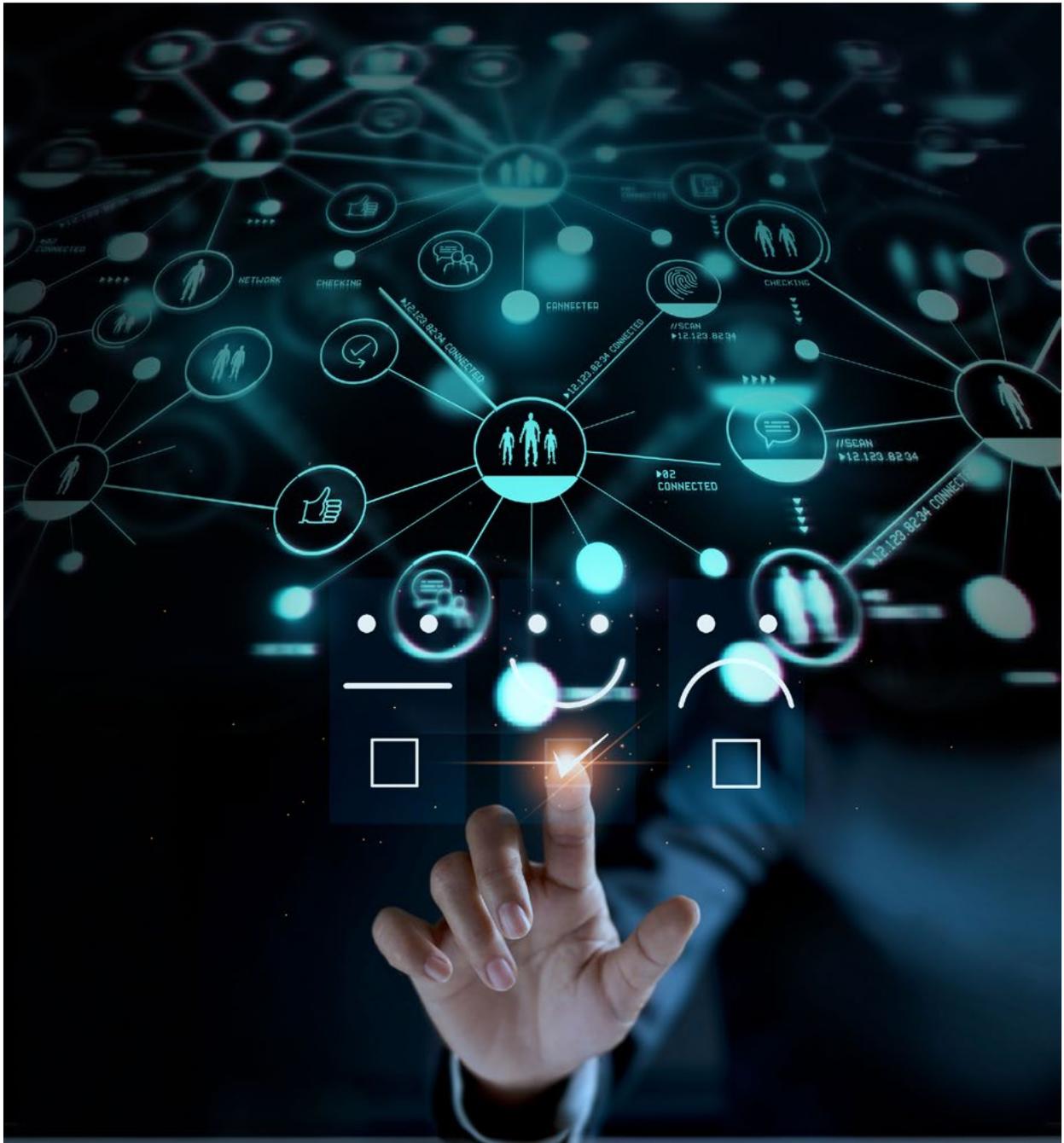
6. Information security and customer confidentiality protection

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.

In the fiscal year 2022/23, the company and its subsidiaries organized practical training sessions to promote knowledge and work practices aligned with the Personal Data Protection Act of 2019 (PDPA).

EPG has not received any complaints about consumer privacy issues in fiscal year 2022/2023.



Responsibility of Customer and product



Cyber security 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 2022/2023	Performance in fiscal year 2022/2023
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0

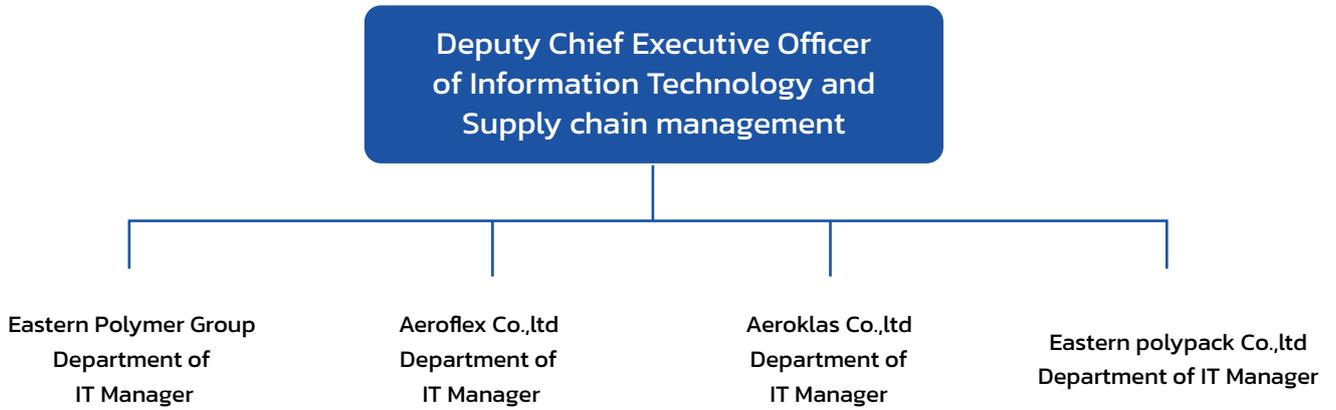
Management Guidelines

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.

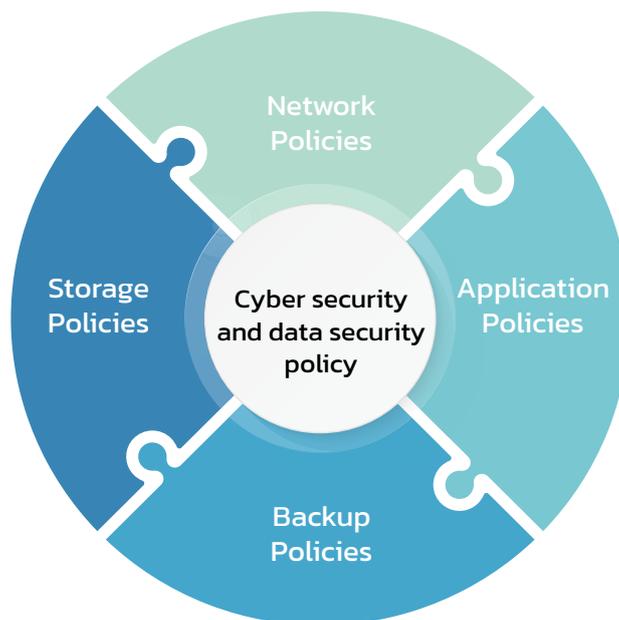
The following management structure has been established by EPG to monitor, report, approve, and support operations and continuous improvement throughout the organization:

Eastern Polymer Group Public Company Limited
 Organization Chart: Information Technology



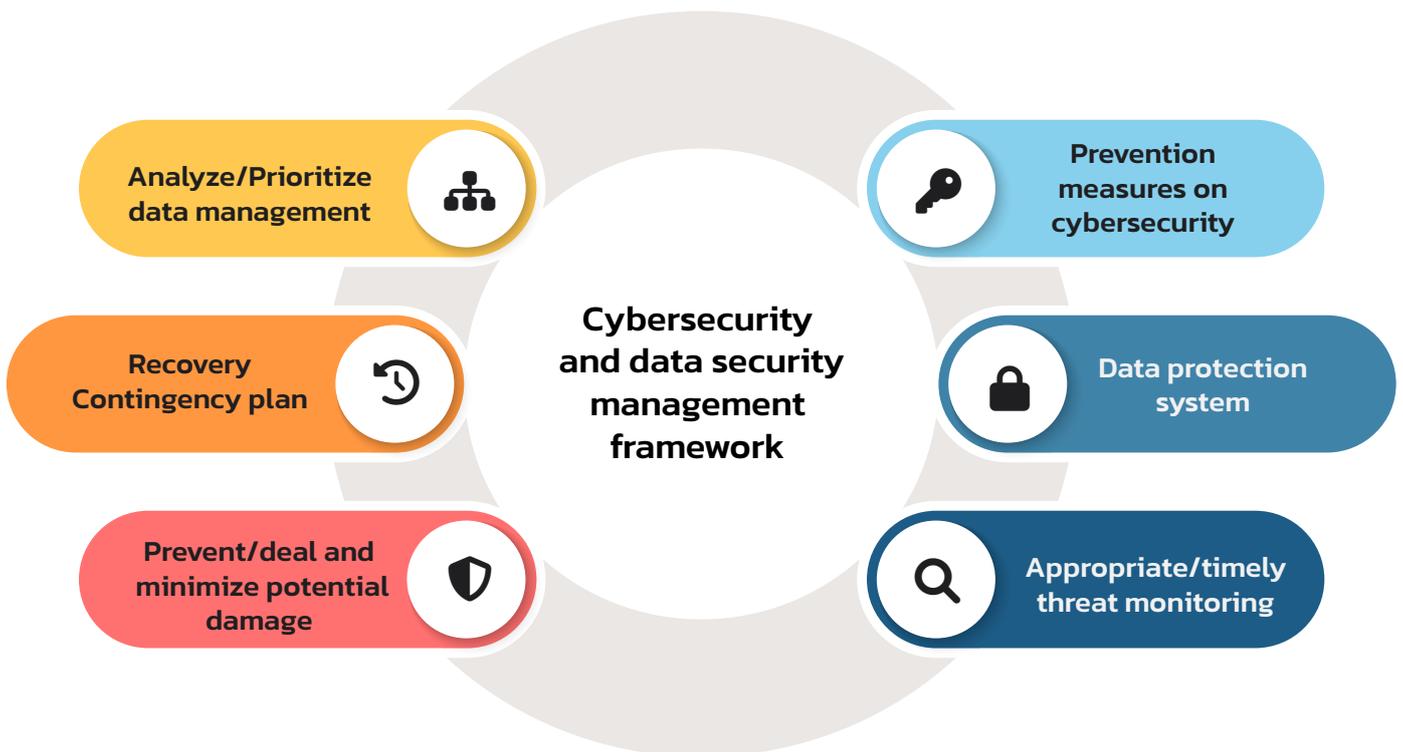
Furthermore, EPG has employed experienced and trained consultants to provide guidance on prevention, problem solving, and cybersecurity evaluation in compliance with EPG's policies and the framework established under cybersecurity and personal data protection laws.

- 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 budget to implement the established cybersecurity management framework as follows



EPG has established the EPG Internal manual for information usage, the implementation procedure and Information Control System to serve as EPG group guidelines for managing cyber security 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 2020/2021	Fiscal Year 2021/2022	Fiscal Year 2022/2023
Proportion of trained employees	100%	100%	100%	100%

In 2022/ 23, The Company achieve the highest zero downtime/zero cyber security goal.

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

	Goal	Fiscal Year 2020/2021	Fiscal Year 2021/2022	Fiscal Year 2022/2023
Network Down Time (Times/Month)	0	0.03	0	0
Server Down time (Times/Month)	0	2.72	0	0
Cyber security (Times/Month)	0	0.06	0	0

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 2022/ 2023, 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 business sector and environmental impact management are critical components of sustainable development, which involves strategies and practices for reducing negative environmental impacts from business activities while, at the same time, increase positive outcomes socially and economically to achieve sustainability.

	Long term goal in 2025	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Number of standard values violations	0	0	0

Management Guidelines

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 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 law, rules, or other industry-specific needs must be tracked on a frequent basis, according to EPG. This includes using clean technology as a guideline to reduce waste, energy consumption, and pollution from business

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	Waste water quality	Air quality	Noise
Aeroflex Co., Ltd. (Thermal Insulation Business)	✓	✓	✓	✓	✓
Aeroklas Co., Ltd. (Automotive & Accessories Business)	✓	✓	✓		✓
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)		✓	✓	✓	✓

operations, as well as adopting sustainable supply chain management practices that promote ethical procurement while minimizing potential environmental risks and investing in renewable energy sources to reduce the business's overall greenhouse gas emissions.

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.

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 2022/2023. 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).

	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 14064	ISO 14046
The Eastern Polymer Group Plc	✓	✓	✓	✓	✓	✓

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 2022/2023, 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.

	Year 2019/2020	Year 2020/2021	Year 2021/2022	Year 2022/2023
Number of environmental impact complaints	0	0	0	0



Air Pollution Management

One of the causes of air pollution is the industrial sector, which poses a threat to human health and the environment. Despite the increasing stringency of laws and regulations, businesses should be aware of the problem and find appropriate ways to manage air quality before releasing pollutants into the environment. This will enable businesses to coexist with the community in a healthy and environmentally-friendly manner, and reduce the impact on the environment.

	Long term goal in 2024/25	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0

Management Guidelines

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 Aeroklss 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 2022/2023
Provide basic information on air pollution	- Provide basic information on air pollution in accordance with the law, covering all businesses.	- Create a simple database by calculating air emissions from year to year. - Measure the quality of air pollution based on stakeholder concerns for all subsidiaries. - Report the air pollution data to senior management at least once per year.
Reduce air pollution at the source.	- Improve the air pollution control system	- The engineering team and manufacturing team co working on the improvement of wet scrubber system. - Engineering units increase the frequency of preventive maintenance plans for air pollution treatment systems.

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



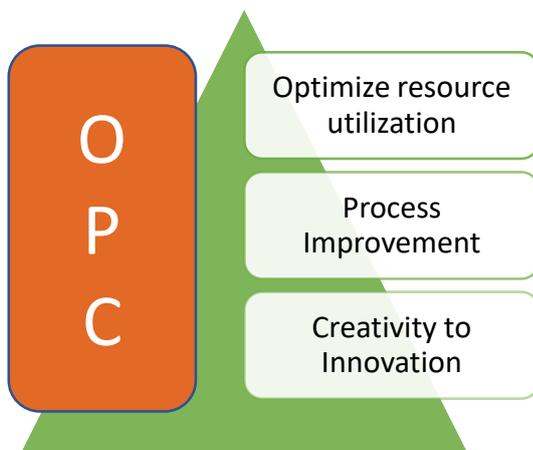
Resource Efficiency

From the current economic growth and development of the world, particularly in the production sector, resources and energy are being used to enter the high-volume production process. This results in pollution from production and resource and energy use in both direct and indirect environmental and ecological systems. For sustainable development, companies need to balance economic growth with increased resource efficiency to enable profit growth while simultaneously caring for the environment.

Management Guidelines

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.

The company has established a framework based on the OPC concept, namely "Optimize resource utilization", "Process Improvement", and "Creative to Innovation", for all business units to consider and implement to achieve effective resource utilization within the organization.



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.

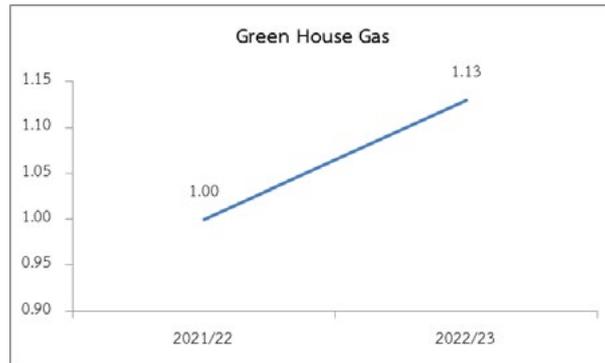
EPG follows the international standard standards ISO 14045, which use the number of items produced in a year to indicate the company's economic growth and greenhouse gas emissions as an environmental impact agent since they are directly tied to the company's business operations. Only the direct (scope 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.

Performance

	Year 2021/2022	Year 2022/2023
Eco-efficiency (tons per ton carbon dioxide equivalent)	1.00	0.89
X Factor	1.00	1.13

* Base year Fiscal Year 2021/2022

Remarks: Performance in fiscal year 2022/2023 include Aeroklas information for the first year.



In the reporting period 2022/23, the company updated the organization's base year on greenhouse gas emissions because Aeroklas Co., Ltd. was certified as having a carbon footprint for the first time. As a result, the company has an accurate estimate of the total number of greenhouse gas emissions produced by all subsidiary business units. The results of the ecological performance evaluation in 2022/23 had an X factor of 1.13, which grew from the base year

2021/22, the improvement owing mostly to the Company's proactive greenhouse gas management strategy. The company assigns all subsidiary business units to conduct the feasibility studies on solar rooftop installation to reduce greenhouse gas emissions in Scope 2.



Greenhouse Gas Emissions Management

Net Zero emissions is a concept aimed at managing greenhouse gas emissions from activities or products to zero. This is achieved by removing carbon from the atmosphere through carbon removal processes, in order to reduce the impact of global warming caused by increasingly severe changes in the climate. Additionally, it aims to achieve the goal of maintaining global temperatures within the limits set by the Paris Agreement, which limits increases to no more than 2 degrees Celsius compared to the pre-industrial era, and to limit temperature increases to 1.5 degrees Celsius. Many businesses are beginning to adapt to achieve the goal of reducing greenhouse gas emissions in order to create sustainable and environmentally friendly businesses. One such company, AeroFlex Co.ltd, has been tasked with becoming a model company with a long-term goal of achieving net zero emissions by 2585, by developing a plan for sustainable operations.

	Long term goal in 2024/25	Goal in fiscal year 2022/23	Performance in fiscal year 2022/23
Greenhouse gas emissions compared to base year (scope 1&2)	3.00% down	1.00% down	22.40% down
Greenhouse gas emission rate per product unit compared to base year	1.50% down	0.50% down	16.14% down

*Base year Fiscal Year 2020/2021

Remarks: **Remark: The base year was amended from fiscal year 2019/20 to fiscal year 2021/22 because Aeroflex Co., Ltd. will perform a first-year evaluation of the organization's greenhouse gas emissions in 2022/23

Management Guidelines

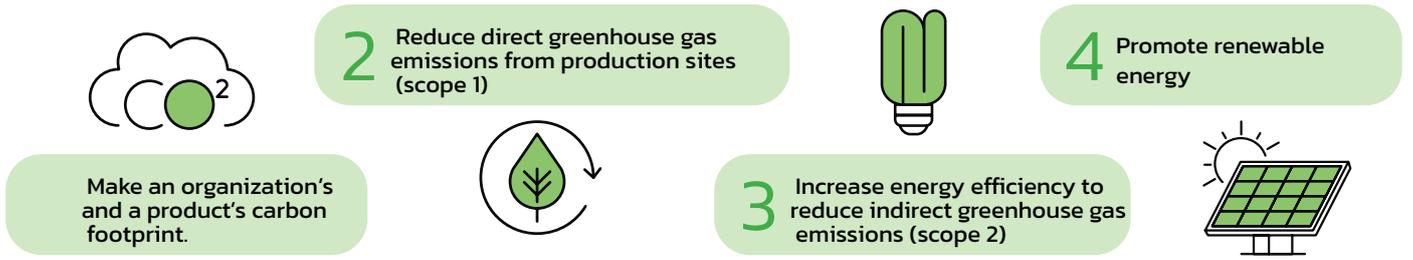
Eastern Polymer Group Public Company Limited is aware of climate change that causes global rising temperatures and severe natural disasters such as drought, floods, unusual rains, and extended growing season for crops. In addition, the global environmental policies, and targets, as well as Thailand's announcement of the Carbon Neutral target and the Net Zero GHG Emission target that Thailand ratified at the Conference of the Parties (COP), will lead to an intensification of climate change legislation, rules, and regulations in the future. The changes make it more difficult for the company to enhance its GHG management in accordance with the global trend.

The company 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. The Company has delegated to its subsidiaries the responsibility of establishing methods to reduce energy consumption and greenhouse gas emissions in accordance with the Company's core greenhouse gas management policy. In the 2022/ 23 fiscal year, Aeroflex co ltd was designated as a model company with a long-term goal of achieving net zero greenhouse gas emissions by the year 2042.

The Company has assigned the Sustainable Development Working Group and each subsidiary's subgroup working group to be responsible for the results with one summary meeting per year, while

communicating and promoting the participation of 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 2022/2023
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"> - Aeroflex Co., Ltd. has been awarded the Carbon Footprint for Organization (CFO) certification for the sixth year consecutively. The company also awarded carbon footprint certificate for all products' carbon footprint. - For the three consecutive year, the greenhouse gas emissions of Eastern Polypack Co., Ltd. (plastic & packaging business) have been certified. - Aeroklas Co., Ltd. has been certified for the organization's greenhouse gas emissions for the first year.
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. - Replaced the R22-based to the R32-based chiller.
	Reduce the use of fossil fuels	<ul style="list-style-type: none"> - Improve the Forklift fleet efficiency.
Increase energy efficiency to reduce indirect greenhouse gas	Reduce electricity consumption in the production process.	<ul style="list-style-type: none"> - Reduce the time for preheating the incubator by half without affecting the manufacturing process - The company installed the auto-switch system in

Strategy	Management Guidelines	Performance in fiscal year 2022/2023
emissions (scope 2)		<p>the temperature control equipment.</p> <ul style="list-style-type: none"> - The company reduced air leakage from air compressors.
	Increase energy efficiency by monitoring and improving machines that consume a lot of electricity in the manufacturing process.	<ul style="list-style-type: none"> - The company replaced air compressors with those high-performance. - The company replaced cooling systems with high efficiency
Promote renewable energy	Increase the usage of clean energy in the manufacturing process and throughout the organization.	<ul style="list-style-type: none"> - Aeroflex Co., Ltd. set up a 3.9 MW solar power generation system on the building's roof, with an operating test scheduled for October 2022. - Aeroflex Co., Ltd. set up a 8.1 MW solar power generation system on the building's roof, with an operating test scheduled for February 2023. - Eastern Polypack Co., Ltd. is in the process of installing a solar power generation system with a 4.9MW capacity on the building's roof in addition to the existing 1 MW installation, with an operating test scheduled for May 2022.

Performance

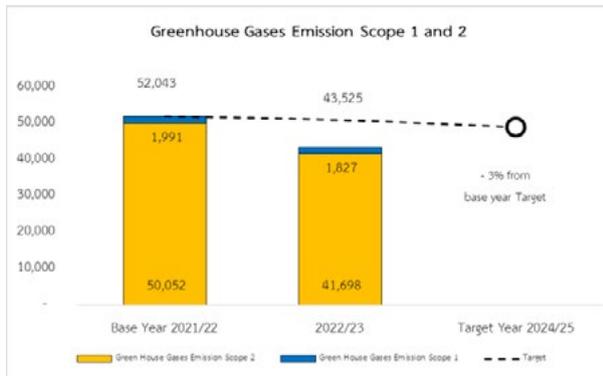
Carbon Footprint preparation of organizations and products

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 (HFCs), 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. In 2022/23, Aeroflex Co., Ltd. and Eastern

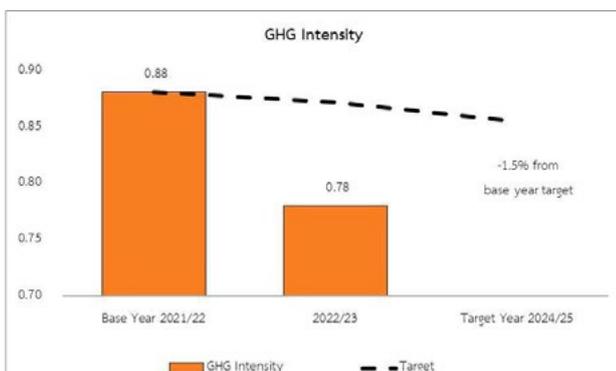
Polypack Co., Ltd.'s data has been verified by Phayao University while the data of Aeroklas Co., Ltd. has been verified by ECEE Co., Ltd.

The subsidiaries of the company acquired carbon footprint for organization (CFO) accreditation from the Greenhouse Gas Management Organization (Public Organization) in fiscal year 2022/2023 with following detail

- Aeroflex Co., Ltd. is certified for 6th consecutive year.
- Eastern Polypack Co., Ltd. is certified for 6th consecutive year.
- Aeroklas Co., Ltd. is certified for the first time



The company updated the base year and amended greenhouse gas management targets in the reporting period 2022/23 due to Aeroklas Co., Ltd. gaining carbon footprint certification for the first time. As a result, the company has an accurate estimate of the total number of greenhouse gas emissions produced by all subsidiary business units. In the reporting period of the fiscal year 2022/23, the company had direct greenhouse gas emissions (scope 1) of 1,827 tons of CO₂e (Disclosure 305-1) and indirect greenhouse gas emissions from energy use (Scope 2) of 41,698 tons of CO₂e (Disclosure 305-2). The total amount of greenhouse gases emitted by the company in scope 1 and 2 was 43,525 tons of CO₂e, a decrease of 8,518 tons of CO₂e or 24.40% compared to the base year 2021/22.



The company's greenhouse gas emission rate per product unit dropped from 0.88 to 0.78 tons of CO₂e per ton of product compared to the base year 2022/23 (Disclosure 305-4). There has been a reduction in the organization's net greenhouse gas emissions and a decrease in the rate of greenhouse gas emissions per product unit because of the company's aggressive strategic plan for greenhouse gas management. The company assigned all subsidiary business units to conduct feasibility studies and installed solar rooftops on the roofs of production buildings to reduce greenhouse gas emissions in Scope 2, therefore, the company was able to reduce greenhouse gas emissions by 3.978 tons of CO₂e (Disclosure 305-5), demonstrating our commitment to GHG emission reduction. The subsidiary business units: including Aeroflex Co., Ltd. also established carbon neutral and net zero emission targets for 2032 and 2042, respectively.

Other indirect greenhouse gas emissions (Scope 3)

The Company emitted a total of 55,011 tons of carbon dioxide equivalent (scope 3) during the fiscal year 2022/2023 reporting period because Thailand Greenhouse Gas Management Organization (Public Organization), the country's greenhouse gas emissions certification authority, changed the greenhouse gas reporting requirements from other indirect greenhouse gas emissions (Scope 3), which met ISO 14064 -1, adding that the company must modify the types of activities that must be reported within October 2021.



Energy Efficiency

Energy is used in production and service in all products, thus Energy management is critical for business operations. Therefore, energy management can assist in lowering manufacturing costs and increasing business efficiency. Businesses can also reduce greenhouse gas emissions by switching to renewable energy for sustainable growth.

	Long term goal in 2024/25	Goal in fiscal year 2022/23	Performance in fiscal year 2022/23
Energy intensity compared to base year	2.50% down	1.50% down	13.28% 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:

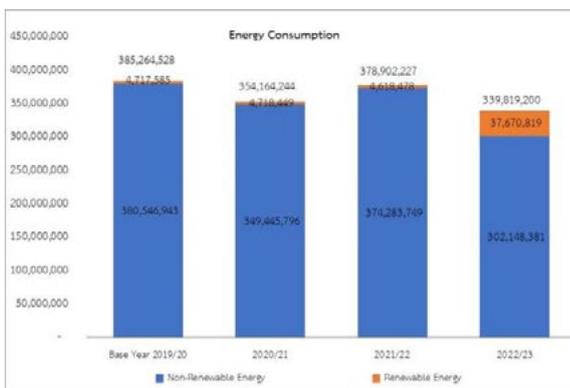


Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. measured, monitored, and reviewed the ISO 50001:2011 international standard for energy management systems. TUV Nord (Thailand) Co., Ltd. has certified the energy management system information in this report.

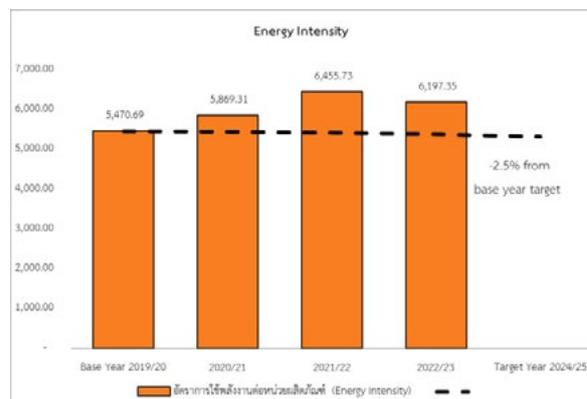
The company aim to have all subsidiaries to be passed ISO 50001:2011 certifications. Aeroflex Co., Ltd. and

Eastern Polypack Co., Ltd. passed ISO 50001:2011 certifications in fiscal year 2022/2023. Aeroklas Co., Ltd. is in the verification process to be certified.

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	Reduce leakage in Air compressor	762,934	775,649	106
	Replace Air compressor	2,271,026	2,308,877	315
	Replace high efficiency Chiller	2,952,878	3,002,093	410
	reduced opening frequency of the incubator.	57,757	58,719	8
	installed the auto-switch system in the temperature control equipment	43,659	44,386	6
	Solar power generation installation project	28,649,380	29,126,870	3,978
	Total	34,737,633	35,316,594	4,824



In 2022/23, the company report non renewable energy at 302,148,381 megajoules while report the use of renewable energy at 37,670,819 megajoules (Disclosure 3 0 2 -1) The company use total of 339,819,200 megajoules (Disclosure 3 0 2 -1) which reduction by 41,188,311 megajoules or 10.65% decrease in comparison to base year 2020/21



Despite the decrease in the company's overall energy consumption, there was an increase in the energy consumption per unit of product by 13.28% compared to the base year 2019/ 20 from 5,47069 to 6,197. 35 megajoules per ton of products (Disclosure 302-3), falling short of the target. There were new machine installations

in the rubber heating and folding process in Aeroflex Co., Ltd. while Aeroklas Co., Ltd. also installed the auto parts molding process. These additional machine installations are periodically tested to prepare for actual production, and energy measures in new machines are not yet complete. As a result, energy consumption per product unit has increased during the last year

Building cooperation with partners to promote greenhouse gas emission reduction

In the fiscal year 2022/23 reporting year, the company stated its ambition and commitment to be a leader in greenhouse gas management as follows.

1. The subsidiaries of the company acquired carbon footprint for organization (CFO) accreditation from the Greenhouse Gas Management Organization (Public Organization) in fiscal year 2022/ 2023 with following detail
 - a. Aeroflex Co., Ltd. is certified for 6th consecutive year.
 - b. Eastern Polypack Co., Ltd. is certified for 6th consecutive year.
 - c. Aeroklas Co., Ltd. is certified for the first time
2. Aeroflex Co., Ltd. has been certified with Carbon Footprint for Product (CFP) for all types of products from the Thailand Greenhouse Gas Management Organization (Public Organization).



3. Aeroflex Co., Ltd. has received the validation of the Solar rooftop project of 3.9 MW of Aeroflex Co., Ltd. from Phayao University, where the company can be a carbon credit seller of approximately 2,533 tons of CO₂e per year, which is a pilot project for greenhouse gas trading in the Eastern Economic Corridor Development

Area to support low-carbon economic investment" in collaboration with the Thailand Greenhouse Gas Management Organization (Public Organization) and the Center of Excellence in Eco-Energy Department of Chemical Engineering, Faculty of Engineering, Office of Research and Consulting Center, Thammasat University





Waste Management

Waste management is essential in business operations. Effective waste management can help decrease expenses, increase productivity, and lessen environmental impact. It also aligns with the country's BCG Model policy, which aims to support the business to expand and compete worldwide, transfer revenue to communities, decrease inequality, become environmentally friendly, and contribute to sustainable growth.

	Long term goal in 2024/25	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Waste Generation Intensity compared to base year (tons per ton of products)	10% down	6% down	44.93% up

*Base year Fiscal Year 2019/2020

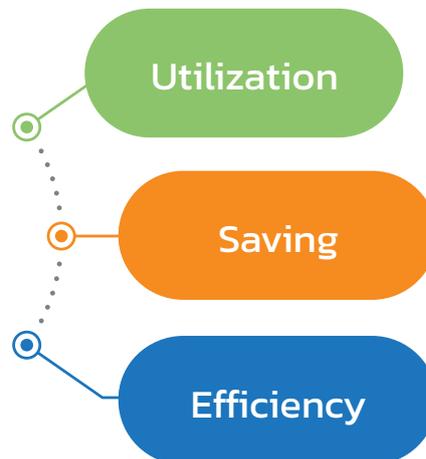
Management Guidelines

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.

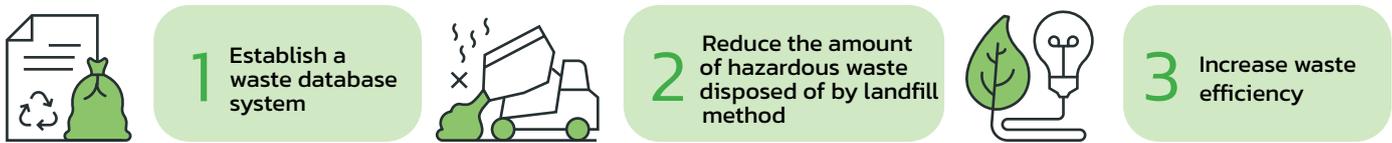
3 Measures



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



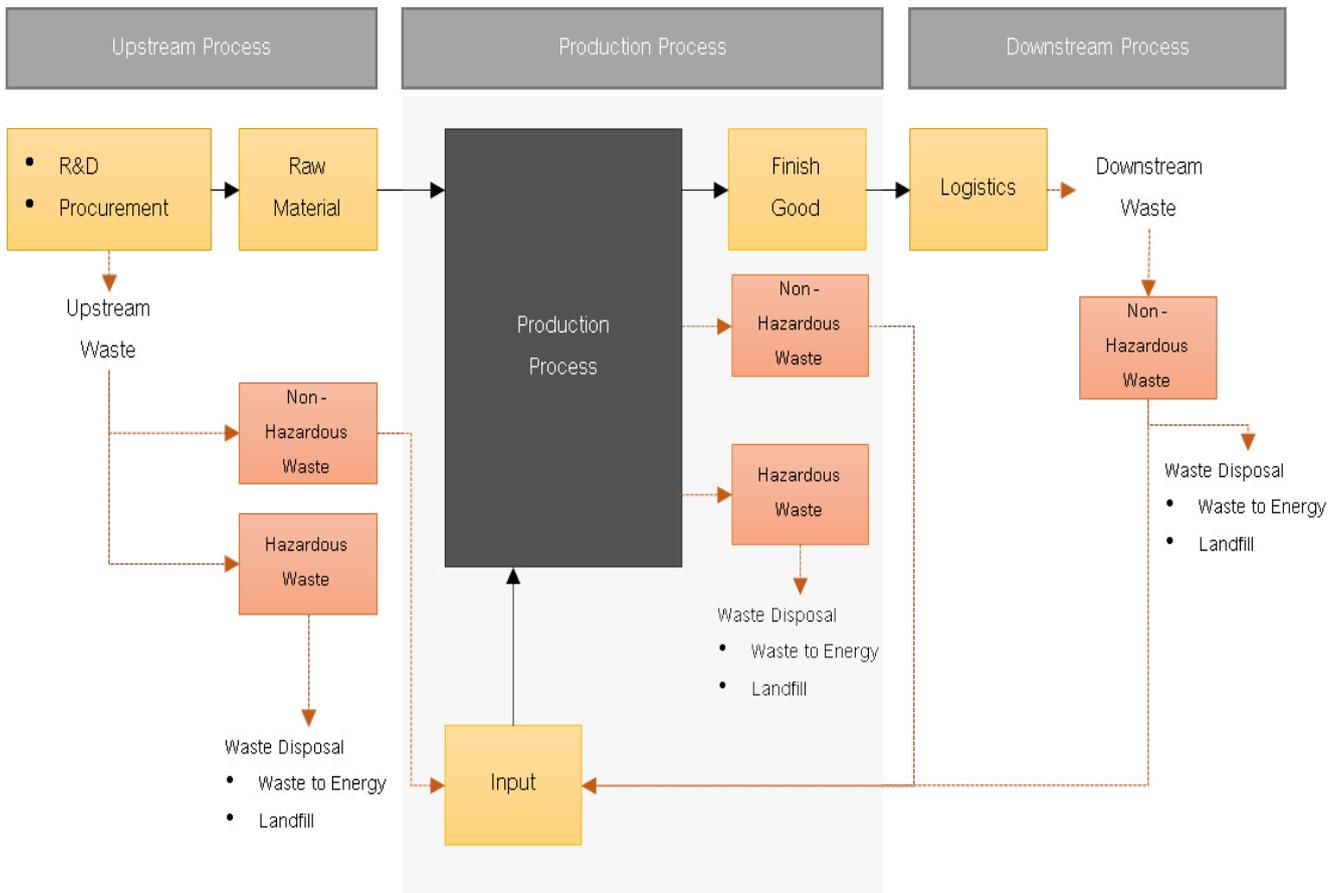
The following operational principles have been set by EPG to meet each plan through the cooperation of subsidiaries:

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Establish a waste database system	- Create Waste Balance in all business units	- Using online-system to record waste data for convenient in categorization and disposal - Revise waste flow map.
Reduce the amount of hazardous waste disposed of by landfill method	- Reconsider the risk of landfill the hazardous waste.	- Launch project to reduce the procurement of raw material or tools that has the risk of landfill the hazardous waste.
Increase waste efficiency	- Increase the proportion of reusable and recyclable waste	- Launch Industrial Symbiosis project - Increase the efficiency of plastic grinding machine for re-use.

Performance

The company 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

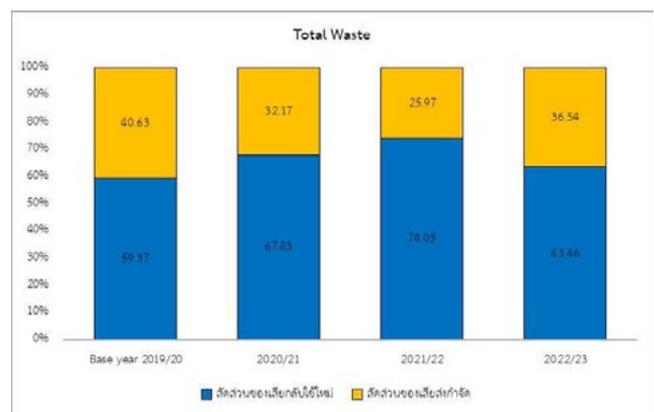
report performance to each subsidiary's environmental working group on a monthly basis to track things like non-hazardous waste contamination and proper waste sorting. The agency's waste database has been completed, and the following is the company's waste flow diagram (Disclosure 306-1):



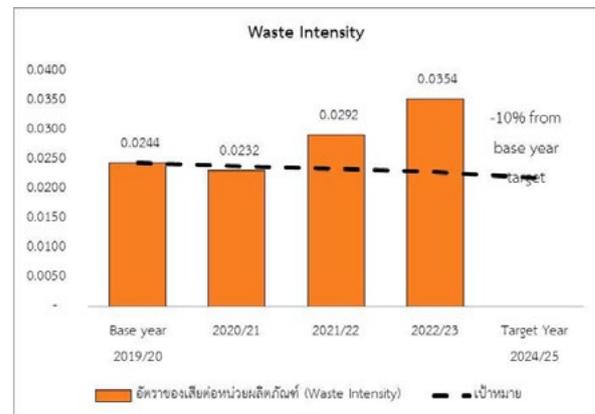
Corporate Waste Management

The Company recorded 1,973 tons of total waste from the manufacturing process in the fiscal year 2022/2023 (Disclosure 306-3), up 14.31 percent from the fiscal year 2019/2020 as the company ramping production coming out of covid-19 pandemic. The Company has reused and reused 1,252 tons of waste, representing 63.46% of total waste (Disclosure 306-4), and 721 tons of waste delivered for disposal by different means (Disclosure 306-5), of which 80 tons, or 4.04 percent of the total waste, was sent to landfill disposal.

The Company has been striving for tangible environmental rules relevant to corporate waste management in recent years. Reusable waste made up 63.43 percent of total waste, up 22.18 percent from the base year 2019/2020.



In the fiscal year 2022/23 reporting period, the company's waste per product unit ratio increased by 44.93% compared to the base year 2019/20, from 0.024 to 0.035 tons of waste per ton of product. This is due to the fact that Aeroklas co.ltd's evaluation of scrap material quality revealed that some parts cannot be recycled within the production process, so they are disposed of as waste from the factory. However, the aforementioned scrap material can still be recycled into other products in the future.



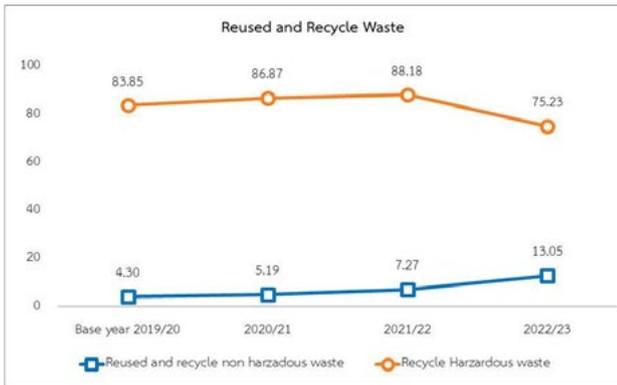
Management	Type of waste	Volume (tons)	Details
Reusable and reused waste (63.46%)	Hazardous waste, used lubricants, used batteries, contaminated tanks.	49 (2.47%)	- Submit to the waste disposal company for reuse and recycling. - Track with Hazardous Waste Manifest
	Non-hazardous waste, rubber scrap, plastic scrap, wooden pallet, plastic pallet	1,203 (60.99%)	- Submit to the waste disposal company for reuse and recycling. - Track with Hazardous Waste Manifest
Waste disposal (36.54%)	Hazardous waste, fluorescent lamp, charcoal torch, rags/contaminated gloves	238 (12.06%)	- 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	0.46 (0.03%)	- Submit to the waste disposal company for physical chemistry treatment. - Track with Hazardous Waste Manifest
	Hazardous waste, contaminated packaging, spray cans	80 (4.04%)	- Submit to the waste disposal company for safe landfill. - Track with Hazardous Waste Manifest
	Non-hazardous waste, contaminated rubber debris, plastic debris.	396 (20.09%)	- Submit to the waste disposal company for mixed fuel - Track with Hazardous Waste Manifest

Increase efficiency in waste management

The company is committed to increasing the overall waste reused and recycled proportion of both hazardous and non-hazardous waste. In fiscal year 2022/23, the company used several methods to increase the proportion of waste recycled and reused, including implementing an internal online network to record data on each type of waste and considering the procurement of suppliers who can create

value together in the exchange of waste (Industrial Symbiosis). As a result, hazardous waste recycled and reused increased to 7.27% of total hazardous waste volume, a 203.20% increase, while non-hazardous waste recycled and reused decreased to 75.23% , a 10.29% decrease from the base year 2019/ 20 due to suppliers who had previously received waste from the production

process experiencing difficulties in their business operations due to the COVID-19 pandemic. However, the company is attempting to find new suppliers and develop innovative products in the future to turn waste into new products



Building collaboration with partners to promote circular economy-based sustainable development

The Company stated its aim and commitment to sustainable development in accordance with the circular economy concept in the fiscal year 2022/23 reporting period as follows:

1. Aeroflex Co., Ltd. has been chosen as one of the first 32 pilot factories in Thailand to participate in the Circular Economy Management System for Enterprise Standard Project, which is funded by the National Competitiveness Enhancement Capital Management Unit and Kasetsart University.



EPG focuses on waste storage and transportation, including disposal, which can lead to leakage or contamination during operations and have an impact on stakeholders. It requires the tracking of transportation invoices and the proper disposal of hazardous waste in compliance with the legislation to ensure that the operation satisfies the appropriate requirements throughout the waste management process. EPG has established a mechanism for stakeholders to submit concerns to subsidiaries via its website, www.epg.co.th. In accordance with ISO 14001:2015, EPG and its subsidiaries will follow the complaint handling method outlined in the Complaints Handling Manual. There have been no complaints about waste management in the fiscal year 2022/2023.



Water Management

Water management is extremely important in business operations as water is a key factor for the whole livelihood. Water use in businesses must be properly planned. The company must address the full water consumption cycle of the organization, including the water supply used, efficient water usage in production, and wastewater management to reduce the surrounding community and environmental impact on the business operation site.

	Long term goal in 2024/25	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Water Intensity Compared to base year	2.50% down	1.50% down	31.81% up

* Base year Fiscal Year 2019/2020

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 2022/2023
Establish a basic data system for water usage and wastewater quality	- Create Waste Balance in all business units	- Create a Water Flow Diagram for all business Unit - Install a gauge to validate the amount of water inflow and outflow all business Unit. - Perform wastewater quality measurements in compliance with the laws.
Water Management Risk Management	- Assess Water Management Risk	- Assess risk through ISO 14001:2015 criteria assessment. - Provide support measures in high-risk cases
	- Promote the use of water from low-risk water sources	- Reduce the proportion of groundwater use. - Increase the proportion of surface water consumption from the company's reservoirs.
Reduce water consumption per product unit	- Develop innovations to reduce water consumption in the production process.	- Improve wet scrubber efficiency

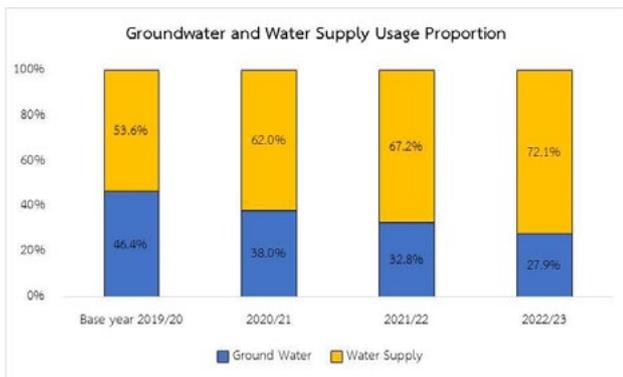
Performance

Internal water management services

Water consumed for company operations in the 2022/23 reporting period, can be separated into the water for cooling in the manufacturing process and water for factory usages such as washing, body cleaning, and cleaning of operational facilities. Last year, the Company has consumed 74,154 cubic meters of water supply and 28,655 cubic meters of groundwater. The total water extracted from different sources by the business was

102,809 cubic meters (Disclosure 303-3), up 10,649 cubic meters, or 11.55 percent. However, the company utilized groundwater at 14,111 cubic meters or reduced rate of 33.00 percent from base year. The water supply system of the IPP Industrial Zone in Rayong, where the company's plant is located, has been restored and enhanced over the last year, allowing it to run as previously while also increasing the efficiency of improving water quality adequately for the manufacturing process.

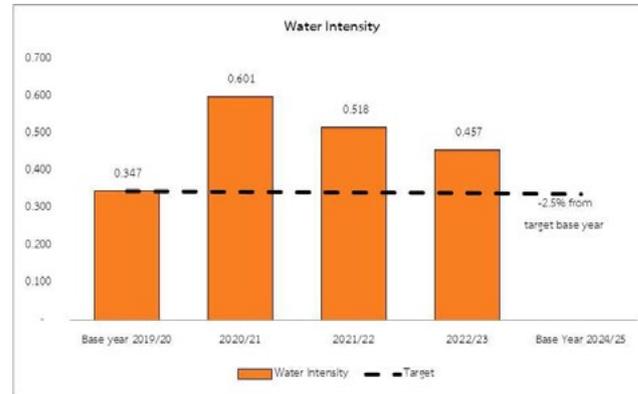
Water source	Year 2019/20	Year 2020/21	Year 2021/22	Year 2022/23
Groundwater (m3)	42,766	43,181	34,950	28,655
Water supply (m3)	49,394	70,315	71,449	74,154



The Company drained 77,333 cubic meters of water to all surface water sources in the previous reporting cycle (Disclosure 303-4), which the wastewaters that the company drains into the environment are divided into two parts, chemically contaminated wastewaters are delivered for chemical treatment, while water from the cafeteria must pass through a grease trap and be transferred to aeration well in the company's area. Wastewater quality analysis will be conducted by external companies that have been certified to the ISO 17025 system for wastewater quality in accordance with the Ministry of Industry's announcement on the standardization of sewerage from the plant, B.E. 2560 (2017), before being released into public or natural water sources.

Although the Company has tighter water control over the water use in the reporting period for the fiscal year 2022/ 23, with the ongoing COVID-19 pandemic, the Company has had to relax measures to control the water use for its employees' health and hygiene and to reduce the risk of production disruption from epidemics in the organization, resulting in an increase in production water consumption of 972 cubic meters, or a 3.97 percent increase over the base year 2019/2020.

When compared to the base year, the Company's water consumption per product unit grew by 0.11 cubic meters per ton of product or 31.81 percent.



Water and wastewater optimization

During the previous reporting cycle, the company attempted to optimize the efficiency of water use in the manufacturing process by renovating the closed chilled water system to bring swirling water into the cooling system to reduce the addition of new water to the system as much as possible. However, these improvements have no effect on the manufacturing process, with monthly monitoring from the subsidiaries' Environmental Working Group. The company has been able to minimize water consumption by up to 100 cubic meters per year



All business units have diligently observed the appropriate legislation under the Factory Act B.E. 2535. (1992). The quality of the water is monitored, tested, and confirmed in accordance with ISO 14001: 2015. Tuv Nord (Thailand) Co., Ltd. has certified Aeroflex Co., Ltd. and Aeroklas Co., Ltd. for data and process correctness, while SGS (Thailand) Co., Ltd. has certified Eastern Polypack Co., Ltd. The quality of the company's effluent released into the environment likewise fulfills the legal criteria for the fiscal year 2022/2023 reporting period.



Human Rights

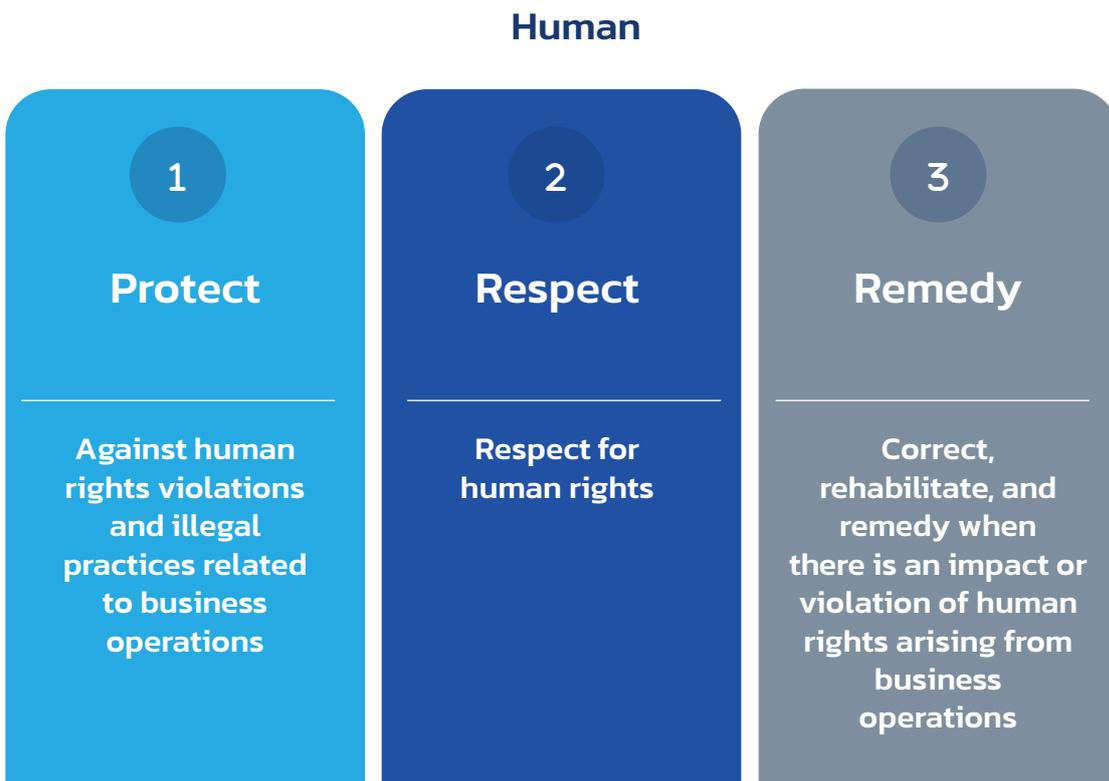
Since human rights issues are sensitive and can be linked to other issues that can affect a company's business operations, EPG prioritizes respecting stakeholders' human rights in all core business activities throughout the value chain, as well as conducting business ethically and morally with an understanding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

	Long-term goals for 2025	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
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.

The three pillars of the UNGP (United Nations Guiding Principles) that companies should adhere to are as follows:



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	- 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	- 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	- 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	- Allow the community to participate in comments or complaints on various channels.
Customer	- Right to legal protection - Right to a good quality of life	Safety of use of goods	- 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	- 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	- 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	- Treat suppliers with equality, fairness, transparency, and non-discrimination
	- Right to a good quality of life	Supplier Labor Safety	- Require suppliers to strictly comply with the laws and safety protocols

Performance

The company has conducted a review of its human rights policy and social responsibility guidelines for the fiscal year 2022/2023 in order to align with local laws and international standards of practice.

Policy and Guidelines on Human Rights and Social Responsibility



Organizational Status Review

The company has assessed the status of human rights groups to assess what it has done in compliance with the policy, legislation, and Universal Declaration of Human Rights.

Raising awareness

- The company gives orientation on human rights policies and practices to all new employees to raise awareness and understanding, with 100% of attendance.
- The company has organized training on compliance with personal data protection laws to raise awareness of the importance of personal data and the protection of personal data that must be safeguarded to prevent breaches.

- The company has conducted training under the Guru Sharing initiative on labor protection laws and human rights principles for supervisors to raise awareness and understanding and enable them to further manage in line with the policy, law and Universal Declaration of Human Rights.

Human rights concerns

- All stakeholders have not raised substantial human rights concerns with the company. However, in the coming years, the Company plans to conduct human rights issues and assess human rights risks in all activities across the supply chain, as well as promote human rights responsibility to its partners by establishing a supplier code of conduct that identifies good human rights practices.



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 2022/2023	Performance in fiscal year 2022/2023
Employee engagement score	> 80%	> 80%	94.53%
Employee resignation rate	< 10 %	< 12%	6.78%

Management Guidelines



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 protected and respected, as well as a channel for

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. One HR for EPG Sustainable Growth to enhance personnel care competencies

People are a valuable and necessary resource for driving the business towards its goals, and caring for its people so that they are ready to grow with the company. The Human Resources Department plays an important role in driving and supporting sustainable business growth through supervision, management, people, and organizational

development, as well as in fostering understanding and trust.

In collaboration with human resources departments of each business unit, as of January 2023, the company organized the HR Synergy workshop "One HR for EPG Sustainable Growth" with the management to jointly set goals for employee care and development and create guidelines for collaboration between business units to become HR professionals.

Human Resource management Target



2566

2567

2568

Common HR Goals: One HR

1. Develop HR Smart System
 - Recruitment
 - Learning & Development
 - Performance Management
 - Talent pool
 - C&B Group Policies
2. Implement EPG HR World-Class Standard
3. Build Collaborative Synergy Environment
4. Build organization to be Recognized organization of SD-Innovation-MIO
5. Develop People Capabilities and Culture
6. Develop HR Professional



2. 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. (Disclosure 2-30)



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.

Strategies	Key performance in fiscal year 2022/2022
1. Recruit employees through online media such as Facebook Line, QR Code and through job posting service providers such as JobDB, Job Thai etc.	- Expand recruitment channels to include online media to reach more youthful people and save recruitment time.
2. Proactive recruitment through various institutions	- Proactive recruitment through institutions such as TAPMA, AHRDA, Skill Development Institute
3. Create a recruitment network	- 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	- Maintain knowledgeable employees that understand and perform well within the corporate culture.
5. Enhance employee skill and ability	- Leadership Development Program (LDP) - Individual Development Plan (IDP) - Dream Team Project - Adopt online / virtual learning seminar format - Idea can do project
6. HR Digitalization System: HR-Online	- Established HR Official line as a communication channel to enhance relationship among employee.

Recruitment Performance

The company has set a target of completing its recruitment plan by more than 85% of the job openings and at least 96.29% of the total number of new hires who have passed probation in fiscal year 2022/ 2023. This fiscal year, the company had 202 vacant positions totaling 681 positions and has recruited and hired new employees for a total of 594 positions, reflecting an 87.22% success rate.

	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Recruit on Time	>85%	87.22%
Probation Achievement	>75%	90.75%

	Year 2020/2021	Year 2021/2022	Year 2022/2023
Recruit on Time (Days)	25	15	30
New employees (Person)	298	334	373
Total employees (Person)	2,755	2,806	2,833

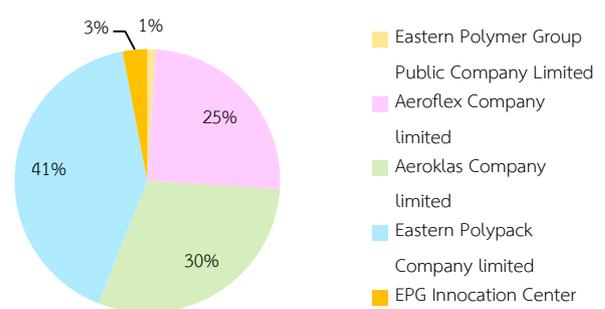
As of 31 March 2022, The company has total of 2,833 employee

The detail of employee is as per below

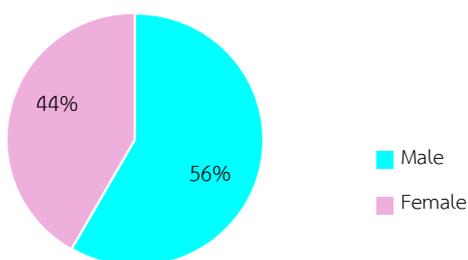
Number of Employees by level



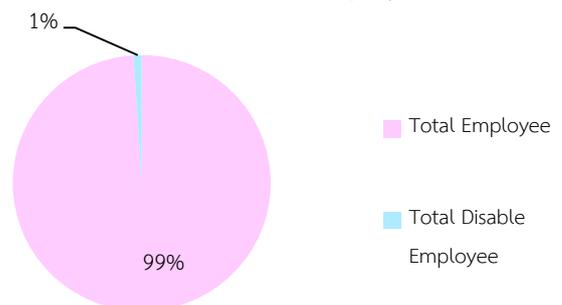
Number of employee by business



Number of Employees by Gender



Number of Disable employee

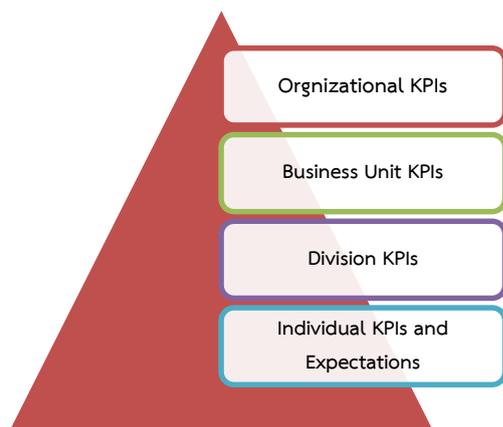


3. Performance Assessment

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 2022/2023, 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 five 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.

4. 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.

This includes providing welfare benefits that are appropriate to each position, in order to support and

uplift employees, and to improve their quality of life. Additionally, it aims to inspire and motivate individuals to continuously develop themselves.

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 - Flu Vaccine - Covid-19 Vaccine - ATK test - Sports, and health promotion activities, etc. 	<ul style="list-style-type: none"> - Employees children's scholarships - Funeral allowance Ordination allowance, etc. 	<ul style="list-style-type: none"> • 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.

Furthermore, the Central Human Resources Department distributes policies and information to various business units' human resources departments by convening meetings between agencies to seek input and ensure that employee welfare policies are aligned with the payment policy. In comparison to the organization's

medium and long-term profit trends, it is critical to guarantee that welfare policy implementation is appropriate for the overall business.

- **Employee Child Scholarship and Employee Scholarship Engineering and Science Scholarship**

The company prioritizes societal contributions, particularly education promotion along with its company philosophy "Contribution towards a Better Society". The company believes that knowledge can help people improve themselves and live better lives. It also contributes to the improvement of people's conscience and morals while also benefiting society and the nation.

The following scholarships were given by the company for the fiscal year 2022/2023:

- Employee Scholarships: To encourage employees to pursue higher education, develop knowledge and abilities and promote career advancement. The company has awarded 13 scholarships worth 1,015,532 baht to study at the vocational and master's levels.
- Employees' Children's Scholarship: To alleviate employees' financial burdens. The company has contributed funds to 810 scholarships for employees' children, totaling 3,082,000 baht.
- Engineering and Science Scholarships: The company is devoted to being an innovative organization and a leader in polymer and plastics innovation and technology. Therefore, the company has given out 39 engineering and scientific scholarships for a total of 560,000 baht.
- Scholarships for community areas: the company has granted 35 scholarships totaling 175,000 baht to technical college educational institutions in the Eastern Region.

An interview with Ms. Papawadee Indra, Senior Officer, Customer Relations, Marketing department, Aeroflex Company Limited, a scholarship recipient for a master's degree.



"I am honored and proud to be an employee of Aeroflex Co., Ltd., an organization that provides 'opportunities.'"

- Opportunities to hone your talents in a variety of areas.
- Opportunities to learn new things at work and constantly improve knowledge and talents.
- More importantly, Opportunities for higher education.

I have been considered for a master's degree scholarship in 2022. I am delighted and would like to thank all executives for providing me with this opportunity. I will study hard to be worthy of the scholarship, and I will use the knowledge I have gained to better myself and the company to the best of my ability.

Influenza vaccination program for employees

In addition to promoting COVID-19 vaccination among employees, the company has given guidelines and funding to the welfare committee and human resources division for the distribution of influenza vaccines to employees to boost immunity and lower the incidence of infection and severe influenza symptoms.

Dharma in the factory

When the COVID-19 pandemic crisis improved, the company resumed Dharma activities at the factory to enable employees to access religious principles and implement them in their life.



Awards for consistent performance and years of service

Annually, the company gives out awards based on consistent performance and years of service to encourage employees' hard work, devotion, and role modeling.



Happy Birthday program

The Human Resources Department organizes monthly birthday greeting activities with employees to build engagement and good labor relations within the organization.



5. 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 company has designed a Career Path and System for people in the organization's major business units based on functional competency analysis that supports Competency Job Matching.

The company aims to retain such groups of employees while also developing a system to manage career advancement so that people can improve consistently with the organization. This will help to lower the employee turnover rate in the organization's main businesses. In the coming years, the project will expand from employees in core job groups to employees in other job groups.

Human Resource Management Performance Participation and Engagement.

The company places great importance on the participation of all colleagues, in accordance with the policy that respects the rights of every employee to express their opinions. This is achieved through avenues such as the elected Welfare Committee, regular monthly meetings, suggestion boxes, and organizational surveys. These channels enable the collection of feedback, which is then reviewed and used for continuous improvement.

Employee engagement survey 2022/23

In this fiscal year, it was the first year for the company to collaborate with a leading global consulting firm, Kincentric (Thailand) Limited, to improve the employee experience survey questionnaire. The goal was to make it more robust and elevate the standards compared to the internally developed questionnaire. The company conducted the employee engagement survey once through an online system. After obtaining the survey results, the company proceeded with data analysis to identify areas where the company performed well and areas that required improvement. Focus group interviews were conducted with specific groups of employees to gain a deeper understanding of the actual issues that needed improvement. The central human resources department developed an improvement plan and implemented it, continuously monitoring and evaluating the results to enhance employee engagement within the organization,

following the framework of Employee Engagement Management.

Based on the survey conducted, 81 percent of the personnel participated in the survey, which is considered a satisfactory participation rate. The survey results indicate that the company has a moderate level of employee engagement. The central human resources and business unit human resources have collaborated to develop strategies and improvement plans. They have fostered employee involvement at various levels to enhance employee engagement with the organization, aiming to achieve a target of 75 percent.

Employee Engagement Model



The company has annually presented awards for consistent performance and years of service to strengthen engagement in the organization, build employee morale, reduce the absentee rate and turnover rate, and reduce manpower shortages while fostering better efficiency and productivity at work.

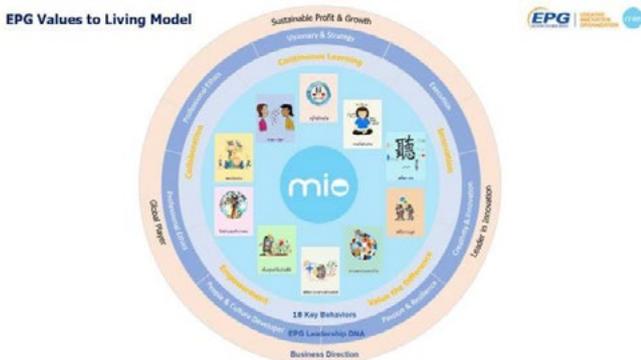
In fiscal year 2022/ 2023, the company achieved an employee turnover rate of 6.78%, which was lower than the target. However, as the company values all levels of employees, it has established appropriate employee care strategies for each level of employees, as well as promoting and fostering employee collaboration to push the organization toward sustainable growth.

	Year 2020/2021	Year 2021/2022	Year 2022/2023
Employee turnover rate (percent)	11.29	12.05	6.78

The company organizes corporate engagement activities using a variety of approaches, including:

- **Mindfulness in Organization**

The company has introduced ‘MIO’ (Mindfulness in the organization) project to foster corporate culture and promote pleasant collaboration and support the creation of a stronger LIVE-C culture.



- **Retirees' farewell party**

We organized a farewell party for retirees to make them proud to work with the company and to build a good bond with them in order to express gratitude and farewell to the company's employees who have worked diligently and fully devoted themselves and encouragement to the best of their abilities throughout the previous working period.



The Human Resources Department, together with the Occupational Safety and Health Department, oversees the risk assessment from the impact of the COVID-19 pandemic and the formulation of measures to manage all risks' aspects, as well as supporting budgets and resources to implement preventive and control measures, such as providing safety and occupational health equipment, providing regular ATK screening and encouraging COVID-19 vaccination, etc.

In addition, the Company adopts the following management standards in the case of a covid-19 pandemic

1. 360 Risk Assessment	Assess the risks and consequences of the COVID-19 pandemic on the Company's business strategy and operations in all areas.
2. Define the measures and those in charge.	Set short-term and long-term risk prevention and mitigation actions, and clearly identify who is accountable for each.
3. Communicate effectively	Communicate with internal and external stakeholders to gain a full understanding of the Company's situation and its subsidiaries, as well as the measures and operational plans in place to address the crisis.
4. Closely monitor the situation and evaluate the measures.	Require responsible individuals to report the status and progress of different measures to management monthly, and to contact management promptly if there is an urgent occurrence.

The Human Resources department, in collaboration with the Health, Safety, and Occupational Health department, takes the lead in overseeing the assessment of risks stemming from the impact of the COVID-19 pandemic and establishing measures to manage risks in all aspects. This includes supporting budget allocation and resources for

implementing prevention and control measures. These measures encompass preparing safety and hygiene equipment and ensuring regular COVID-19 testing through the use of rapid antigen test kits. Additionally, efforts are made to promote COVID-19 vaccination among employees.



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 2022/2023	Performance in fiscal year 2022/2023
Proportion of employees who complete mandatory training	100%	70%	80%
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 2021/2022 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 strategies, as well as challenges to the skills needed of

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:

<p>Enhance skill development</p>	<p>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</p>
<p>Pursue leadership skill</p>	<p>Recruiting, cultivating, and developing leaders in all levels through Leadership Development Program</p>
<p>Achieve innovative organization</p>	<p>Special training programs on evaluating and strengthening strategies for innovative organizations are being developed to help senior executives lead successful innovation.</p>

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: Effective Strategy Execution for Business Success

Professional level

1. Personality Insights

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 2022/2023, all employees at or above levels must pass their own mandatory courses (100%); as for the actual result, there is 80% of employee participating in 2022/23. 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 2020/2021	Year 2021/2022	Year 2022/2023
Proportion of employees who complete mandatory training.	100%	96%	73%
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 4 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 : Effective Strategy Execution for Business Success (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 11 projects with management presentations in the past year, 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 2020/2021	Fiscal Year 2021/2022	Fiscal Year 2022/2023
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 2022/2023, with an average of 28 hours of training per individual.

	Fiscal Year 2022/2023
Average training hours per person a year	28



Occupational Health and Safety Management

Employee safety is critical to the success of any organization. Employers are required by law to create a safe and suitable working environment, and there are additional benefits. Employees, for example, can perform more efficiently and effectively when they feel comfortable in the workplace. Employees feel associated and dedicated to the organization when they participate in activities to decrease accidents. Furthermore, a safe workplace can help reduce absentee rate and turnover rate, and businesses can create a positive work environment that fosters a corporate culture of care and concern for employees.

	Long term goal in 2024/25	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Total Recordable Injury Frequency Rate (TRIFR)	< 5.50	< 5.50	5.45
Lost Time Injury Frequency Rates (LTIFR)	0	0	1.43

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.

As the COVID-19 epidemic is easing up, the company recognizes the necessity of employee health maintenance to reduce the risk of various diseases caused by poor eating habits or a lack of exercise. The company organizes 'Aeroflex Counting Calories 2023' with the goal of encouraging employees to continue exercising as part of their health care to boost immunity, decrease belly and disease, strengthen the body, and promote mental strength through home exercise or sports. The activity encourages employees to accumulate burnt calories through exercise, and when the goal is met, souvenirs will be distributed to motivate employees to participate and exercise to improve their health.



EPG will provide annual health check-ups to all employees (100%) in fiscal year 2022/2023, 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 2022/2023. 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>	<ul style="list-style-type: none"> - To cover all aspects of machine operation and to rapidly respond to incidents in the event of an emergency. - 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
<p>Improvement of safety system in the production line</p>	<ul style="list-style-type: none"> - The company installed pick-up aids in hazardous areas. - The company installed the card of the automatic box forming machine. - The company installed a mixing system with high safety

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 2022/2023, 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 150 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.



Furthermore, the company has added CPR (Cardiopulmonary resuscitation) training courses to assist patients with Apnea. The project's goal is to teach employees how to assess a patient's initial state at the scene of an accident, offer urgent first aid to the injured, seek assistance from the emergency medical service system, and implement what they've learned for their own, families, and others' benefit. There were 723 participants in total.

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)

3.2 Raising awareness

Through the following actions in fiscal year 2022/ 2023, EPG is committed to developing a safe working culture throughout the organization, both in offices and on production lines:

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.

<p>Safety Talk & Environment Talk</p>	<p>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.</p>
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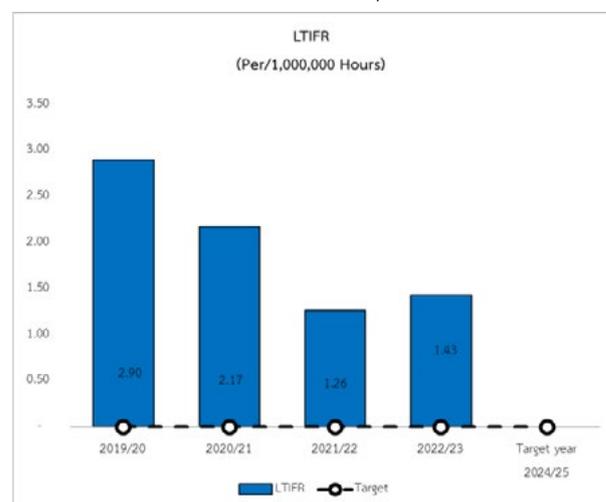
Competitive projects to reduce work accidents	Individual employees are encouraged to be conscious of their joint duty for safety, both in their own job and in the work of their coworkers, through competition amongst team.
Safety Mind	Employees who attended the event were able to share their thoughts and solutions for preventing recurrence through this activity.
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.
Risk identification activities to create a safety culture.	The activity's goal is to involve employees in notifying various risk points within the business unit and then taking remedial action against them to decrease and remove risk points before an accident occurs.
Activities to take employees home (safe driving)	The activity's purpose is to teach employees how to control accidents caused by their cars and motorcycles, as well as to improve knowledge and abilities on driving motorbikes correctly according to safe driving principles and traffic rules. 
Safety Day	The activity aims, encourage all employees to participate in safety activities, as well as educate employee consciousness to create a safety culture in the organization.

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 2022/2023, EPG experience the Lost Time Injury Frequency Rate (LTIFR) was 1.43, and Total Recordable Injury Frequency Rate (TRIFR) is 5.45. Majority of the recorded injury is due to unsafe action and unsafe environment. When the accident occurs, the company shall take immediate investigation and plan prevention steps to stop the incident to occur in the future. In addition, the company also communicates

and reports the accident companywide to allow others to learn from the mistake and increase their awareness. For the contractors, there is no report of accident.





Community Development

Businesses and communities have an interdependent relationship. Sometimes, business operations may have an impact on the community, but if they are accepted by the community and society, it becomes a factor that supports the success of the business. At the same time, the business sector plays a crucial role in supporting community and social development, aiming to improve the quality of life for people in the community and empower them to help themselves. This contributes to the resilience of the community,

	Long term goal in 2024/25	Goal in fiscal year 2022/2023	Performance in fiscal year 2022/2023
Significant number of complaints from the community	0	0	0

Community : Phisan Aujarern

Chief Executive of the Sub district Administrative Organization

Pananikom sub district Nikhom Phatthana district Rayong

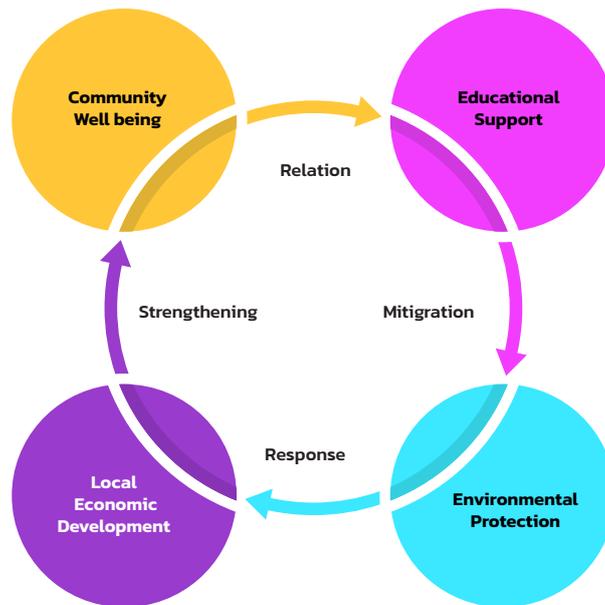
“EPG is a company that recognizes the importance of contributing to society and the community, while also realizing and emphasizing the importance in all aspects, including religion, education, and culture. We promote community activities in all activities and value people of all ages. We are an organization with innovation and modern new technology, which translates into various strategies that respond well to the current situations.”



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)



1. Area Survey

To examine and assess the influence of the company's operations on the community and its surroundings, EPG conducts community surveys within a 5-kilometer radius of the facilities. The area covers two sub-districts: Makhm Koo Sub-district, Nikompattana District, and Mae Ku Sub-

district, Pluak Daeng District, Rayong Province.

There are 29,117 people in total (Source:

Department of Local Government Promotion, Ministry of Interior) It is home to communities, municipalities, hospitals, temples, and schools.

2. Community Engagement

With the help of local government agencies, EPG is in the area to connect with the community 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 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 70 projects and community and social activities in fiscal year 2022/2023, with 317 participants and more than 42,000 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	29,117 people
Total activities/projects in fiscal year 2020/2021	70 projects
Number of participating communities/populations	4,560 people
Percentage of participating communities/populations	15.66%
Number of employees of	2,150

participating (persons)	
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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 company promotes jobs for the local community group, Ban Chak Nok, with the goal of increasing income for those living around its facility. Local products can be used as souvenirs or gifts at a variety of events, fostering a positive relationship between the community and the company. Furthermore, the community will be more aware of the company and its products. The company provided consultation to the Ban Chak Nok local community group by processing salted eggs from duck eggs and pineapple juice left over from pineapple sheet. As a result, the community's income has increased while the amount of pineapple waste generated has decreased.



Community investment (MB)	4.53
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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:

Nikhom Pattana Hospital's Rooftop Maintenance Project

The company recognizes the importance of Nikhom Pattana Hospital, located in Panas Nikhom sub-district, Nikhom Pattana district, Rayong province, which is a primary public health service unit and the first line of defense in providing healthcare services to the community. People who receive medical services must be comfortable and safe, as the screening point for COVID-19 patients does not have enough space to accommodate the increasing number of service users. Therefore, the company has undertaken a renovation project to add a sheltered area to accommodate additional infected patients waiting for service.



Donation of Field Beds to Schools near the Facility Project

The company has provided its innovative field beds with distinctive specifications, which can be wiped clean, easy to install, most importantly, environmentally friendly, to its nearby schools in preparing of re-opening. According to government

measures, schools must have a facility for school isolation. The following schools received field beds from the company: Chumchonnikom 7 School in Rayong, Chumchonnikom 4 School in Rayong, Chumchonnikom 6 School in Rayong, Chumchonnikom 9 School in Rayong, and Wat Nong Rakam School.



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 2022/2023, EPG contributed funds to award scholarships to students from 8 schools or 47 scholarships, totaling 430,000 baht in scholarships and other grants.

- Scholarships for kids at Chumchonnikom 4 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 8 local schools in Theparak District, Samutprakarn province and Tambol Makham Koo, and provided rice and dry food to teachers and students

- Scholarships for Eastern Technological college.

Renovation of the Damaged Performance Stage at Wat Chak Ko Phai School Project

The company recognizes the importance of youth education in the community, so we renovate the performance stage at Wat Chak Ko Phai School in order to inspire children to be more self-confident and to educate them on local arts and culture.

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 Nikhom 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 11 years. A total of 25,500 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. In the fiscal year 2022/23, the company enlarged the forest area around Khao Chom Hae by 10 rai, with 1,500 trees from the Office of Natural Resources and Environment, Rayong Province. It consists of 400 Burmese rosewood trees, 400 Siamese Rosewood trees, 400 Iron Wood trees, 200 Bungor trees and 100 wild mango trees. At the same time, the company also launched the Carbon Neutral Event. After the event, we calculated greenhouse gas emissions from all activities and offset the carbon generated at the event to zero, demonstrating our commitment to reduce greenhouse gas emissions in all activities.



Coral Bank Project

The rehabilitation of marine and coastal natural resources has long been a priority for the company. The company recognizes the issue of coral deterioration and degradation caused by human activity. Waiting for nature to heal may be difficult because the degradation of the human environment is currently severe and rapid. As a result, coral planting accelerates coral regeneration and reproduction. The company, therefore, launched the Coral Bank Project in collaboration with the Institute of Marine Science and Aquatic Conservation Center in Eastern Thailand.

Community Satisfaction Survey

In the 2022/23, the company did not conduct a survey on the community's satisfaction with the company and its community development projects because it was in a data collection phase. According to the company's plan, data would be reviewed every 3 years. Therefore, the company planned to complete the community satisfaction survey in the next fiscal year, 2024/258, with the goal of ensuring that the community's satisfaction level is not less than 80%. In the 2022/23 fiscal year, the company did not receive any significant complaints from the local community regarding the social or environmental impacts of its operations.

Performance Summary

Economic Performance

1.Finance	2020/2021	2021/2022	2022/2023
Economic Value Creation ⁽¹⁾ (Consolidated Financial Statements for the year ended 31 March)			
Information about ordinary shares			
Par per share (Baht)	1.00	1.00	1.00
Book value per share (Baht)	3.94	4.21	4.25
Earnings per share (Baht)	0.44	0.57	0.39
Dividend per share (Baht)	0.28	0.33	0.25
Economic Performance ⁽¹⁾ (Million Baht) (Disclosure 201-1)			
Revenue from sale	9,569.2	11,739.6	12,083.6
EBITDA	2,123.4	2,591.1	2,191.0
Net Profit	1,221.2	1,602.4	1,081.6
Financial ratio			
Return on Equity; ROE (%)	11.3%	14.0%	9.1%
Return on assets; ROA (%)	9.0%	11.1%	7.3%
Gross margin (%)	31.2%	31.7%	32.8%
Liquidity Ratio; (times)	2.34	1.89	2.32
Debt to Equity Ratio; D/E Ratio (times);	0.40	0.38	0.56
Distribution of value to stakeholders ⁽²⁾ (Million Baht)			
Interest and financing expenses to financial institutions	61.3	80.8	101.5
Dividends paid to shareholders	784.0	924.0	700.0
Employee Compensation ⁽³⁾	1,803.7	2,097.4	2,398.0
Remuneration of Directors	7.3	8.3	8.7
Operating Expenses ⁽⁴⁾	6,709.4	8,257.7	8,604.5
Taxes paid to governments and local authorities ⁽⁵⁾	44.7	69.1	41.3
Community and Social Development Expenses (excluding donations)	0.5	0.5	0.6
Donation ⁽⁶⁾	11.1	14.8	2.8

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)	2020/2021	2021/2022	2022/2023
Local Procurement Value ⁽⁷⁾ (Million Baht)	2,161	2,952	2,856.9
Proportion of local purchasing of goods and services (%)	73	73	74
Total Number of Suppliers	504	512	490
Total number of suppliers assessed for ESG risks ⁽⁸⁾			
– Critical Supplier	0	83	79
– New Supplier	0	33	14

⁽⁷⁾ Procurement within Thailand

⁽⁸⁾ Data is initially collected in 2020/21

3. Business Code of Conduct	2020/2021	2021/2022	2022/2023
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	2020/2021	2021/2022	2022/2023
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)	2020/2021	2021/2022	2022/2023
Net total corporate energy consumption (megajoules) ⁽¹⁾	355,821,056	381,317,384	345,652,553
Non-renewable energy consumption (megajoules)	351,102,607	376,698,906	307,981,735
– Fossil Fuels ⁽²⁾	1,656,812	2,415,157	5,833,354
– External electricity purchased	349,445,796	374,283,749	302,148,381
– Heating/cooling steams	-	-	-
Renewable Energy (megajoules)	4,718,449	4,618,478	37,670,819
– Renewable fuels	-	-	-
– External electricity purchased	-	-	-
– Self-generated electricity	4,718,449	4,618,478	37,670,819
Non-renewable energy distribution	-	-	-
Renewable Energy Distribution	-	-	-
Energy intensity	5,869.31	6,455.73	6,197.35

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

⁽²⁾ Fossil fuels including liquefied petroleum gas and fuel

2.Water	2020/2021	2021/2022	2022/2023
Water use (Disclosure 303-3)			
Total amount of water withdrawal from all sources in all areas (m ³)	113,496	106,399	102,809
– Surface water ⁽³⁾	-	-	-
– Underground water ⁽⁴⁾	43,181	34,950	28,655
– Water from production process	-	-	-
– Water supply in production process	70,315	71,449	74,154
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)	113,496	106,399	102,809
– Surface water	77,060	75,803	77,333
– Underground water	43,181	34,950	28,655
– Sea	-	-	-
– Water sent to third-party treatments	36	108	35

2. Water	2020/2021	2021/2022	2022/2023
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	-	-	-
– Total Dissolved Solids > 1,000 mg/L	-	-	-
BOD Loading (Mg/Year)	407	393	214
COD Loading (Mg/Year)	3,418	2,712	2,625
Water use in production process (Disclosure 303-5)			
Total amount of water uses in production process (m ³)	36,436	30,596	25,476
Water Intensity (m ³ /ton of production)	0.54	0.53	0.46
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	2020/2021	2021/2022	2022/2023
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⁾	33,642	52,043	43,525
Scope 1	1,238	1,991	1,827
Scope 1 (Biogenic)	-	-	-
Scope 2	32,405	50,052	41,698
Scope 3	58	39,915	55,011
Greenhouse gas intensity (Ton CO ₂ e / production Tons) ⁽⁸⁾	0.72	0.88	0.78
Air pollution emissions (Disclosure 305-7)			
Amount of air pollution (tons)			
NOx	0.36	8.00	1.20
SOx	0.41	2.35	2.04
Volatile organic compounds (VOC)	26.25	10.04	-
Particulate matter (PM)	0.25	0.36	0.01
Carbon monoxide (CO)	7.05	14.66	297.81
Carbon dioxide (CO ₂)	6.65	-	-
Dichloromethane (CH ₂ Cl ₂)	0.57	3.89	0.36
PM 2.5	-	0.00	0.01
Ethyl Acetate	-	87.90	18.60

3. Air pollution emissions	2020/2021	2021/2022	2022/2023
Particulate	-	1.41	2.29

⁽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)	2020/2021	2021/2022	2022/2023
Waste production			
Amount of total waste production (ton) ⁽⁹⁾	1,408	1,727	1,973
– Hazardous waste	328	302	373
– Non-hazardous waste	1,079	1,425	1,600
Recycle			
Amount of recycled waste (ton)	955	1,279	1,252
– Hazardous waste (ton)	17	22	49
– Reuse	17	22	25
– Onsite	-	-	-
– Offsite	17	22	25
– Recycle	-	-	24
– Onsite	-	-	-
– Offsite	-	-	24
– Non-hazardous waste (ton)	938	1,257	1,203
– Reuse	55	272	-
– Onsite	-	-	-
– Offsite	55	272	-
– Recycle	883	984	1,203
– Onsite	232	216	171
– Offsite	651	769	1,033
Waste Disposal			
Amount of waste disposal (ton)	453	449	721
– Hazardous waste	311	280	325
– Non-energy-generating waste incineration	51	122	29
– Onsite	-	-	-
– Offsite	51	122	29
– Energy-generating waste incineration	197	145	209

4. Waste (Disclosure 306-3, 306-4, 306-5)	2020/2021	2021/2022	2022/2023
- Onsite	-	-	-
- Offsite	197	145	209
- Landfill	54	13	80
- Onsite	-	-	-
- Offsite	54	13	80
- Physical chemistry treatment	9	0	7
- Onsite	-	-	-
- Offsite	9	0	7
- Non-hazardous waste	142	168	396
- Non-energy-generating waste incineration	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
- Energy-generating waste incineration	142	161	396
- Onsite	-	-	-
- Offsite	142	161	396
- Landfill	-	8	-
- Onsite	-	-	-
- Offsite	-	8	-

⁽⁹⁾Total waste of all businesses

6.Environmental regulations compliance (Disclosure 307-1)	2020/2021	2021/2022	2022/2023
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)	2020/2021		2021/2022		2022/2023	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Total employees as of March 31	2,755	100	2,806	100	2,833	100
Number of employees by gender						
- Male	1,551	56.30	1,636	58.30	1,593	56.23
- Female	1,204	43.70	1,170	41.70	1,240	43.77
Number of employees by level						
Executive Level						
- Male	26	0.94	25	0.89	20	0.71
- Female	17	0.62	15	0.53	15	0.53
Management Level						
- Male	60	2.18	55	1.96	72	2.54
- Female	41	1.49	40	1.43	48	1.69
Professional and practitioner level						

- Male	1,465	53.18	1,486	53.29	1,499	52.9
- Female	1,146	41.60	1,185	42.23	1,179	41.6
Number of employees by age						
Under 30 years old						
- Male	444	16.12	461	16.43	442	15.60
- Female	369	13.39	400	14.26	361	12.74
between 30-50 years old						
- Male	973	35.32	993	35.39	1,022	36.07
- Female	708	25.7	741	26.41	761	26.86
Over 50 years old						
- Male	134	4.86	112	3.99	129	4.55
- Female	127	4.61	99	3.53	118	4.17
Number of employees classified by contract category.						
Full-time employees						
- Male	1,527	55.43	1,548	55.17	1,529	53.97
- Female	1,184	42.98	1,227	43.73	1,226	43.28
Annual Contract Employee						
- Male	24	0.87	19	0.68	19	0.67
- Female	20	0.73	12	0.43	14	0.49
Outsource						
- Male					45	1.59
- Female					0	0.00
Number of employees by hire category.						
Full-time						
- Male						
- Female	1,551	56.30	1,567	55.84	1,591	56.16
Part-time	1,204	43.70	1,239	44.16	1,234	43.56
- Male						
- Female	0	0	0	0	2	0.07

Number of employees by area						
EPG Headquarter	75	2.72	71	2.53	78	2.75
Thermal Insulation Business	702	25.48	701	24.98	704	24.85
Automotive & Accessories Business	838	30.42	858	30.58	867	30.60
Plastic & Packaging Business	1,120	40.65	1,154	41.13	1,163	41.05
Other Businesses	20	0.73	22	0.78	21	0.74
Number of employees by nationality						
– Thailand	2,745	99.64	2,801	99.82	2,823	99.65
– Foreign	10	0.36	5	0.18	10	0.35
Number of disabled employees						
– Male	15	0.54	17	0.61	19	0.67
– Female	6	0.22	12	0.43	7	0.25

2.New Employment (Disclosure 401-1)	2020/2021		2021/2022		2022/2023	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
New employees	298	10.82	334	11.90	373	13.17
By Gender						
– Male	171	57.38	203	60.78	211	56.57
– Female	127	42.62	131	39.22	162	43.43
By Age						
– Under 30 years old	207	69.46	234	70.06	291	78.02
– Between 30-50 years old	88	29.53	98	29.34	81	21.72
– Over 50 years old	3	1.01	2	0.60	1	0.27

3.Retirement (Disclosure 401-1)	2020/2021		2021/2022		2022/2023	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Employee Turnover Rate ⁽¹⁾	339	12.30	350	12.47	248	8.75
By Gender						
– Male	216	63.72	195	55.71	141	56.85
– Female	123	36.28	155	44.29	107	43.15
By Age						
– Under 30 years old	144	42.48	212	60.57	138	55.65
– Between 30-50 years old	166	48.97	124	35.43	98	39.52
– Over 50 years old	29	8.55	14	4.00	12	4.84
Voluntary employee leave rate	311	11.29	338	12.05	192	6.78

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

4. Maternity Leave (Disclosure 401-3)	2020/2021		2021/2022		2022/2023	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Employees who are eligible for	43	1.56	44	1.57	24	0.85
Employees who return to work after	27	62.79	18	40.91	19	79.17

5. Employee Development (Disclosure 404-1)	2020/2021		2021/2022		2022/2023	
	Total (Hrs./person)		Total (Hrs./person)		Total (Hrs./person)	
Average training hours per person	14.98		13.39		28.04	
By Gender						
– Male	14.64		12.81		28.22	
– Female	15.31		13.97		24.57	
By Level						
– Executive Level	12.53		10.65		44.54	
– Management Level	20.32		15.40		38.67	
– Professional and practitioner level	13.52		18.9		49.17	

6. Employee Management	2020/2021	2021/2022	2022/2023
Employee engagement score (percent)	73.2	95.0	58.0
Number of Labor and Human Rights Complaints (Subject)	0	0	0

2. Occupational Health and Safety

Occupational Illness Rate (Disclosure 403-9)	2020/2021		2021/2022		2022/2023	
	Male	Female	Male	Female	Male	Female
Total working hours (hours)						
– Employee	5,981,920		7,922,375		6,977,961	
	3,700,000	2,281,920	4,631,044	3,700,000	2,281,920	4,631,044
– Contractor	113,316		118,985		88,450	
	84,680	28,636	75,634	84,680	28,636	75,634
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	38		36		38	
Injuries without work-absence	25		26		28	
– Employee	21	4	23	21	4	23
– Contractor	0	0	0	0	0	0
Injuries with work-absence	13		10		10	
– Employee	13	0	9	13	0	9
– 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)	2020/2021		2021/2022		2022/2023	
– 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	6.35		4.54		5.45	
	9.19	1.75	6.91	9.19	1.75	6.91
– Contractor	0		0		0	
	0	0	0	0	0	0
Lost-Time Injuries Frequency Rate (LTIFR) (Cases/1,000,000 work hours)						
– Employee	2.17		1.26		1.43	
	3.51	0	1.94	3.51	0	1.94
– 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	83.64		50.87		17.67	
	134.05	1.90	85.94	134.05	1.90	85.94
– 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)	2020/2021	2021/2022	2022/2023
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

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(Disclosure102-4)

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