



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

**Sustainable Report
31 March 2022**

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



Corporate governance

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



Economic Development

- ✓ Revenue from sales **11,739.6** million baht / profit **1,602.4** million baht
- ✓ **7** innovative products released.
- ✓ **14** innovations initiated.
- ✓ **8** patented and petty patented innovations
- ✓ Establish EPG group's partner code of conduct covering ESG issues.
- ✓ **Zero** product safety complaints.
- ✓ **100%** of business units are protected from data leaks.

Environmental and Resource Care

- ✓ **Zero** incidents that violate environmental laws and regulations.
- ✓ **-11.76%** greenhouse gas emissions (Scope 1&2) compared to base year 2019/2020
- ✓ Energy savings totaled **15,512,576** megajoules, amounting to **15,254,033** baht.
- ✓ **+21.42%** the use of reusable waste compared to base year 2019/2020
- ✓ **-18.28%** the use of ground water compared to base year 2019/2020



Creating value for society

- ✓ **Zero** significant labor and human rights complaints.
Employee engagement score 95.0%
- ✓ **100%** of key positions have succession plans.
- ✓ **100%** of key positions have individual development plans (IDPs)
- ✓ **1,332** Scholarships in science and others
- ✓ Lost-time injuries frequency rate is at **1.26 per 1 million** man-hours.
- ✓ **84.64%** of the community is satisfied with the company's community development efforts

Key highlight on Innovation

During 2021/22

- ✓ Product for social
- ✓ **8** New Intellectual Properties
- ✓ **7** Launched Products
- ✓ **5** New Process Innovations
- ✓ **2** Other Innovations



Award

Fiscal year 2021/22 (April 21 – March 22)

The Eastern Polymer Group Pcl.



EPG received the THSI award in “SET Awards 2021” organized by the Stock Exchange of Thailand and the Money & Banking Magazine. The award illustrated EPG’s development toward sustainable growth with consideration in the area such as corporate governance, risk management, innovation management while emphasize on the well being of all stakeholders.

EPG received the “Certificate for excellence in investor relations” from IR Magazine Awards – South East Asia organized by IR Magazine



ข้อมูล ณ วันที่ 20 ตุลาคม 2564

Symbol	Public Company Limited
EPG	EASTERN POLYMER GROUP

EPG is rated as a company with Excellent corporate governance. The “Excellent” (Excellent CG Scoring) or 5-star rating reflects the Company’s intention to operate its business on the basis of good governance and sustainable development. It includes the words of the interests of all stakeholders.



EPG is a certified member of Collective Action Coalition of the Private Sector Against Corruption (CAC)



EPG received Outstanding Investor Relations Awards in the categories of Business excellence with market capitalization over than 10,000 Million Baht but lower than 30,000 Million Baht in “Set Award 2021” from the Stock Exchange of Thailand Money & Banking Magazine



EPG received the award of “exemplary organization” under the Mindfulness in Organization (MIO) project from Department of Mental Health, Ministry of Public health and Thai Health Promotion Foundation. The Award reflects EPG intention to build the foundation and culture of Mindfulness within our organization to raise the happiness, quality of life and at the end increase work efficiency.

AEROFLEX

Aeroflex received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2021)



Aeroflex received the Eco Factory certification from Industrial estate authority of Thailand.



Aeroflex received the Carbon neutral Certificate from Sustainable Eco Building seminar (Toward The Innovation For Sustainable Urbanization) from Thailand Greenhouse Gas Management Organization (TGO)



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

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 5th consecutive year.

Aeroflex received Singapore Green Building Product Certificate from Singapore Green Building Council

EPP



E P P received the Certificate of Carbon Footprint for Organization 2021 for two consecutive years from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization)



EPP received the Best Practice award 2021 in the category of Technology and innovation development from Thai Award organization.



EPP received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2021) for thirteen consecutive year.

AEROKLAS



Aeroklas received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 202)

Membership (Disclosure102-13)

Eastern Polymer Group Public Company Limited

Member

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

Aeroflex Co., Ltd.

Member of the Advisory Committee/ Committee

- Air Conditioning Engineering Association of Thailand

Technical Subcommittee

- Subcommittee on Green Label Techniques in Insulation Products

Member

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

Aeroklas Co., Ltd.

Association Advisor/ Committee

- TAPMA-Thai AutoParts Manufacture Association

Member

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

Eastern Polypack Co., Ltd.

Member

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

EPG Innovation Center Co., Ltd.

Member

- Technology Promotion Association (Thailand-Japan)
- Electric Vehicle Association of Thailand
- 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 102-51, 102-52) to provide information on the company's management practices and annual sustainability performance on key issues affecting business operations and stakeholders, including corporate governance, economic, social, and environmental concerns. This covers operations that support the UN's Sustainable Development Goals (SDGs). This sustainability report was prepared in compliance with the Global Reporting Initiative Standards (GRI Standards) at the Core Option level (Disclosure 102-54) for the first year with a reporting cycle from April 1, 2021, to March 31, 2022. (Disclosure 102-50)

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

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

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

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

Contents of the report

There are 23 sustainability issues, 11 economic issues, 6 environmental and social concerns, 8 material topics, and 15 concerned topics covered in this sustainability report. All operating standards, goals, and performance of all issues were disclosed in detail. EPG also discussed the COVID-19 situation and its management in the previous year.

Reporting Certification

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

The economic performance data in this report correspond to accounting information in Form 56-1 One Report 2021/2022, which has been reviewed and confirmed by a certified auditor.

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

Contact us (Disclosure 102-53)

For more information or advice, please contact:

Secretary of the Sustainable Development Working Group

Eastern Polymer Group Public Company Limited

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

Tel.: +662 249 3976

Email: sdteam@epg.co.th



Message from the Board of Directors

In the fiscal year 21/22 (ended 31 Mar 22), the world is still dealing with the COVID-19 pandemic, which has been going on for more than two years, and the Russia-Ukraine war has been intensifying. Both issues have impacted the world's economy, well-being, and health.

Eastern Polymer Group Public Company Limited has encouraged its business to grow steadily by being a pioneer in technology and innovation for polymer and plastic products and implementing a strategy to expand its business internationally. EPG upholds the philosophy, "Once earned from society, always give back to the community," with the intention of ensuring that the business coexists peacefully with society, encouraging all stakeholders to grow together, and establishing commitments for sustainable growth "Creating A World in Harmony with Technology and Innovation". We are dedicated to expanding our business while generating benefits for society and the environment. To this end, it uses cutting-edge technology and innovation to produce innovative products and work systems in accordance with the company's corporate vision. The Company focuses on sustainable operations in the fiscal year 21/22 with three main strategies:

1. Take a lead in Creating Innovation Products and Service

The company continues to grow its business by utilizing its technology and innovation to create items in response to New Normal and managing the manufacturing process to maximum efficiency under the "Capacities Driven" approach by allocating 2% of sales for research and development of all business areas. EPG received 8 new patents and minor patents in the fiscal year 21/22, delivered 7 innovative items to the market, made 5 manufacturing innovations, and 2 other innovations. Additionally, the company has introduced emergency innovations under the innovation of "Aeroklas Field Hospital Bed" using our core capabilities, and

employees to design the products in response to demand with the reduce, reuse, recycle concept to solve problems and help society by using a 12-day mold production period. This innovation was created to help society get through the COVID-19 situation together. The Aeroklas field beds are built of premium polyethylene and polypropylene resins and have a daily capacity of 350 beds. The Aeroklas field bed's best feature is that it is standard, secure, lightweight, and sturdy. When it is reused, there is no issue with pathogen buildup. More than 6,324 Aeroklas field beds have been provided by the Company, its subsidiaries, and partners to field hospitals and community isolation centers across the country, including 116 hospitals in 50 provinces, with social assistance totaling 18,972,000 baht.

2. Strive For innovative Organization

The company establishes work processes and a governance framework for innovation that makes cooperation and opened, direct contact with all elements of the organization possible. It distributes administrative authority and establishes a learning process based on prior knowledge, etc. Together, Aeroklas Co., Ltd. and EPG Innovation Center Co., Ltd. developed the "Idea Can Do" project under the corporate value "LIVE-C" to inspire employees to take initiative, be assertive, and provide them the chance to present innovative ideas that are open for contest. For the activities of this year, the company has collaborated with the Hatch division of King Mongkut's University of Technology Thonburi to offer educational training courses to employees online, both before and during the event. The outcomes of the activities can be used to satisfy future consumer needs. 109 employees engaged in creative ideas, won 8 prizes, and were recognized for their work.

Additionally, the company appreciates education and fosters everyone's access to it to develop valuable human

resources; as a result, it offers more than 1,332 scholarships to employees of various levels, employees' children, and students, including those in science and other sectors.

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

Stakeholder engagement is a critical factor for corporate sustainability, the company, therefore, highlights all stakeholders. It focuses on strengthening closer relationships with partners and partners to co-create shared value and benefit all sectors while promoting the long-term company's growth. The company has developed various contractor development programs to encourage partners to conduct business with social and environmental responsibilities in line with the Company's principles. We collaborate with partners to research the creation of a circular economy, working from the point of production to the prompt distribution of "Aeroklas field beds" to benefit society. Our partners include businesses that make plastic pellets, bedding, and public relations and transportation services.

In addition to the company's commitment to continue expanding its business for sustainable growth, the company has also set five-year long-term environmental, social, and corporate governance (ESG) goals that support the company's growth and are in line with the United Nations Sustainable Development Goals (SDGs). It focuses 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. The company has mostly kept its ESG performance on track in the fiscal years 21/22. There haven't been any regulatory law violations or complaints from corporate governance stakeholders or social or environmental issues.

Additionally, the company set aside funds for COVID-19 prevention efforts for this fiscal year, such as giving employees alternative COVID-19 vaccines (Sinopharm Vaccine), bubble and seal precautions, and social assistance to deal with the COVID-19 pandemic.

We are devoted to sustainable growth with a dedication to company operations and upholding that promise, we

have received several awards and accreditations including.

- The Company has been evaluated as an excellent corporate governance company with an "excellent CG Scoring" or 5-star rating, reflecting the company's intention to thrive based on good governance and sustainable development.
- The Thai Private Sector Collective Action Coalition Against Corruption (CAC) has awarded EPG a certificate of membership in the Thai Private Sector Collective Action Coalition Against Corruption (CAC).
- The Company was granted the Outstanding Investor Relations Awards: Business Excellence Awards from the Stock Exchange of Thailand and the Money and Banking Thailand Magazine for listed companies with a market value of more than 10 billion baht but less than 30 billion baht.
- The Company received the 2021 Sustainable Stock Award at the "SET Awards 2021" organized by the Stock Exchange of Thailand in conjunction with the Money and Banking Thailand Magazine to demonstrate the development of the organization to grow steadily with the principles of good governance, comprehensive risk management, innovation-driven business, and focus on stakeholders, Community & Society
- Aeroflex Co., Ltd. has obtained a corporate carbon footprint certificate for the fifth consecutive year and a carbon footprint certificate for 40 products
- Aeroflex Co., Ltd. was certified and received circular marking.
- Eastern Polypack Co., Ltd. has obtained the corporate carbon footprint certificate for the second consecutive year
- Aeroklas Co., Ltd. join the project to expand the promotion of corporate carbon footprint in the industrial sector.

The Board of Directors would like to express its appreciation to all parties who have supported and advocated for the business' activities throughout the years. The Company commits to maintaining its steady and sustainable business growth while adhering to the principles of good corporate governance and consistently generating value for its stakeholders, society, and the environment.



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 Goals for 2025

6.3/ 6.4

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



7.2/ 7.3

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



8.2/ 8.3/ 8.4/ 8.7/ 8.8

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



9.4/ 9.5/ 9b

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



12.2/ 12.4/ 12.5

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



13.1

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



16.3/ 16.5/ 16.7/ 16.10

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



17.16

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

Value chain (Disclosure102-9)



About EPG

Eastern Polymer Group Public Company Limited or EPG (Disclosure 102-1), formerly known as Eastern Polymer Industry Co., Ltd., was established in 1978 by the Vitoorapakorn family. Our main businesses consist of thermal insulation business, automotive & accessories business, plastic and packaging business, and R&D business. We have changed its name and listed on the Stock Exchange of Thailand as Holding Company on December 24, 2014 with a registered capital of 2,800 million baht. EPG conducts business in the form of investments in other companies domestically and internationally, focusing on polymer & plastic processing business, with revenues from subsidiaries in 3 main businesses (Disclosure102-2).

Our headquarter is located at 770 Moo 6 Theparak Road, Muang District, Samutprakarn 10270. (Disclosure 102-3) As of March 31, 2022, there were 2,806 employees in total (Disclosure102-7).

EPG Businesses (Disclosure102-2,102-6)

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



AEROFLEX®
CLOSED CELL EPDM INSULATION FOR HVAC & R

Founded Eastern Polymer Industry Co., Ltd.

Operate the business of the thermal insulation



Invest in Joint Venture



AEROKLAS

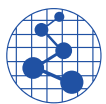
Operate the business of Automotive parts and accessories



Operate the business of plastic and packaging

- (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

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



FLEXIEDGE



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

2022



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

2021



Aeroklas Co.,Ltd invest in ATD Alli-
ance (Pty) Ltd, South Africa

2020



Aeroklas Co.,Ltd invest in
Faraero



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" "AEROCCEL" and "CELFFLEX"

AEROFLEX[®] **AEROCCEL[®]** **Celflex[®]**

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

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

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" and "BOCAR"



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



**We are
Aeroklas Canopy**

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

1

Plastic and Packaging business

"Eastern Polypack"

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



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

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



Asian number 1
Thermoforming
plastic & packaging
manufacturers

1



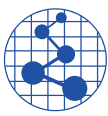


Other supporting business

Aeroflex Polymer Technology (Shanghai) Company limited (China)

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

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



**EPG INNOVATION
CENTER (EIC)**

EPG Innovation Center Company Limited
บริษัท อีพีจี อินโนเวชันเซ็นเตอร์ จำกัด

Research and Development business

EPG Innovation Center Co., Ltd.

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

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

8

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**

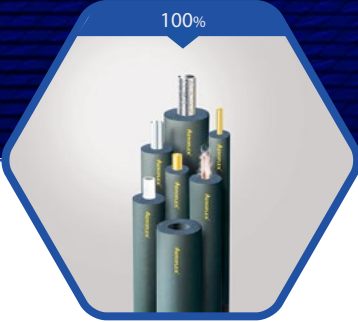
Investment in Zeon Advanced Polymix Co., Ltd.

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.





100%



Manufacture & Distribution
of Thermal Insulation



Aeroflex Co., Ltd. (AFC)



100%

Aeroflex USA Inc. (AUS)



100%

APS Co., Ltd. (APS)



40%

ALP Aeroflex
India Private Ltd. (AAI)



40%

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

100%



Manufacture & Distribution
of Automotive parts & Accessories



Aeroklas Co., Ltd. (Aeroklas)



100%

Aeroklas USA Inc. (Aeroklas-USA)



100%

Aeroklas Australia Pty. Ltd.
(Aeroklas-AU)



100%

Flexiglass Challenge Pty. Ltd.
(AU)



100%

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



70%

Aeroklas Malaysia
Sdn. Bhd. (Aeroklas-Malaysia)



45%

Aeroklas Duys Pty.Ltd.
(Aeroklas-D)



46%

ATD Alliance (Pty) Ltd



51%

Faraero Co., Ltd.



100%

TJM Asia Pacific Co.,Ltd.

100%



Manufacture & Distribution
of Plastic and Packaging



Eastern Polypack Co., Ltd. (EPP)



100%

TJM Products Pty.Ltd. (TJM-AU)



100%

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



100%

TJM Products
MEA DMCC
(TJM-UAE)

EPG Business Structure

as of March 31, 2022



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

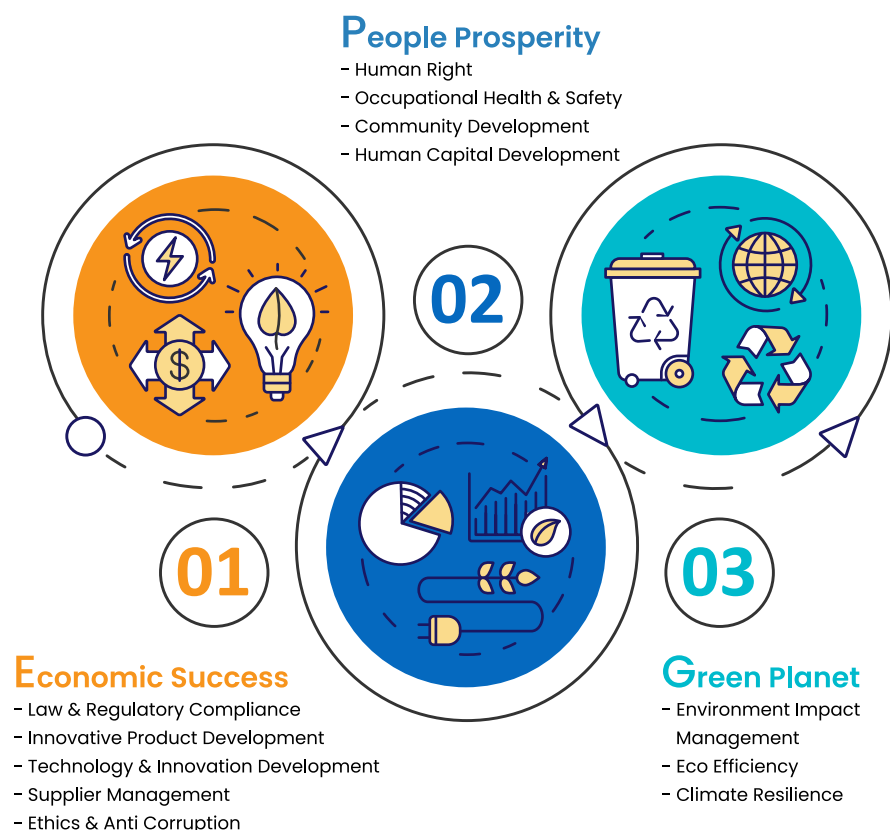
EPG adheres to its commitment “**Creating A World In Harmony with Technology and Innovation**”. We seek to become a “**Creative Innovation Organization**” by leveraging innovative and advanced technologies to create creative products and improve work methods in order to grow the business while adding 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

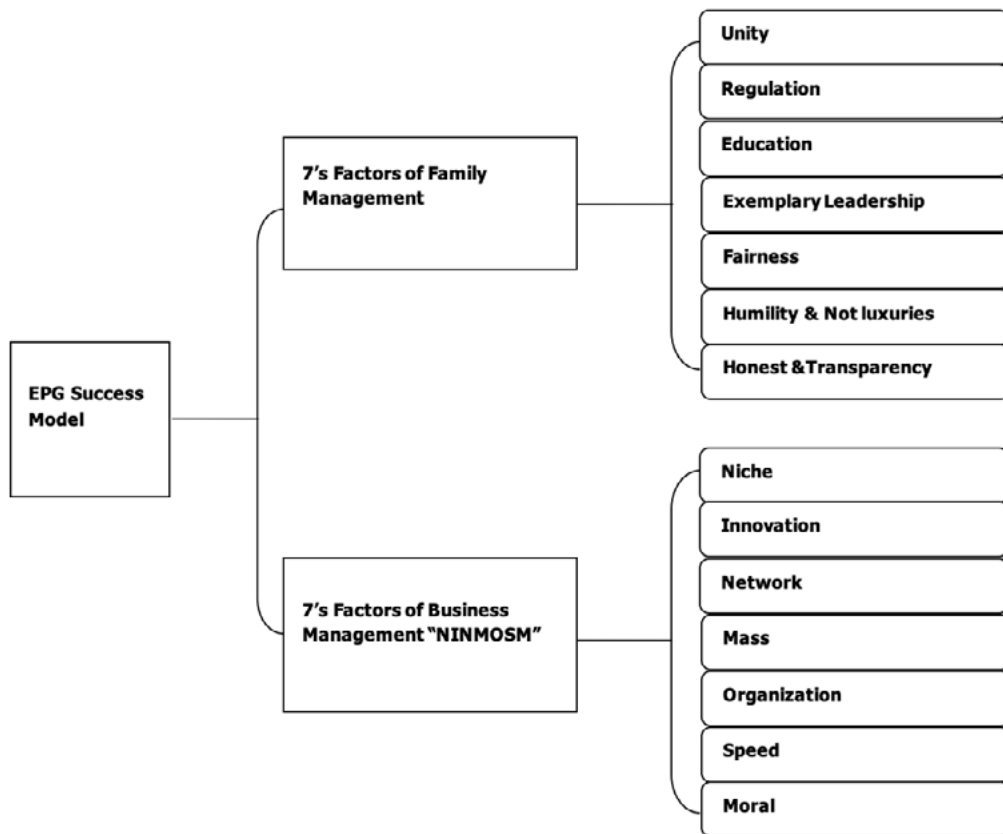


Sustainable Growth Principles and Guidelines

(Disclosure 102-16)

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

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



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

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



Take a lead in Creating Innovation Products and Service

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

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

<p>Strive For innovative Organization</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>Enhance Partnership to Establish Co-Value Creation for Sustainable Business</p>	<p><i>“Enhance relationships with key stakeholders such as partners, customers, employees, communities to create shared value between the company and stakeholders in order to grow their business together and live together sustainably.”</i></p> <p>EPG focuses on all stakeholders' participation to support long-term growth, linking and building engagement to understand their needs, problems, and expectations, as well as creating shared values for the benefit of all parties in order to continue to grow and coexist in the future.</p>

Stakeholders

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

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

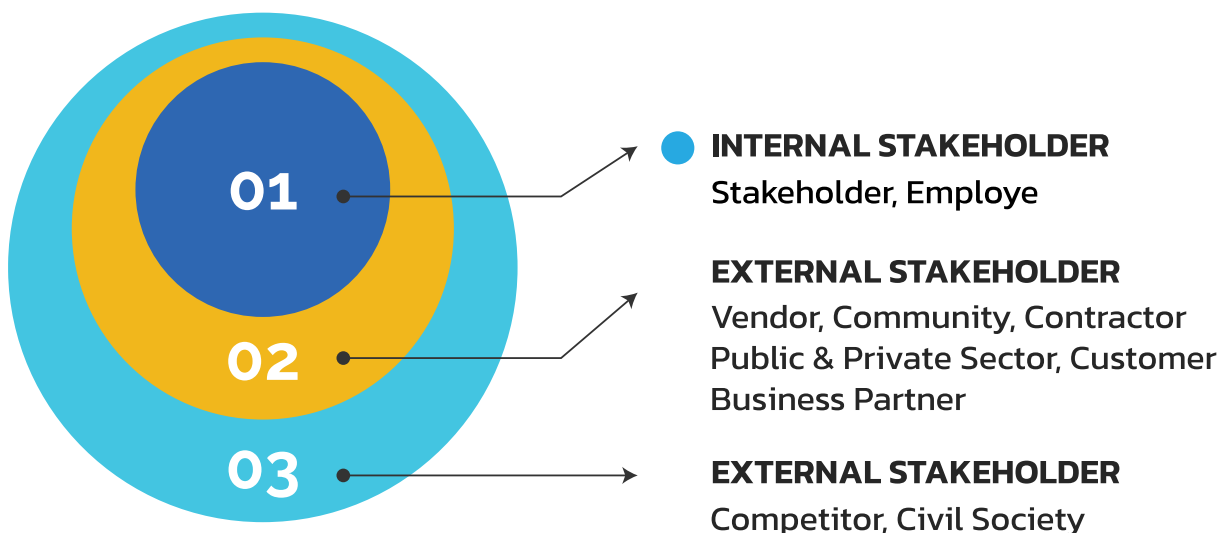
Stakeholders' engagement (Disclosure 102-42)

1. Stakeholders' analysis

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

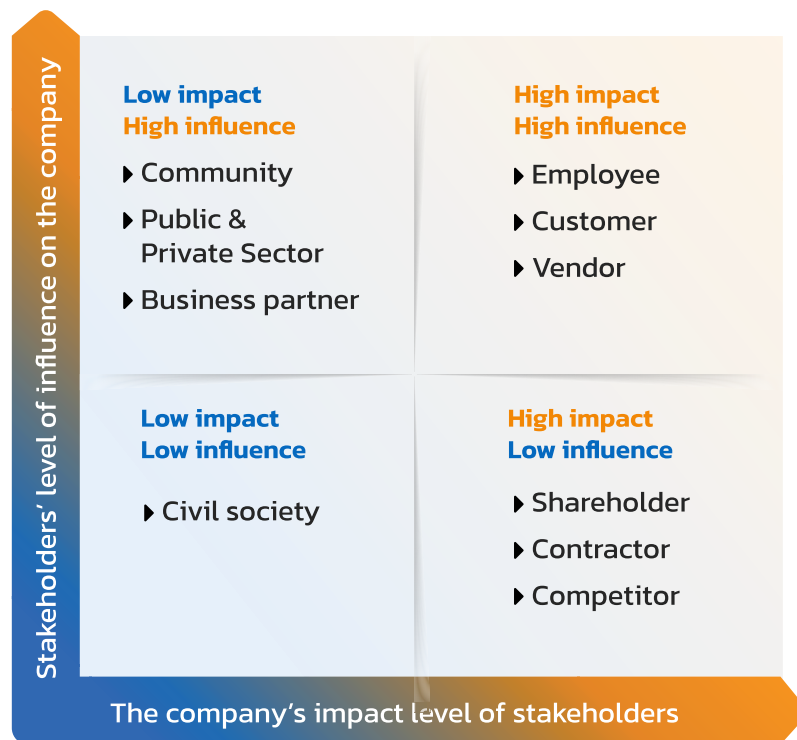
- Stakeholder identification, EPG consider those who have been positively and negatively impacted by the business and those who have influenced or affected their business. It

is classified into internal and external groups. In fiscal year 2021/2022, EPG classifies stakeholders into 10 groups: employees, shareholders, customers, vendors, business partners, contractors, public and private sectors, communities, competitors, and civil society. (Disclosure 102-40)



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

stakeholders' level of influence on the company



2. The assignment of person in charge and its engagement guidelines

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

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

3. Key issues analysis and selection from stakeholders

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

4. Stakeholders' response

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

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

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

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

EPG Sustainability Topics

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

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

Sustainability Assessment Process



1. Identification

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

Furthermore, EPG gathers information on sustainability issues from internal and external stakeholders through different channels and methods for each stakeholder, as well as information from the employees who are responsible for the stakeholders.

2. Importance to organization assessment

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

3. Influence on stakeholder assessment

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

4. Prioritization

EPG categorizes sustainability issues into three levels: very critical, moderate, and low priority based on the

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

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

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

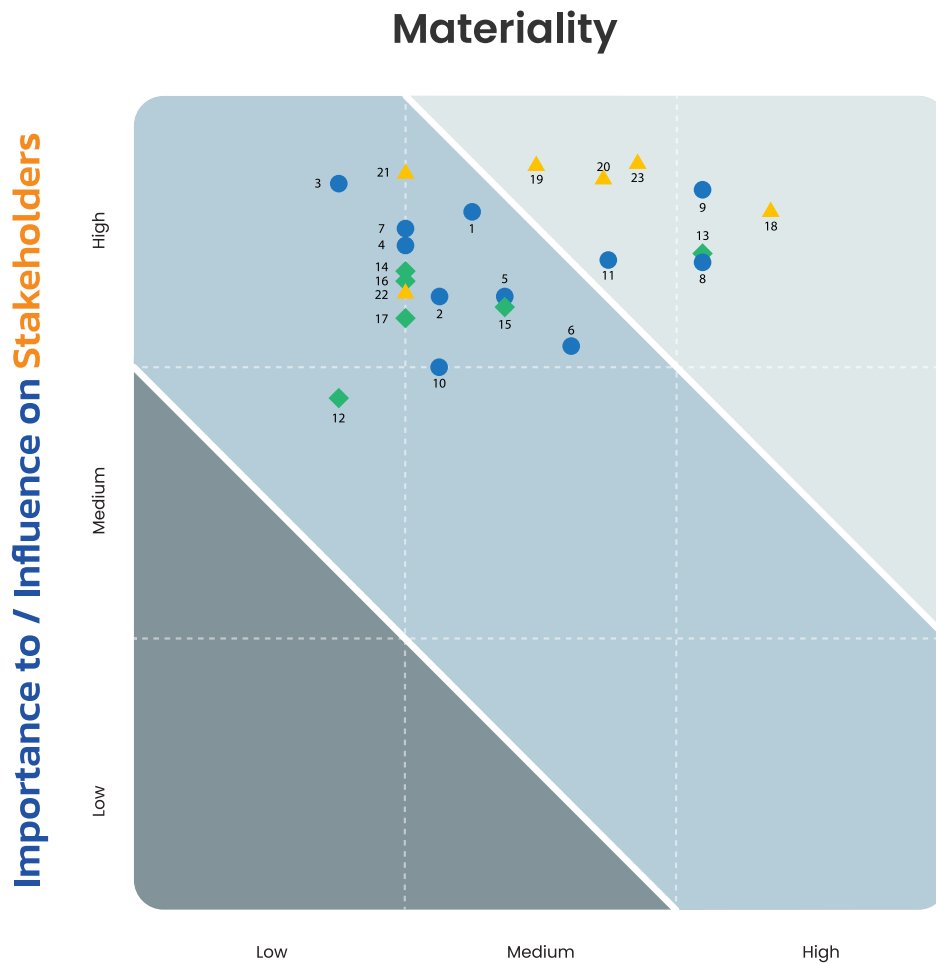
5. Validation

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

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

to cover issues that are of importance to stakeholders.

Key sustainability issues (Disclosure 102-47)



- **Very important** – Management guidelines report, goals, performance
- **Important** – Management guidelines, goals, performance report
- **Less important** – Disclose general information in report or on the website.

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

Materiality Topics and performance disclosure (Disclosure 102-47)

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

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



Corporate Governance for Sustainability

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

Corporate Governance Guidelines

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

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

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



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

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

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

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

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

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

	The Board of Directors		Sub-Committee	
	Each team	Individual	Each team	Individual
Performance Assessment 2021/2022	"Excellent"	"Excellent"	"Good-Excellent"	"Good-Excellent"

The Board of Directors' capacity development

(Disclosure 102-19, 102-20)

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

The Board of Directors' capacity development in fiscal year 2021/2022 as reported on form 56-1 One Report for the fiscal year 2021/2022 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 2022.

<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.

Revised Policy 2021/22
Code of Conduct
Good Corporate Governance

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

- Conduct a performance review meeting with the Board of Directors, executives, and employees of the Company and its subsidiaries, as well as an online examination of knowledge and comprehension of corporate sustainability development by inviting SBDI speakers to educate them on topics such as the concept of corporate sustainability, significant sustainability issues, the development of a sustainability framework, and corporate sustainability strategy.
- Assign representatives from the company and its subsidiaries to attend workshops (online formats) as part of the Stock Exchange of Thailand's 'Sustainability Reporting by Industry Group' course, which is being held in collaboration with ERM-Siam Co., Ltd. to improve understanding of the effective sustainability reporting process.



- The Company's representatives were assigned to attend the Introduction to Sustainability Reporting and the GRI Standards (online format) organized by the Global Reporting Initiative (GRI) Academy with a scholarship from the Stock Exchange of Thailand (SET) under the ESG International Program 2021 (ESG Scholarship).





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 2021/2022	Performance in fiscal year 2021/2022
Significant number of corporate governance complaints	0	0
Number of corruption complaints	0	0
Proportion of employees tested for anti-corruption knowledge	100%	100%

Management Guidelines



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

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

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

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

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

Corporate Governance Policy

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

Code of Conduct

<https://www.epg.co.th/wp-content/uploads/2021/09/BusinessCodeofConduct210331-EN.pdf>

Anti-Corruption Policy

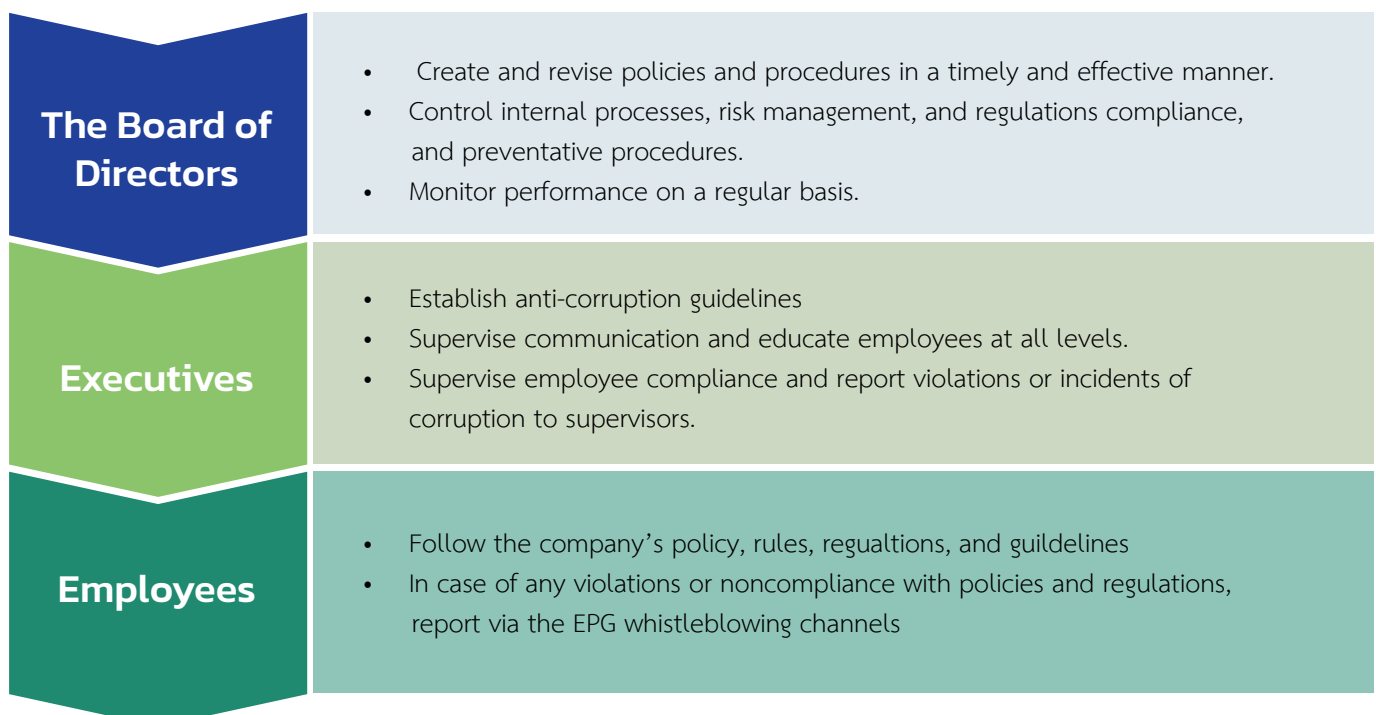
https://www.epg.co.th/wp-content/uploads/2021/09/Anti-CorruptionPolicy_EN.pdf

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
-
- Anti-Corruption Governance Structure

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



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

findings and recommendations were reported to the Audit Committee.

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

Whistleblowing and Complaint Handling Process

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

Whistleblowing & Complaint Channels

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

Complaints Handling Process

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



Performance in fiscal year 2021/2022

- The Corporate Governance Report of Thai Listed Companies (CGR) of Thai Listed Companies, which is run by the Thai Institute of Directors, gave EPG an excellent or 5-star rating (IOD).
- The Thai Investors Association gave the AGM checklist a score of 100 out of 100 on the checklist (IOD).
- To have an accurate understanding of the EPG business policies and code of conduct, anti-corruption measures and guidelines, all new workers (100%) were trained in good corporate governance, code of conduct, and anti-corruption courses in orientation courses. (Disclosure 205-2)
- All employees pass the EPG yearly anti-corruption test with 100%, which is conducted by 100% executives and employees.
- EPG was certified as a member of the Private Sector Collective Action Coalition against Corruption (CAC), and its subsidiaries, Eastern Polypack Co., Ltd., Aeroflex Co., Ltd., and Aeroklas Co., Ltd., certified CAC membership for 2021-2023
- In fiscal year 2021/2022, EPG received no substantial whistleblowing or corporate governance complaints and no allegations of corruption, (Disclosure 205-3), and no incidents of violations or compliance with the law were found in economic and social regulations Disclosure 419-1), and environmental regulations (Disclosure 307-1) and no large fines for both EPG and its subsidiaries.



Risk Management

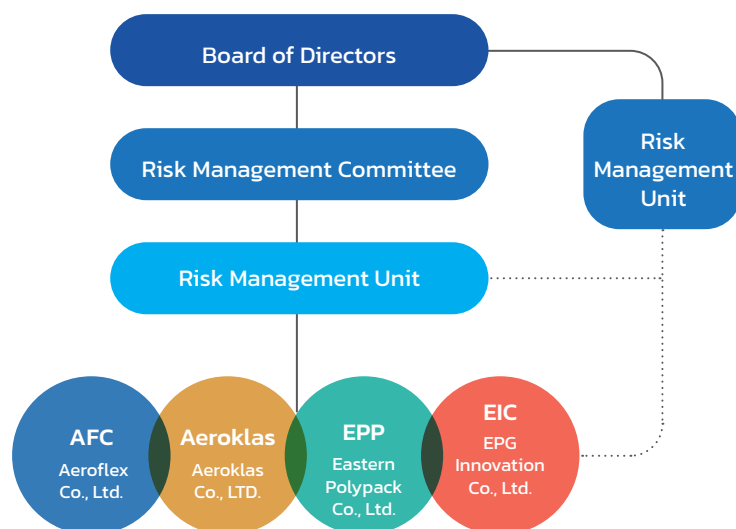
To fulfill its goals, vision, mission, and goals, risk management is an important component of corporate governance. In response to rapid changes in the current environment and future problems, systematic and effective risk management reduces the possibility of risks and their impact on enterprises,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

	Long-term goal for 2025	Goal in the fiscal year 2021/2022	Goal in the fiscal year 2021/2022
Proportion of business units with ESG risk factors (percent)	100	100	100
Proportion of business units with ESG risk management plan (percent)	100	100	100

Management Guidelines

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

EPG has established a "**Risk Management Policy**" and Risk Management Manual for EPG group, which was last reviewed and revised at the beginning of 2021 to reflect current circumstances. We have adopted the risk management framework from the Committee of Sponsoring 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 102-11)



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

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

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

The operational framework of risk management is as follows:

1. Corporate Level

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

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

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

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

2. Business Unit Level

The person responsible for risk management of each subsidiary is the company's core businesses, namely, Aeroflex Co., Ltd. (AFC), 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 2021/2022, which have an impact on businesses and the global economy. For example, Geopolitical tension between Russia and Ukraine, Covid-19 epidemic, 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, Coronavirus Disease 2019 (COVID-19) outbreak; delays and effectiveness of vaccination against COVID-19, including new outbreaks. Therefore, EPG has mitigated the risks by assessing the potential of a negative impact on all firms and stakeholders and developing a business continuity management plan to ensure the company's continued operations. In addition, EPG encourages employees to understand business risks and potential changes inside the organization to prepare for the impact of these risks so that everyone can work together to help the company succeed in difficult times.

Corporate Risk Management

EPG updated its risk management policy and manual in the previous fiscal year, adding 2 new risk categories that are considered to have a significant impact on future business operations: 1) ESG Risk, and 2) Emerging Risk, in order to facilitate effective business risk management in the current circumstances. Various risk indicators have been studied and analyzed by the

Corporate Risk Management Working Group as part of the transition after COVID-19 to the new normal.

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

In accordance with its plans, strategies, and goals, EPG evaluates important organizational risks. The following are the main points: *For more information on risk issues and risk control measures, please refer to the 56-1 One Report for the year 2020/2021 under Risk Management.*

<https://epg.listedcompany.com/misc/flipbook/index.html?id=257392>

Type of Risk (Disclosure 102-29)	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 incurrence 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 	<ul style="list-style-type: none"> ● Risk of emerging disease 	-

Emerging Risk (Disclosure 102-29)

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

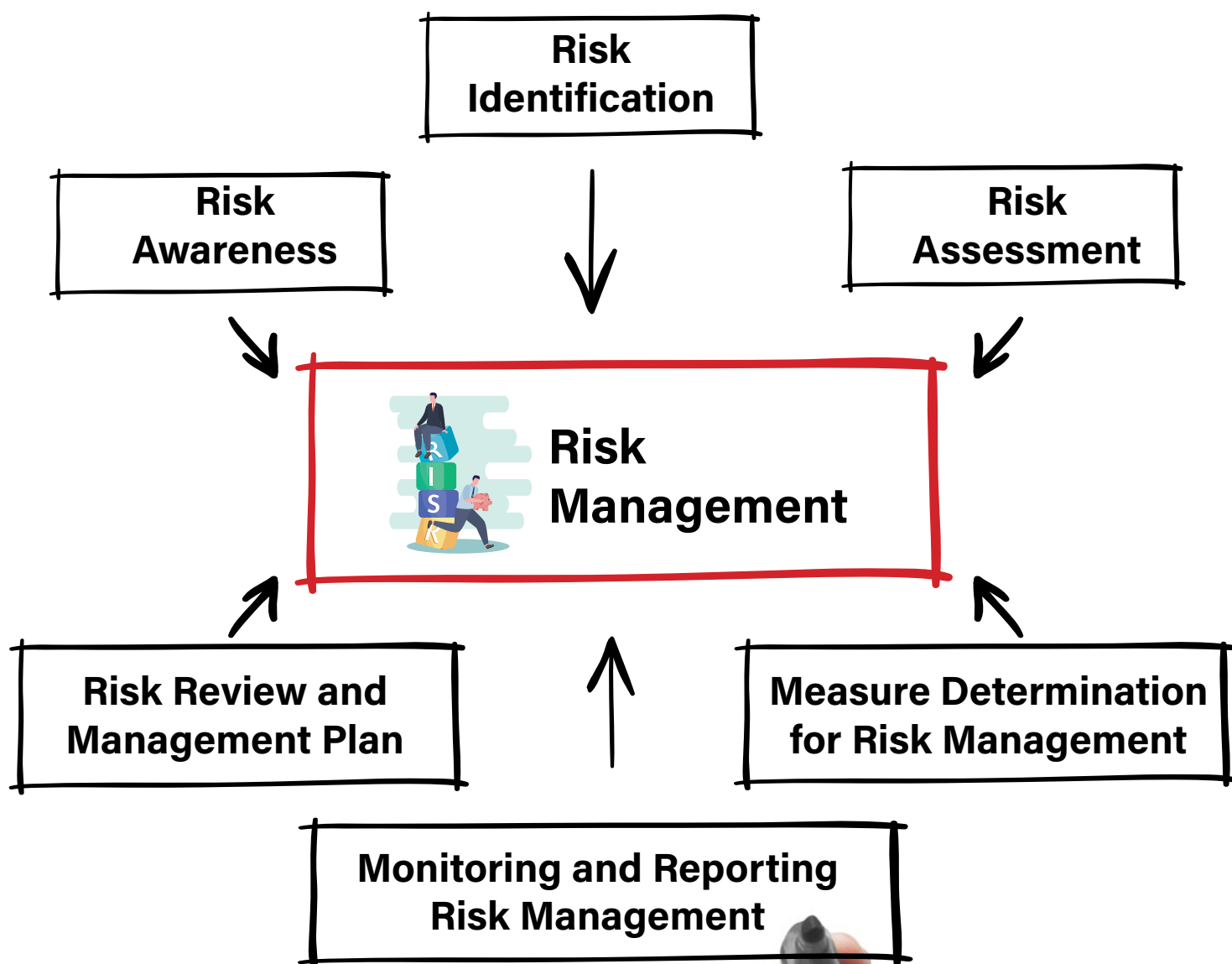
Business Continuity Management

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 2021/2022, there are several events that impact company's operation include 1) geopolitical tension between Russia and Ukraine that impact energy price, commodities price, inflation and currency market and 2) the ongoing spread of covid-19 epidemic that still spread despite lower mortality rate but still create negative economic impact via container shortage which increase logistic price. 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 via the implementation of USE policy (Utilize, Save, Efficiency) and 4C Policy (Change, Chance, Collaboration, Challenge) in order to adapt to changes.

Promoting risk management culture

In the fiscal year 2021/2022, EPG has implemented the following operations to establish a risk management culture inside the company

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





Business Growth

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

Goal Indicators	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Revenue from sale	12% - 15%	22.7%
Gross Profit margin	29-32%	31.7%

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.

Growth Strategy

The following is the company's growth strategy:



Business Performance

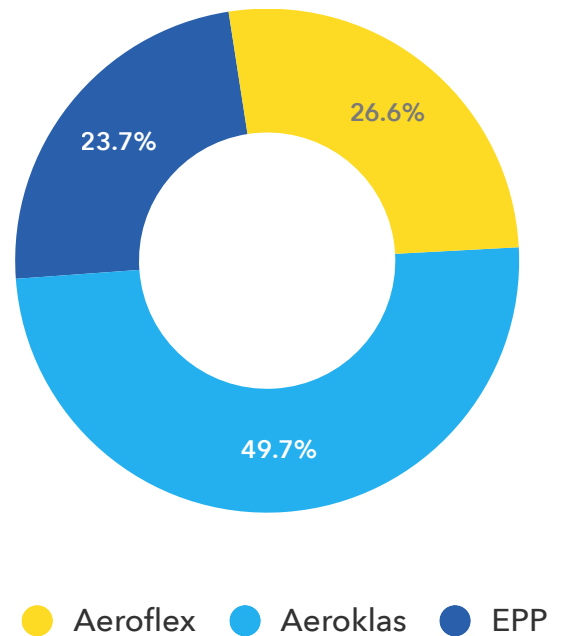
Economic performance

EPG's total sales revenue for fiscal year 2021/2022 (1 April 2021 - 31 (Mar 2022)) is 11,739.6 million baht, an increase from last year's total sales revenue of 9,569.2 million baht or 22.7%. For the accomplishments of three major business groups;

- Aeroflex revenue from sale increased in comparison to the previous year. Domestically, revenue from sale gradually recovers from the relaxation of the pandemic control measurement. Internationally, the revenue from sale in US increased in comparison to previous year due to rapid economic recovery and government stimulus program. Further, the sale in Asia also improved over the year.
- Aeroklas Revenue from sale increased from the same period last year due to the improved order of domestic and overseas Automakers as demand of Personal car, especially in Light Commercial Vehicle increase to replace the use of public transportation. On the other hand, the across continent logistic process is still Aeroklas's concern during the year. As for the Australian operation, the sale of automotive parts and accessories increase in comparison to previous year; however the revenue from sale slowdown in Q2 2021/22 due to lockdown in various locations in order to control the spread of covid-19. In addition, the shortage of the Semi-conductor delays new car delivery in Australia.
- The revenue from sale of EPP increased from the same period last year, especially in the food packaging segment that is in high demand in response to trend of consumption in the "new normal" that increase demand of delivery service and take away. Although the relaxation of the pandemic control measurement benefit the demand of food packaging.

As a result, EPG has a net profit of millions of 1,602.4 baht, an increase of 381.1 million or 31.2 % from fiscal year 2020/2021.

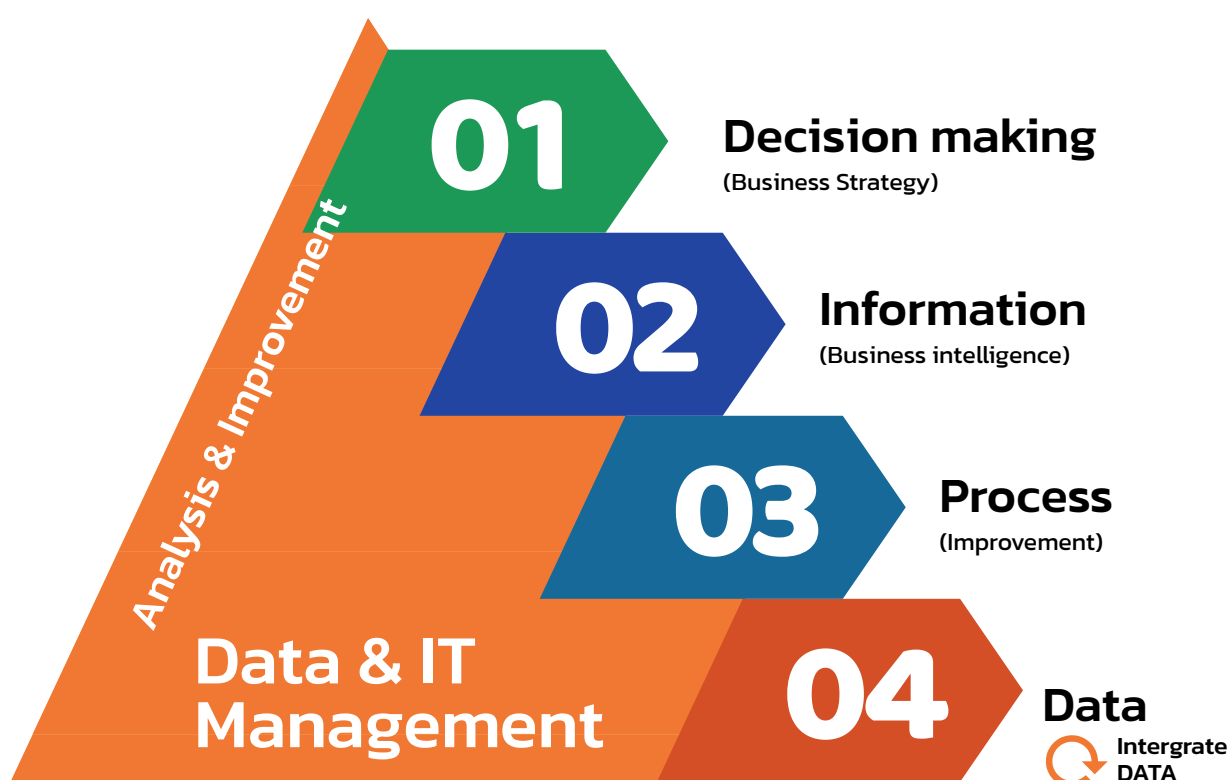
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In the fiscal year 2021/2022, sales of automotive & accessories business under the Aeroklas accounted for 49.7% of total revenues, while sales of thermal insulation under the "Aeroflex" accounted for 26.6%. Sales of plastic & packaging under the EPP account for 23.7% of revenues.

Data and Information Technology Management

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



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

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

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

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

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

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

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



Innovation

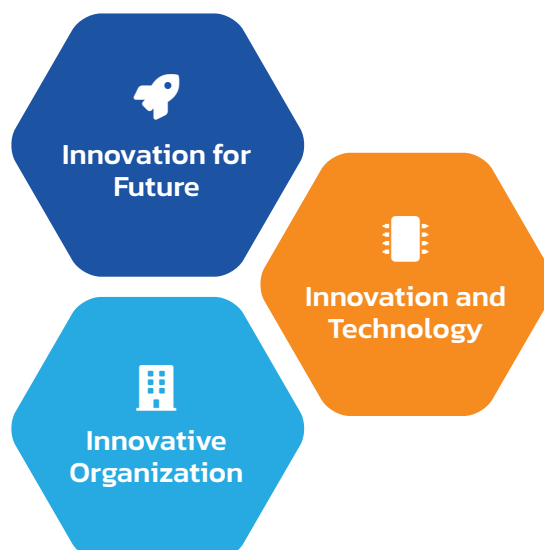
Innovation has played a significant role in the company's 44-year history of success, and it is critical to achieving long-term growth through greater competitiveness and new business prospects generated by innovative goods and services. Due to the rapid development of technology today and changes in the market and economic environment, EPG also requires continuous improvement in innovation and processes, as well as the ability of the organization to create competitive advantages that will respond to challenges quickly and efficiently, as well as create products and services that create sustainable social and environmental value

	Long-term goal 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Number of patented innovations or award- winning innovations per year	30	10	8
Number of innovative projects resulting from contests or employees' initiatives per year	60	40	22

Management Guidelines

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

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



Innovation and Technology

EPG develops wealth and further "creative innovation" for the stability and sustainability of its business, by continuously creating new S-Curves and reducing production costs, and using cutting-edge technology to manage information and develop products and services that improve people's quality of life while reducing their impact on society and the environment. Each year the company set up a budget of approximately 2% of revenue

from sale for direct and indirect research and development. EPG focuses on Generating innovations based on the following three innovative frameworks, which boost the company's leadership potential in the polymer and plastic goods industry:



**Innovation of
material**



**Innovation of
design**



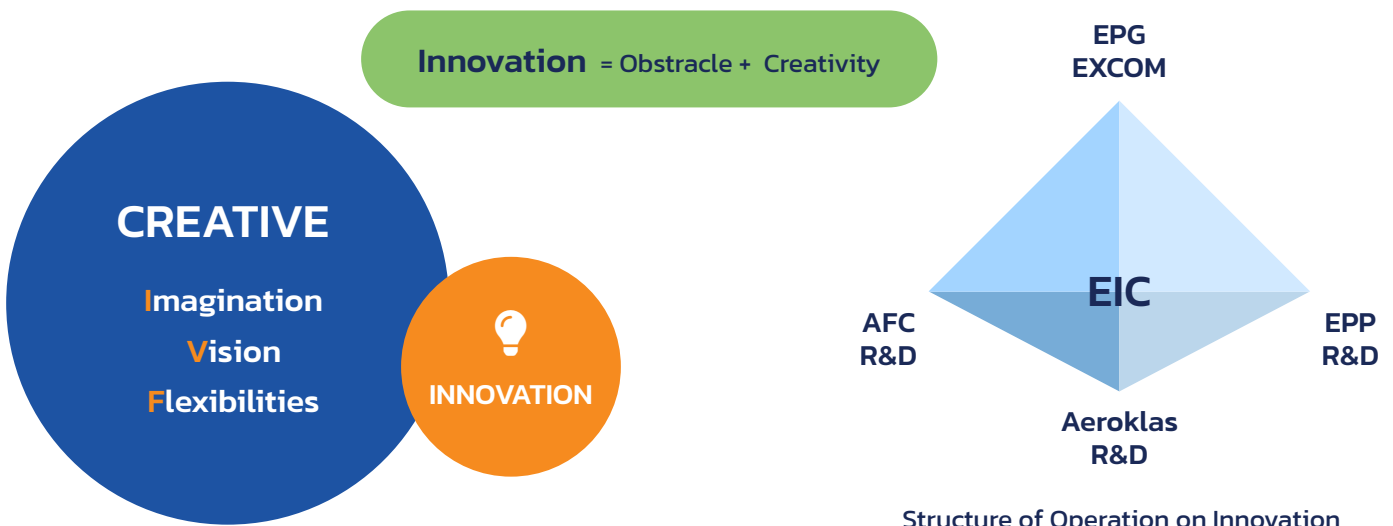
**Innovation of
manufacturing**

Innovative Organization

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

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

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



Innovation for the Future

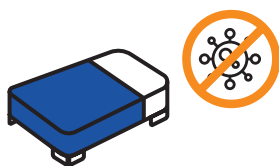
EPG is committed to researching and developing innovations to create future products that meet the changing dynamics of the global market and seek new business opportunities, so we have established a research and development center and a prototype laboratory, EPG Innovation Center Co., Ltd. ("EIC") to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

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

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

Innovation Performance 2021/2022

Products for Social



Aeroklas Field Bed

8

8 New intellectual Properties

7

7 Launched Products

5

5 New Process Innovations

2

2 Other Innovations

Promoting an Innovative Corporate Culture

EPG encourages employees to participate in product creation and process improvement in order to instill pride, affection, and a sense of belonging in the business, as well as recruit inventive people as a force for the company's future. EPG launched the "Idea Can Do" project in fiscal year 2021/2022 to inspire employees to be creative, brave, and empowered in

delivering unique ideas that can build goods that satisfy the needs of consumers. The award is decided by the Board of Directors, which includes the Chief Executive Officer and management team. The initiative involved 107 employees submitting new ideas to the competition. This year, there is total of 109 employee participate in the event which result in 144 project and 8 of which are product development initiatives.

"Idea Can Do"



Performance on innovation

In the fiscal year 2021/2022, the Company received 8 new patents and sub-patents, 7 new innovative products to market, 5 manufacturing innovations, and 2 additional innovations. We've also created an emergency relief innovation called "Aeroklas Field Hospital Bed" to help with the COVID-19 crisis in the Country. Aeroklas Co., Ltd. developed this breakthrough concept in partnership with several partners, including:

- The group of plastic resin manufacturers include GC/ Chevron Phillips/ IRPC/ DOW Chemical/ HMC/ Lyondell Basell and SCG.
- The group that supports bedding set by GPSC
- Aeroflex Co., Ltd. supports bed leg rubber pads.
- FB Page Ejan and Triple I Logistics are involved in public relations, transportation, and distribution of Aeroklas beds to field hospitals around the country, particularly in rural, hard-to-reach areas.

Aeroklas Co., Ltd. leveraged its potential and ability of employees to develop, manufacture molds, test the product, and build Aeroklas field hospital beds, the emergency relief innovation in 12 days with a capacity of 350 beds per day. Aeroklas field hospital beds are built of high-quality polyethylene/polypropylene resins, the same material used to make beds in major hospitals. They have a width of 91 centimeters, a length of 210 centimeters, and a height of 30 centimeters, and can carry patients weighing up to 200 kilograms. The Aeroklas field hospital bed stands out because it is light yet strong, has a long service life, and is easy to assemble, taking less than 5 minutes. It is also extremely long-lasting and does not collapse. The bed can be moved into the X-Ray machine without

displacing the patient. There is no risk of germ accumulation when they are used again because they can be cleaned with alcohol. The bed is non-soaked and environmentally friendly because it can be reused and recycled

In addition, the Department of Intellectual Property has received the product design and patents, which are now being reviewed.

From August to October 2021, the Company and its subsidiaries, with the help of partners, delivered more than 6,324 Aeroklas field hospital beds worth a total of 18,972,000 baht to field hospitals and waiting for centers across the country, including 116 hospitals in 50 provinces, including Pattani City Hall/ Sanam Taksin Hospital, Rayong Province/ Songkhla Hospital/ Wat Pa Nakhae, Yasothon Province/ Child Development Center, Nam Khok Subdistrict, Rayong Province/ Public Health Narathiwat Province/ Health Promoting Hospital, Khon Kaen Province, etc.

"Aeroklas Field Hospital Bed" is another pride in using a company's and partner's potential to contribute to society as stated in our philosophy "Get from social community and return contribution to community"

Example of innovative product: Aeroklas Fieldbed

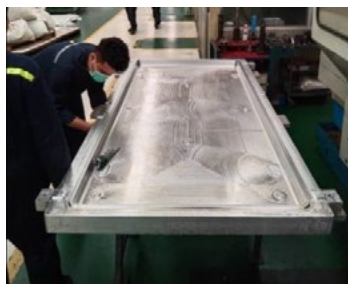
The covid-19 outbreak is still raging. The number of everyday infections is constantly increasing.

The situation will deteriorate further, there is a scarcity of patient beds. As a result, the Company wishes to assist society in mitigating the negative impact. Under the name "**Aeroklas Field Hospital Bed**," the company and Aeroklas Co., Ltd. have used current technology to produce emergency relief innovations and engage with the company's partners to solve problems and assist society utilizing the Reduce, Reuse, Recycle principle.



Characteristic

Size



Mold

Finished Product

Testing



Logistic to distanced location



Field Hospital

Additional information on the donation

<https://www.ejan.co/ejan-social/ภารกิจสู้ชีวิต-อีจันส่งต่อเตียงสนาม-1-วัน-4-หน่วยงาน-2-จังหวัด>

<https://www.ejan.co/ejan-social/เส้นทาง-240-กม-อีจันเดินทางส่งต่อเตียงสนามสู้โควิด-day2>

https://www.youtube.com/watch?v=aiRk_emiLW (Deliver Aeroklas Fieldbed | อีจัน Ejan)

<https://www.youtube.com/watch?v=EaYsI9JBsMc> (Delivery of Aeroklas Fieldbed by TJM Max-1 By Aeroklas)

<https://thunhoon.com/article/244239> (EPG Deliver Aeroklas Field Bed)



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 2021/2022	Performance in fiscal year 2021/2022
Preparation of the EPG Supplier Code of Conduct	Establish a Supplier Code of Conduct	Target achieved
EPG Critical Suppliers Risk Assessment	Conduct the assessment	In Progress

Management Guidelines

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

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.



Performance

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

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

In addition, EPG has implemented the EPG Supplier Code of Conduct, which takes into account the content and scope of the terms and conditions, laws and regulations, business ethics, and international standards for EPG suppliers to better understand the company's intentions and operating practices, and to serve as a

guideline for future growth together. EPG focuses on tier-1 suppliers that are vital to the company's success.

Details on Business Ethics for Suppliers can be found on the website. Please see the corporate governance section;

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

The improvement in Policy and guideline of supply chain management

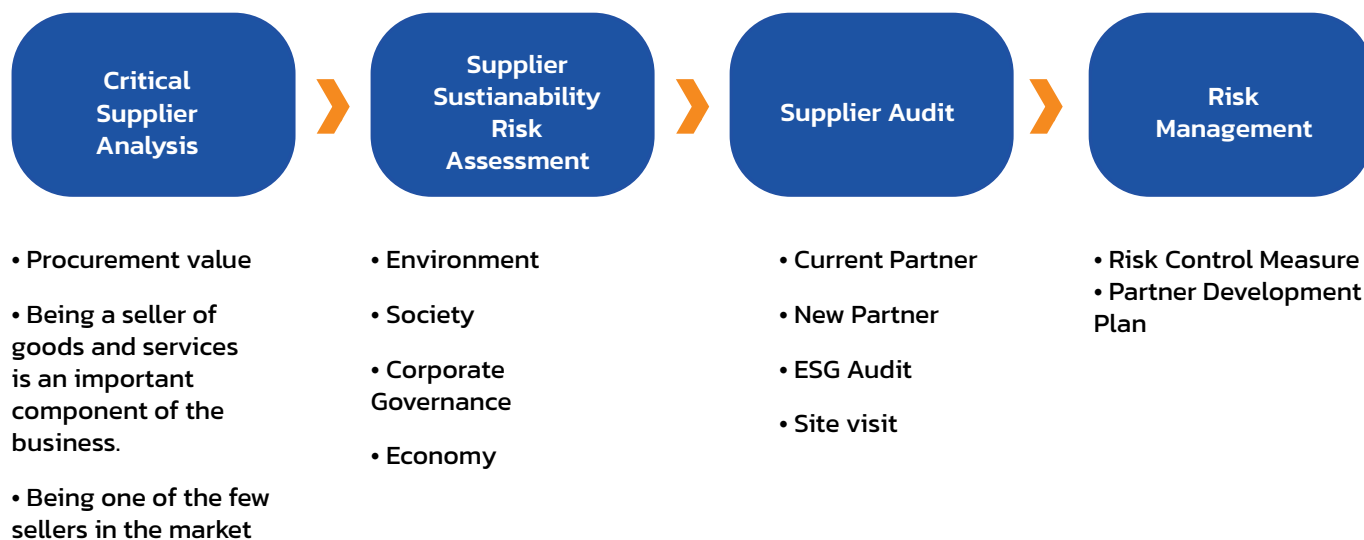
In 2021/22, EPG launched the use of Supplier code of conduct and the use of supplier assessment questionnaire (SAQ). In addition, EPG has added the topic such as environment, social and governance (ESG Risk) in the questionnaire. (Disclosure 308-1, 414-1)

Recruiting and selecting potential suppliers

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

Suppliers Risk Management in the Supply Chain

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



Critical Supplier

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

In fiscal year 2021/2022, EPG has critical supplier accounting for 20% of the total number of suppliers within the supply chain and 81 percent of the overall procurement value. Furthermore, in order to successfully manage important suppliers, EPG assesses their risks and groups them based on the amount of risk and severity of the impact.

Supplier Sustainability Risk Assessment

According to statistics from the fiscal year 2021/22, 88 percent of significant suppliers have acknowledged the Company's Supplier Code of Conduct and completed the EPG Self-Assessment Questionnaire (SAQ). Furthermore, 57% of supply chain suppliers were aware of their code of conduct and completed a self-assessment questionnaire (SAQ), with none of them failing.

Supplier Development

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

EPG encourages suppliers to offer the primary raw materials, as well as a certified management system that meets international standards such as ISO 9001, ISO 14001,

Risk Management

The company also diversifies its sourcing risk by constantly expanding its list of Approved Suppliers. 111 new suppliers were added to the Approved Supplier List in the fiscal year 2021/2022.

In the fiscal year 2021/2022, eight suppliers were examined on-site or monitored online, including the critical five.

During the Covid-19 epidemic, the company's supply chain teams collaborated closely with suppliers to ensure that everyone was able to bounce back together. The company undertook frequent explorations with suppliers on the Covid-19 scenario to monitor the situation and analyze risks at suppliers in order to better manage the entire supply chain for business continuity. The company also collaborates closely with suppliers to ensure that they are informed of predictions and production plans so that raw materials can be better prepared.

This data is available through the Vendor Manage Inventory (VMI) system, which has seen a 26% increase in the number of suppliers registered over the previous year.

ISO/IATF16949, ISO 17025, OSHAS 18001, ISO 45001, and ISO 50001.

EPG has launched 2 supplier development programs for fiscal year 2021/2022.

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

Contractor safety and quality of work are important to EPG. As a result, contractors are encouraged to follow all relevant laws and regulations and to manage their environmental impact effectively. Eastern Polypack Co., Ltd. held yearly contractor training for two years in fiscal

year 2021/2022, with 24 firms and 365 persons participating. The training included corporate policy, relevant laws and regulations, the company's rules, the Occupational Health and Safety Management System, ISO 14001 Environmental Management, and ISO 50001 Energy Management.



into demand, allowing suppliers to arrange the appropriate raw materials.

The function is currently used by 96 suppliers in the supply chain. Furthermore, in the fourth quarter of the fiscal year 2021/2022, the Company requested that all suppliers use the "Online Billing" process, which is accessible through the Vendor Manage Inventory (VMI) system and allows suppliers to continue online without having to provide physical paperwork to the company, reducing transit time and contact points during the COVID-19 situation. Suppliers can also track the status of invoices that have already been billed online.

We've also built an internal mechanism within the company's supply chain team to guarantee that purchase order paperwork is transmitted to suppliers in a complete and timely manner. The company also employs "Request for payment online" to guarantee that the supplier payment procedure runs smoothly. The company has also utilized the E-bidding auction site to widen its pool of possible suppliers.

2. Supplier Development Program

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

Strategic Procurement Development

The company has improved its procurement process by building and upgrading the Vendor Manage Inventory (VMI) software, as well as capabilities that allow suppliers to know what and when to deliver. Short-term production plans and long-term predictions can also provide insight



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 2021/2022	Performance in fiscal year 2021/2022
Customer Satisfaction Score		
Aeroflex Co., Ltd. (Thermal Insulation Business)	90%	96%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	80%	82%
Eastern Polypack Co., Ltd. (Plastic Packaging Business)	92%	90%
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.
Service Quality	<ul style="list-style-type: none"> Collaborate and trust each other in the development of products and services.
Relationship Management	<ul style="list-style-type: none"> Being Professional; treat customers politely, friendly, and professionally.

Performance

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 fiscal year 2020/2021, all the company's product group (100%) will be examined and monitored for customer health and use in order to improve quality, and none of the company's products in this business group will violate or comply with product safety laws. (Disclosure 416-2)

2. Building relationships and trust with customers

EPG offers training on creating positive personality to build relationships and provide effective customer services. There is also an internal audit system in place to avoid employee fraud and promote customer trust. In the fiscal year 2021/2022, 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 2021/2022 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 2021/2022, 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.

Customer satisfaction scores for Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. in fiscal year 2020/2021 were 96%, 82%, and 90%, respectively, meeting the target and improve from the fiscal year 2020/2021. EPP Customer Satisfaction drop slightly from the previous year due to high pent-up demand cause the company to adjust plan of product delivery

Customer Satisfaction Score	Fiscal Year 2019/2020	Fiscal Year 2020/2021	Fiscal Year 2021/2022
Aeroflex Co., Ltd. (Thermal Insulation Business)	95%	96%	96%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	81%	81%	82%
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	91%	92%	90%

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 addition, EPG promote and conduct internal seminar on the implication of Personal Data Protection act during our fiscal year 2021/22. EPG has not received any complaints about consumer privacy issues in fiscal year 2021/2022



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 2021/2022	Performance in fiscal year 2021/2022
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0

Management Guidelines

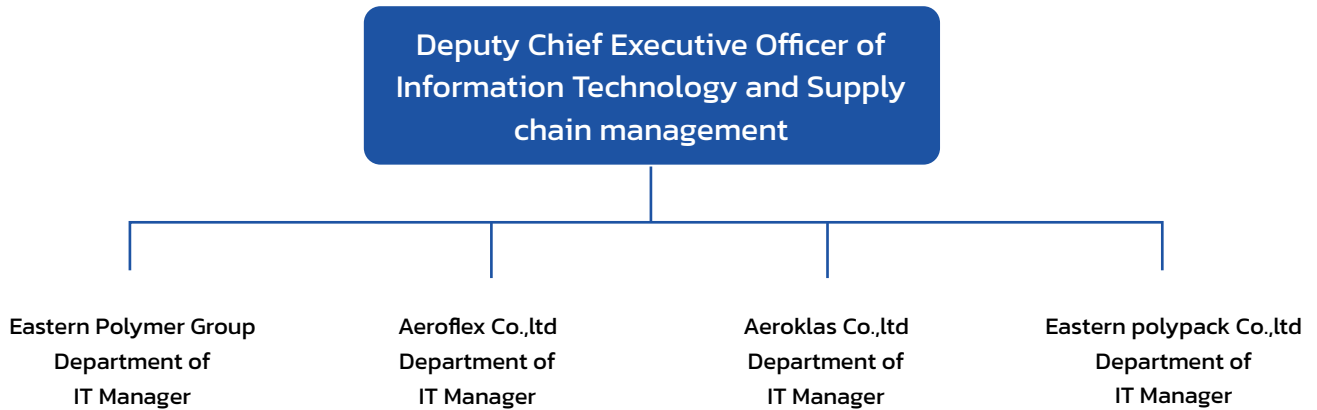
EPG prioritizes the development of cybersecurity to protect the company's information and that of all relevant stakeholders, including employees, customers, business partners, suppliers, contractors, and government agencies, with a focus on reducing the risk of incidents and cyberattacks into the company's 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:

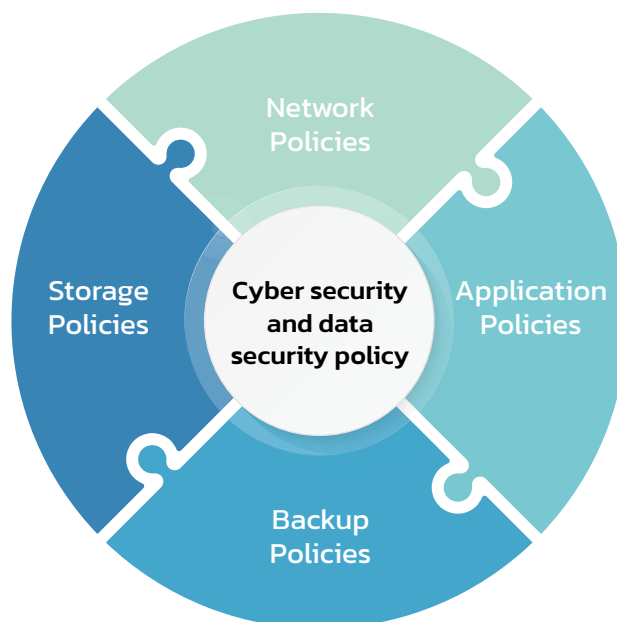
Eastern Polymer Group Public Company Limited

Organization Chart: Information Technology



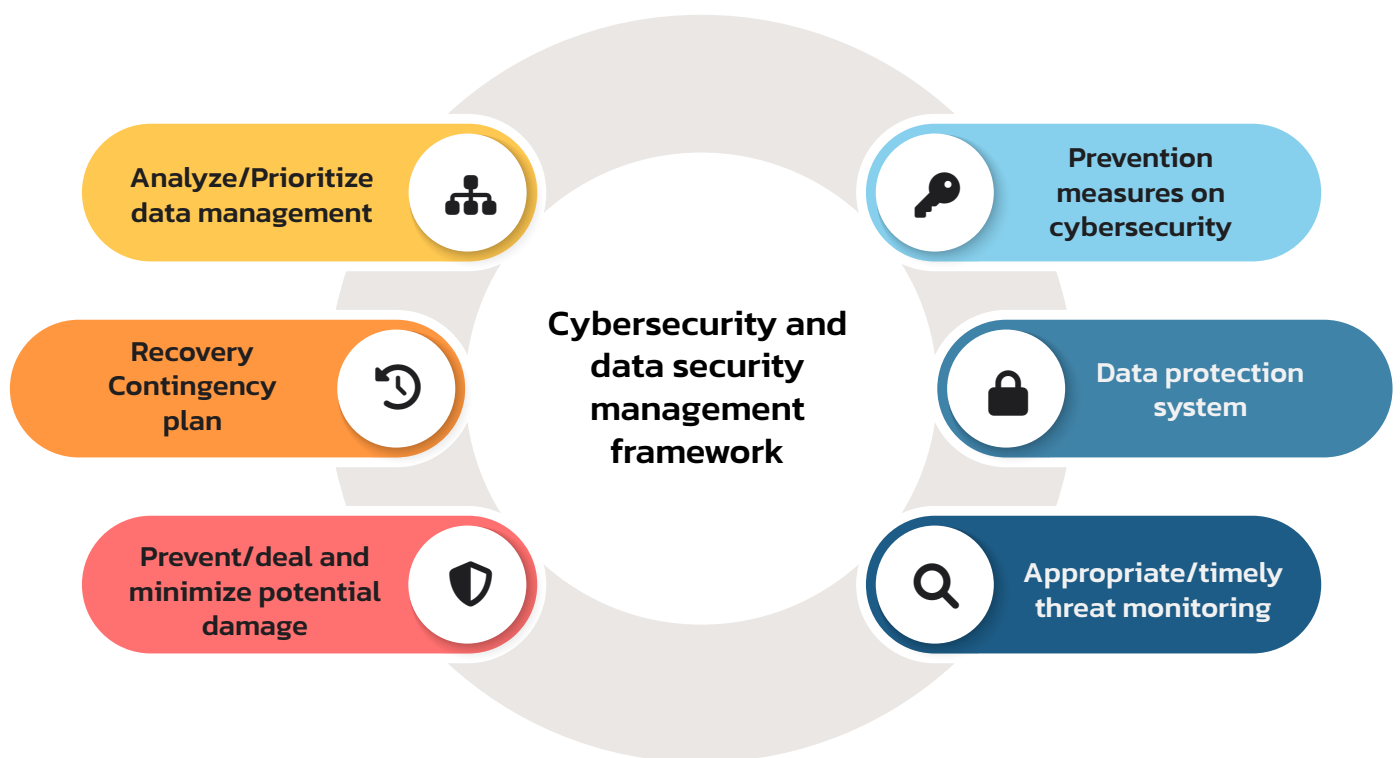
Furthermore, EPG has employed experienced and trained consultants to provide guidance on prevention, problem solving, and cybersecurity evaluation in compliance with EPG's policies and the framework established under cybersecurity and personal data protection laws.

- 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 2019/2020	Fiscal Year 2020/2021	Fiscal Year 2021/2022
Proportion of trained employees	100%	100%	100%	100%

In 2021/22, despite not achieving the highest zero downtime/zero cyber security goal, EPG can restore the system in about an hour.

EPG can improve the system and reduce the frequency of network downtime caused by malfunctioning hard disk devices by boosting close and regular monitoring and conducting maintenance. In terms of 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 2019/2020	Fiscal Year 2020/2021	Fiscal Year 2021/2022
Network Down Time (Times/Month)	0	0.73	0.03	0
Server Down time (Times/Month)	0	2.11	2.72	0
Cyber security (Times/Month)	0	0.03	0.06	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 2021/2022, EPG received no complaints about personal data breaches or stakeholder data leaks, including no incidences of company data leaking or cyber-attacks.



Environmental Impact Management

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

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
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

Environmental Risk Management

Environmental Compliance

Complaint Management

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

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

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

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)		✓	✓	✓	✓

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 2021/2022. 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 2021/2022, 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
Number of environmental impact complaints	0	0	0



Air Pollution Management

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

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
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.



1

Provide basic information on air pollution of all business units.



2

Reduce air pollution at the source

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

Strategy	Management Guidelines	Performance in fiscal year 2021/2022
Provide basic information on air pollution	<ul style="list-style-type: none"> ● Provide basic information on air pollution in accordance with the law, covering all businesses. 	<ul style="list-style-type: none"> ● Create a simple database by calculating air emissions from year to year. ● Measure the quality of air pollution based on stakeholder concerns for all subsidiaries. ● Report the air pollution data to senior management at least once per year.
Reduce air pollution at the source.	<ul style="list-style-type: none"> ● Improve the air pollution control system 	<ul style="list-style-type: none"> ● The engineering team and manufacturing team co working on the improvement of wet scrubber system.

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

For 2021/22, the company's subsidiaries measure the amount of air pollution release to ensure all stakeholders that the company put emphasizes on the management of air pollution with the detail below.

2021/22			
The Eastern Polymer Group Plc	SO ₂ (<60ppm)	NO ₂ (<200ppm)	PM2.5 (no standard value)
	2.50	8.00	0.00

EPG monitors air pollution in all air emission sources on a regular basis using standardized and well-respected external laboratory tests and analysis services, as well as calculating the company's overall air emissions as a

way of managing at the source to achieve maximum operational efficiency in air pollution management. For the entire 2021/22 year, air pollution from all sources is below the permissible limit



Resource Efficiency

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

Management Guidelines

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

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

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

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

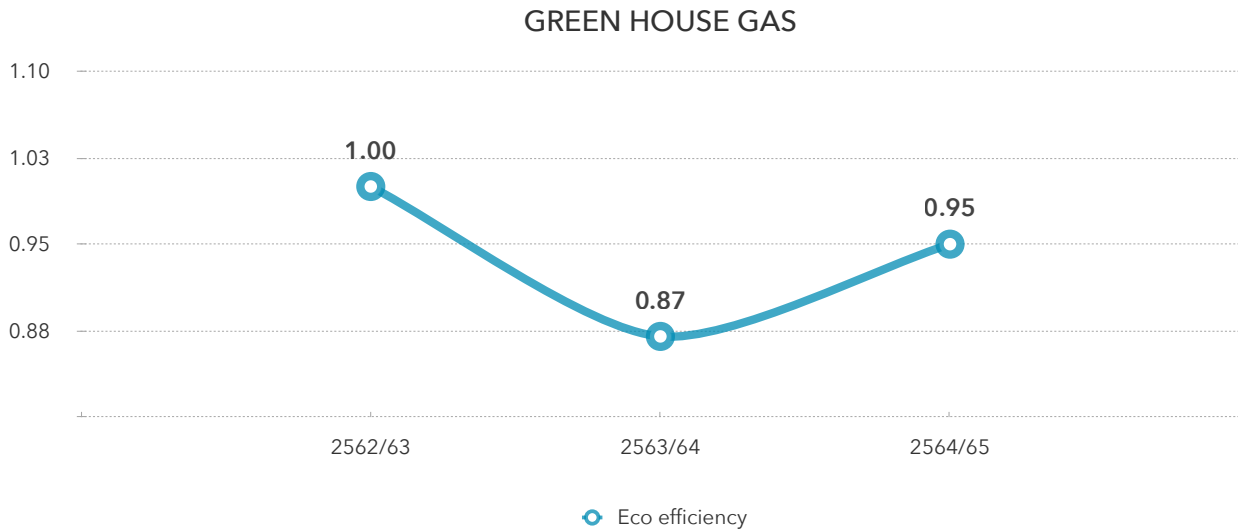
EPG follows the international standard standards ISO 14045, which use the number of items produced in a year to indicate the company's economic growth and greenhouse gas emissions as an environmental impact agent since they are directly tied to the company's business operations. Only the direct (scope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

Performance

	Year 2019/2020	Year 2021/2022
Eco-efficiency (tons per ton carbon dioxide equivalent)	1.61	1.53
X Factor	1.00	0.95

* Base year Fiscal Year 2019/2020

Remarks: Performance in fiscal year 2021/2022 came from Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd.



As overall output of the company's products has been lowered due to a delay in client orders, the eco-performance assessment for 2021/2022 has a factor X of 0.95, which is lower than the base year 2019/2020. Due to a reduction in the company's capacity and energy conservation projects, the amount of greenhouse gas

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



Greenhouse Gas Emissions Management

Climate change is causing severe natural disasters that human kind never experience before, such as rising sea level and extreme weather condition. On November 2021, 196 global leaders include Thailand, participate annual UN climate change conference or COP26 conference to collectively establish the guideline of each nation to address the Climate change and aim to achieve “Net Zero” by 2050. The Business sector thus has to be ready to address the changes.

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
<i>Greenhouse gas emissions compared to base year (scope 1&2)</i>	5.00% down	2.00% down	11.76% down
<i>Greenhouse gas emission rate per product unit compared to base year</i>	2.50% down	1.00% down	4.77% UP

*Base year Fiscal Year 2019/2020

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

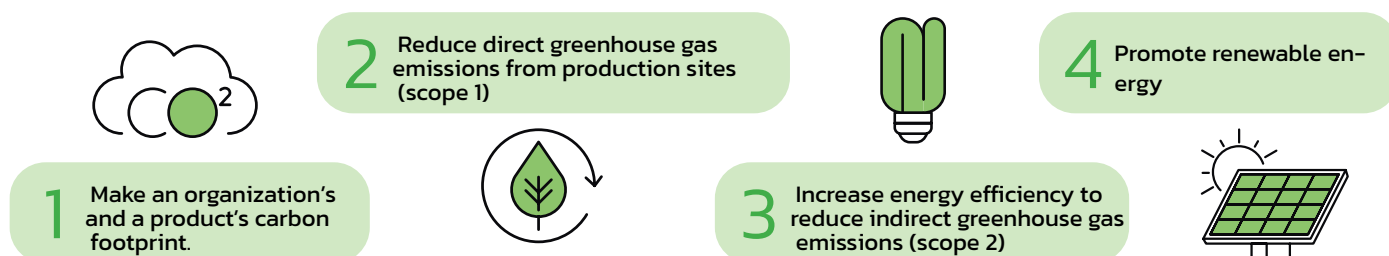
Management Guidelines

The earth is warming as a result of increased consumption of oil, gas, and coal by households, industrial sectors, agriculture, and transportation. Climate change is causing severe natural disasters, such as heavier droughts, heavier rain, flash floods, severe wildfires, longer heat waves, and crops that do not come out seasonally.

Furthermore, as collectively committed in the Paris Agreement at the COP21 conference, the world has a shared goal of limiting global temperature rise to no more than 2 degrees Celsius in an endeavor to maintain global temperatures higher than 1.5 degrees Celsius from pre-Industrial Revolution levels. Thailand announced a carbon-neutral target and a net-zero GHG emissions target, which could lead to future legislation, regulations, regulations, and tightening climate change regulations, posing a challenge for businesses to improve greenhouse gas management in line with the upcoming global direction.

Eastern Polymer Group Public Limited Company and its subsidiaries understand that energy consumption is a critical aspect of corporate operations and that energy consumption activities contribute to greenhouse gas emissions. As a result, we 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. 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:

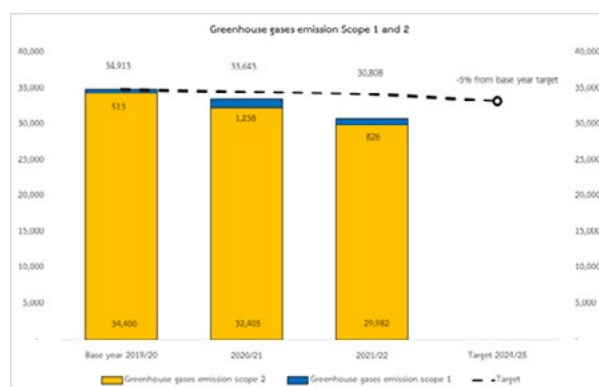
Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Make an organization's and a product's carbon footprint.	Prepare greenhouse gas emission evaluations for all businesses' organizations and/or products.	<ul style="list-style-type: none"> Aeroflex Co., Ltd) was awarded the enterprise carbon footprint certificate for the 5th consecutive year as well as the carbon footprint certificates for 40 products from previous year 26 products and Aeroflex is also the first company to receive the product certification on Taping category. For the second year, the greenhouse gas emissions of Eastern Polypack Co., Ltd. (plastic & packaging business) have been certified. Aeroklas Co., ltd joined the pilot project for Promoting of Carbon footprint for organization with support from Thailand Greenhouse Gas Management Organization (Public Organization)
Reduce direct greenhouse gas emissions from production sites (scope 1)	Reduce refrigerant leakage	<ul style="list-style-type: none"> Change the refrigerant in R22 air conditioners to R32.
	Reduce the use of fossil fuels	<ul style="list-style-type: none"> Improve the Forklift fleet efficiency.
Increase energy efficiency to reduce indirect greenhouse gas emissions (scope 2)	Reduce electricity consumption in the production process.	<ul style="list-style-type: none"> Change fluorescent to LED lighting Improve cooling system efficiency Improve efficiency of water chiller system
	Increase energy efficiency by monitoring and improving machines that consume a lot of electricity in the manufacturing process.	<ul style="list-style-type: none"> Improve cooling system efficiency. Improve water chiller efficiency.

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
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) is currently installing the solar rooftop with capacities to generate 3.9 Megawatt. Aeroklas Co., Ltd) is currently installing the solar rooftop with capacities to generate 8.0 Megawatt. Eastern Polypack Co., Ltd. is currently installing the solar rooftop with additional capacities to generate 4.9 Megawatt from current capacities of 1.0 Megawatts

Performance

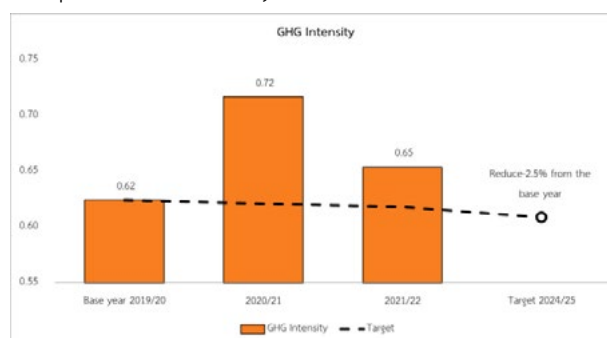
Carbon Footprint preparation of organizations and products

Based on the method of calculating greenhouse gas emissions from the organization's carbon footprint assessment guidelines of the Greenhouse Gas Management Organization (Public Organization), EPG has prepared a report on direct greenhouse gas emissions (scope 1), indirect greenhouse gas emissions from energy consumption (scope 2), and other indirect greenhouse gas emissions (scope 3). Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC₆), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen fluoride (NF₃) are among the greenhouse gases for which EPG collects data on greenhouse gas emission activities to calculate the organization's carbon footprint annually. The Water and Environment Institute for Sustainability, The Federation of Thai industry Aeroflex and Eastern Polypack's emissions statistics for fiscal year 2021/22 Aeroflex Co., Ltd. acquired carbon footprint for organization (CFO) accreditation from the Greenhouse Gas Management Organization (Public Organization) in fiscal year 2021/2022 for 5th consecutive years. For the second year, Eastern Polypack Co., Ltd. was certified for its carbon footprint. Aeroklas Co., Ltd. Shall join Greenhouse Gas Management Organization (Public Organization)'s Promoting of Carbon footprint for organization project to evaluate their Greenhouse gas emission for the first year.



*The reported data include only Aeroflex and Eastern Polypack

EPG had 826 tons of direct greenhouse gas emissions (Scope 1) (Disclosure 305-1), and 29,982 tons of indirect greenhouse gases (Scope 2) (Disclosure 305-2) therefore the combine value of Scope 1 and scope 2 from the use of carbon dioxide equal to 30,808 tons of carbon dioxide equivalent in the fiscal year 2021/2022, a decrease of 4,105 tons of carbon dioxide equivalent, or 11.76% compared to the fiscal year 2019/2020.



Despite a decrease in overall corporate greenhouse gas emissions, the company's greenhouse gas emissions per product unit increased by 4.77 percent from 0.62 to 0.65 tons of carbon dioxide equivalent per ton of

products in fiscal year 2021/2022, due to additional production capacities that Aeroflex recently expand approximately 15,000 square meter of production space which is equivalent to 6,000 tons per year of manufacturing capacities to support future growth. Therefore, increase overall company's greenhouse gas emissions per product unit in this reporting period.

Other indirect greenhouse gas emissions (Scope 3)

The Company emitted a total of 39,915 tons of carbon dioxide equivalent (scope 3) during the fiscal year 2021/2022 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.

	Activity Type	Other Indirect Greenhouse Gas Emission Activities (scope 3) Units: Tons of CO ₂ e
Eastern Polymer Group	Purchased goods and services	35,553
	Fuel- and energy related activities	4,294
	Waste generated in operations	29
	Downstream transportation and distribution	39

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Energy Efficiency

According to Thailand's announcement of its goal of emitting zero net greenhouse gases (Carbon Neutral), the Company is committed to collaborating to reduce greenhouse gas emissions from the company's three main business operations, namely indirect greenhouse gas emissions from purchased electricity consumption. (scope 2). The Company has attempted to focus on discovering renewable energy sources as well as implementing methods to minimize and boost energy efficiency in the manufacturing process to reduce costs, risks, and impacts of our energy consumption.

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Energy intensity compared to base year	2.50% Down	1.00% Down	15.140% 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.

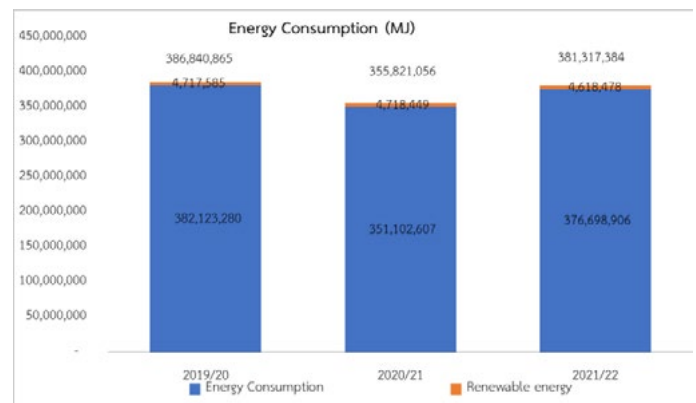
Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. passed ISO 50001:2011 certifications in fiscal year 2021/2022,

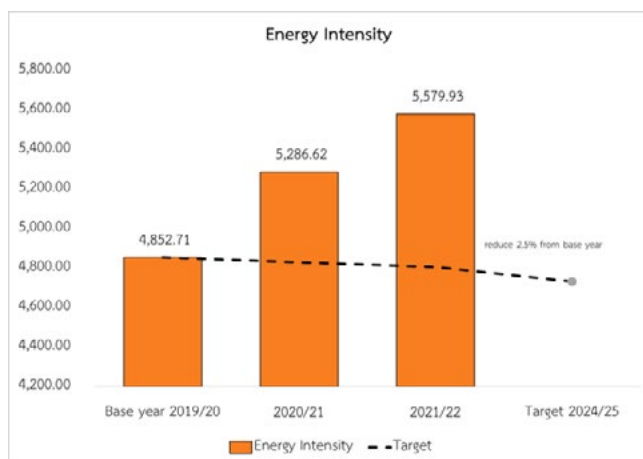
Aeroklas Co., Ltd. intends to continue to be accredited in the future.

EPG has 6 projects in the fiscal year 2021/2022 to improve energy efficiency, which will save 15,512,576 megajoules worth 15.25 million baht and reduce greenhouse gas emissions by 2,154 tons of carbon dioxide equivalent. (Disclosure 302-4)

Business Units	Energy Efficiency Project	Energy Conservation (megajoules per year)	Amount (baht/year)	Reduce greenhouse gas emissions. (tons of carbon dioxide equivalent)
Eastern Polymer Group	Improve Air compressor efficiency	6,774,325	6,661,420	941
	Replace chilling with cooling tower	617,142	606,856	86
	Installation of LED high Bay	909,967	894,801	126
	Improve cooling system efficiency	63,151	62,099	9
	Improve water chiller efficiency	2,529,512	2,487,353	351
	Solar power generation installation project	4,618,478	4,541,504	641
	Total	15,512,576	15,254,033	2,154

EPG's total energy consumption was 381,317,384 megajoules after a year of projections, a drop of 55,523,480 megajoules, or 1.43%, from fiscal year 2019/2020.





Although the company's overall energy consumption fell, the energy consumption per unit of product increased by 14.99 percent compared to the 2019/2020 base year, falling short of the targets established as Aeroflex Co., Ltd. installed new machinery to support future market expansion. As a result, the preparation of energy measures in new, energy-intensive machines has not been completed in recent years, and the covid-19 pandemic has affected consumers to change their behavior by preferring to order products in smaller quantities, but many times preventing them from entering economic scale production, resulting in higher energy costs in production over the past year.

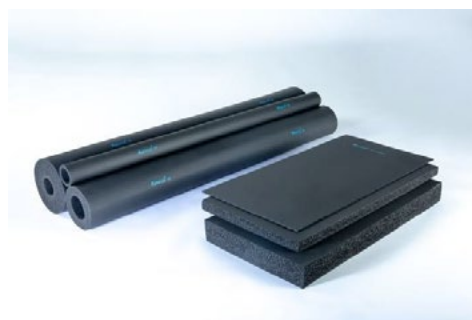
Building partnerships with partners to promote The

Company stated its goals and commitment to be a leader in greenhouse gas management during the 2021/222 fiscal year reporting period as follows.

1. Aeroflex Co., Ltd. has received a carbon footprint for organization (CFO) certification from Thailand Greenhouse Gas Management Organization (Public Organization) for the fifth year in a row in the implementation of corporate carbon footprints, while Eastern Polypack Co., Ltd. has been accredited for the second year in a row. Aeroklas Co., Ltd. has recently joined the initiative to extend the promotion of corporate carbon footprint

in the industrial sector funded by Thailand Greenhouse Gas Management Organization (Public Organization) to assess the organization's greenhouse gas emissions for the first time.

2. Aeroflex Co., Ltd. is certified carbon footprint for the product (CFP), namely "Aeroflex EP and Aefoflex FO," insulation in cooling systems that meet fire retardant standards in accordance with FM Approve requirements, as well as "Aeroflex HF," halogen-free insulation that is safe for residents, and "Aerotape," Thailand's first adhesive tape product certification from Thailand Greenhouse Gas Management Organization (Public Organization)



3. Aeroflex Co., Ltd. signed a memorandum of cooperation on a pilot project to trade greenhouse gases in the Eastern Economic Corridor Development Zone to support low-carbon investment in collaboration with Thailand Greenhouse Gas Management Organization (Public Organization) and the Excellence Center of Eco-Energy, Department of Chemical Engineering, Faculty of Engineering, Thammasat University Research and Consulting Center.





Waste Management

The issue related to waste management is one of the priorities that require address in National Level. The government raised the issue to be one of National Agenda and seek support from the industry by promote the circular economy in order to reduce the negative impact on the environment. As a result, the industry is required to address their internal waste management in accordance to regulation while minimize the cost of production.

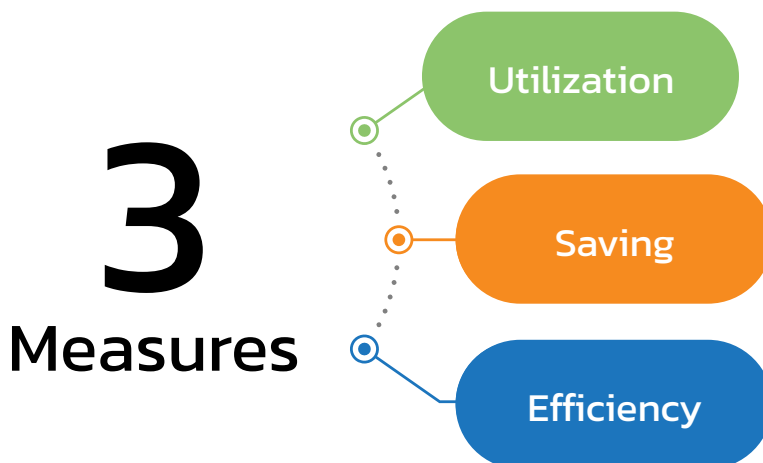
	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Waste Generation Intensity compared to base year (tons per ton of products)	10% down	4% down	8.61% down

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-

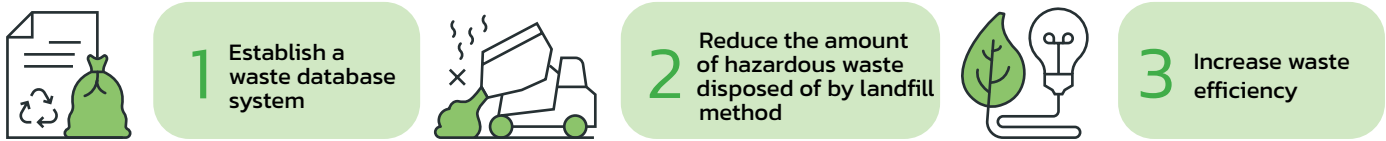
reduction or recycling-oriented manufacturing processes. The implementation 3 measures include "Saving", or rethinking waste and reducing unnecessary waste and consider reducing waste at the sources, "Utilizing" from the waste generated by the organization and improving waste to the right quality and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



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

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

Main strategy on waste management



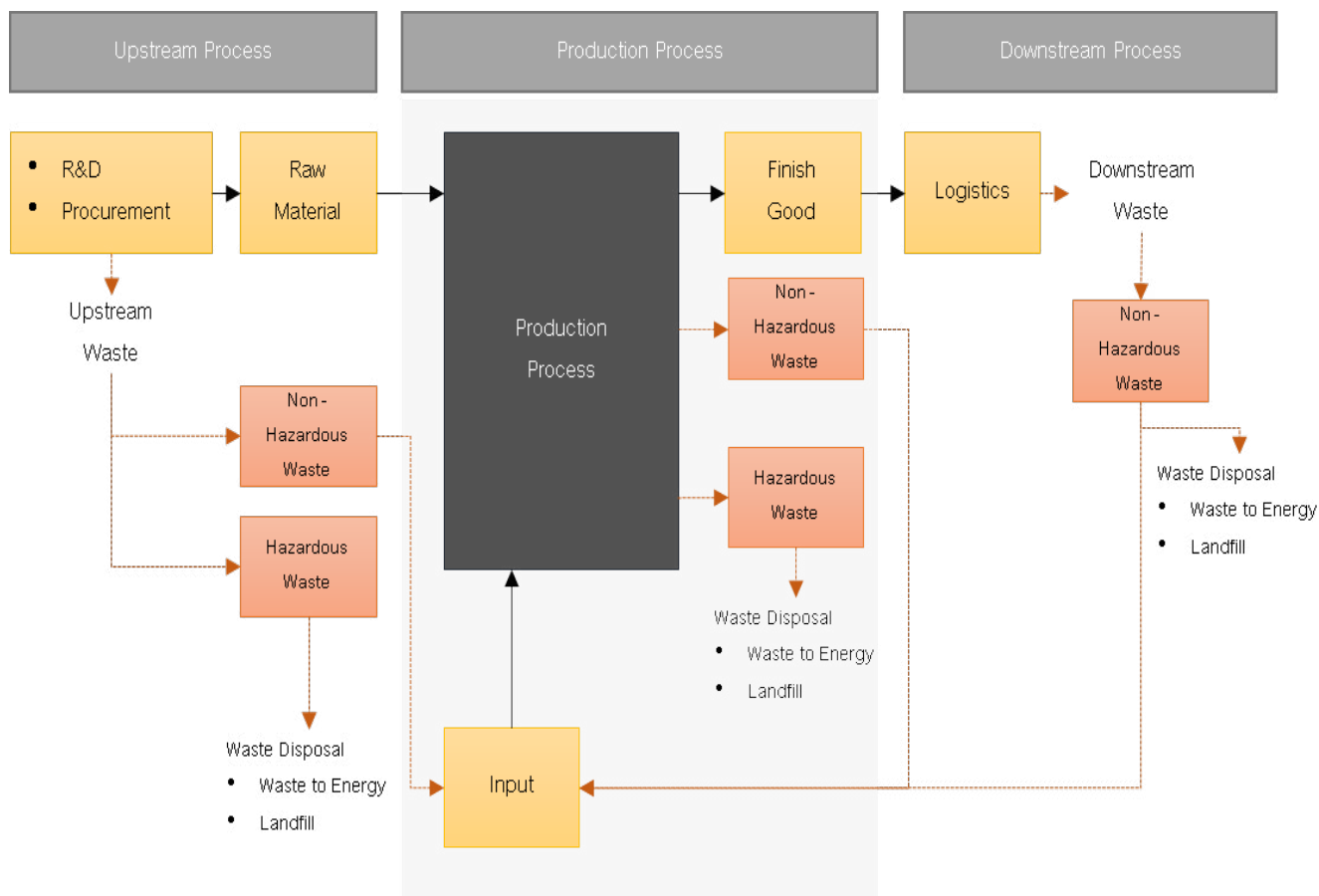
The following operational principles have been set by EPG to meet each plan through the cooperation of subsidiaries:

Strategy	Management Guidelines	Performance in fiscal year 2020/2021
Establish a waste database system	<ul style="list-style-type: none"> ● Create Waste Balance in all business units 	<ul style="list-style-type: none"> ● 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	<ul style="list-style-type: none"> ● Reconsider the risk of landfill the hazardous waste. 	<ul style="list-style-type: none"> ● Launch project to reduce the procurement of raw material or tools that has the risk of landfill the hazardous waste.
Increase waste efficiency	<ul style="list-style-type: none"> ● Increase the proportion of reusable and recyclable waste 	<ul style="list-style-type: none"> ● Launch Industrial Symbiosis project ● Increase the efficiency of plastic grinding machine for re-use.

Performance

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

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



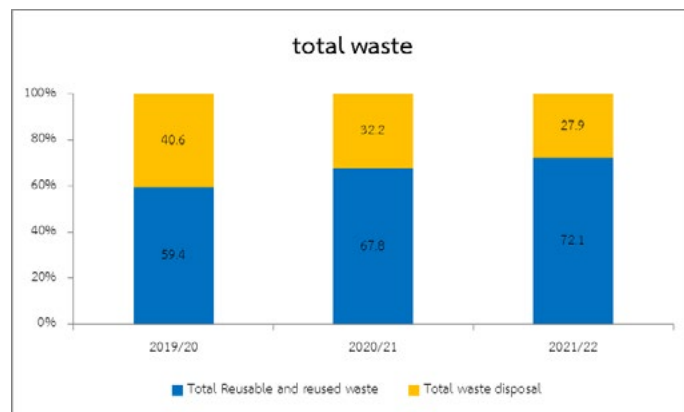
Corporate Waste Management

The Company recorded 1,607 tons of total waste from the manufacturing process in the fiscal year 2021/2022 (Disclosure 306-3), down 6.89 percent from the fiscal year 2019/2020, due to the covid-19 pandemic. As a result, the Company has not completely operated at baseline capacity for the base year 2019/2020. The Company has reused and reused 1,158 tons of waste, representing 72.09% of total waste (Disclosure 306-4), and 449 tons of

waste delivered for disposal by different means (Disclosure 306-5), of which 13 tons, or 0.78 percent of the total waste, was sent to landfill disposal.

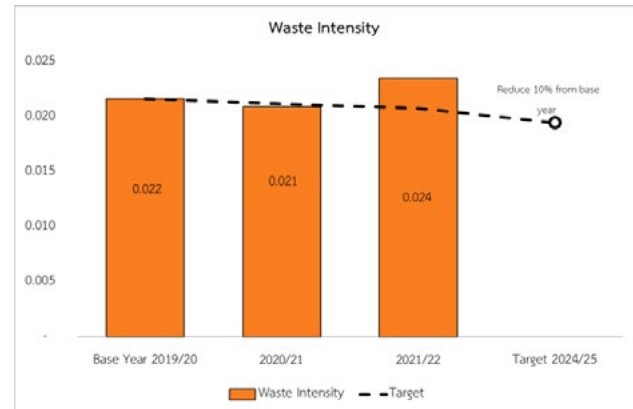
The Company has been striving for tangible environmental rules relevant to corporate waste management in recent years. Reusable waste made up 72.09 percent of total waste, up 21.42 percent from the base year 2019/2020.

	Year 2019/2020	Year 2020/2021	Year 2021/2022
Total reusable and reused waste (tons)	1,025	955	1,158
Total waste disposal (tons)	701	453	449



Even though total waste from the organization's overall production process has decreased, the rate of waste per unit of products continues to rise by 8.61 percent from 0.022 to 0.024 tons of waste per ton of products, compared to the base year 2019/2020, due to consumer process to achieve the organization's long-term goals.

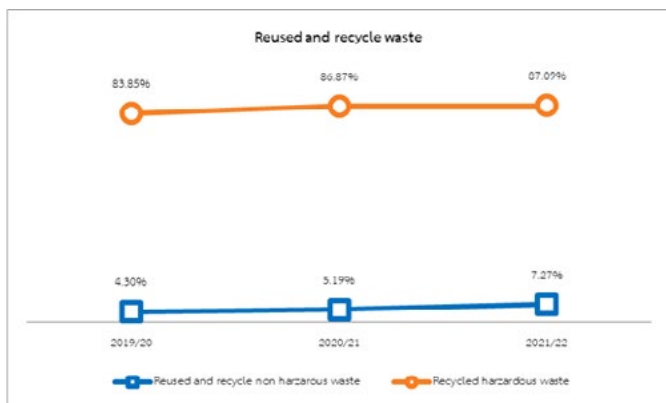
behavior during the COVID-19 pandemic. As a result, waste generated by machine setup in each operation occurs more frequently. The company has not stopped working to eliminate waste in the manufacturing



Management	Type of waste	Volume (tons)	Details
Reusable and reused waste (72.09%)	Hazardous waste, used lubricants, used batteries, contaminated tanks.	22 (1.37%)	<ul style="list-style-type: none"> • Submit to the waste disposal company for reuse and recycling. • Track with Hazardous Waste Manifest
	Non-hazardous waste, rubber scrap, plastic scrap, wooden pallet, plastic pallet	1,136 (66.62%)	<ul style="list-style-type: none"> • Submit to the waste disposal company for reuse and recycling. • Track with Hazardous Waste Manifest
Waste disposal (27.19%)	Hazardous waste, fluorescent lamp, charcoal torch, rags/contaminated gloves	267 (16.62%)	<ul style="list-style-type: none"> • Submit to the waste disposal company for using as mixed or destructive fuel in a specific furnace for hazardous waste. • Track with Hazardous Waste Manifest
	Hazardous waste, laboratory glassware cleaning water	0.46 (0.03%)	<ul style="list-style-type: none"> • Submit to the waste disposal company for physical chemistry treatment. • Track with Hazardous Waste Manifest
	Hazardous waste, contaminated packaging, spray cans	13 (0.78%)	<ul style="list-style-type: none"> • Submit to the waste disposal company for safe landfill. • Track with Hazardous Waste Manifest
	Non-hazardous waste, contaminated rubber debris, plastic debris.	161 (10.01%)	<ul style="list-style-type: none"> • Submit to the waste disposal company for mixed fuel • Track with Hazardous Waste Manifest

Increase efficiency in waste management

EPG is committed to improving the proportion of hazardous and non-hazardous waste that is reused and recycled. The Company took a number of steps in the fiscal year 2021/2022 to increase the proportion of waste reuse and reuse, including introducing online networking within each type of waste record company and considering providing partners who could create common value for the Company in industrial symbiosis, resulting in a 7.27 percent increase in total hazardous waste, or up 69.04 percent while a 3.87 percent increase in total non-hazardous waste, or up 87.09 percent from the base year 2019/2020.



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 2021/22 reporting period as follows:

1. Aeroflex Co., Ltd. has been chosen to participate in the development of environmental labeling systems for renewable products, which promotes material turnover to drive Thailand's circular economy policy and has been certified to receive circular marking as

the first group of 30 companies in Thailand, supported by VGREEN, Kasetsart University/Thailand Environment Institute/ Ministry of Industry/ The Federation of Thai Industries.



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 2021/2022.



Water Management

Despite Thailand's diverse geographical circumstances, climate change and the growth of the agriculture and industrial sectors will put natural water supplies at risk of scarcity. As a result, the industry is aware of such issues and their implications. As a result, the Company must concentrate on effective water resource management as well as sharing opportunities for equal water supply.

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Water Intensity Compared to base year	2.50% down	1.00% down	45.66% Up

Management Guidelines

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

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

EPG acknowledges the challenges of successful water management and has established a sustainable

environmental development policy to promote cost-effective natural resource conservation and usage. We have assigned all business units the task of identifying and assessing water resource risks by creating a Water Scarcity Footprint in accordance with ISO 14046 to determine the amount

of water used in the production of each product, from raw material acquisition to transportation, production, use, and disposal of carcasses, as well as water shortages in the areas where the company operates.

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

Main Strategy for Water and Wastewater Management



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

Strategy	Management Guidelines	Performance in fiscal year 2021/2022
Establish a basic data system for water usage and wastewater quality	<ul style="list-style-type: none"> ● Create Waste Balance in all business units 	<ul style="list-style-type: none"> ● Create a Water Flow Diagram 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	<ul style="list-style-type: none"> ● Assess Water Management Risk 	<ul style="list-style-type: none"> ● Assess risk through ISO 14001:2015 criteria assessment. ● Provide support measures in high-risk cases
	<ul style="list-style-type: none"> ● Promote the use of water from low-risk water sources 	<ul style="list-style-type: none"> ● Reduce the proportion of groundwater use. ● Increase the proportion of surface water consumption from the company's reservoirs.
Reduce water consumption per product unit	<ul style="list-style-type: none"> ● Use water efficiently in the office ● Develop innovations to reduce water consumption in the production process. 	<ul style="list-style-type: none"> ● Campaign to use water in the office in a valuable way and continuously monitor the measurements. ● Improve wet scrubber efficiency

Performance

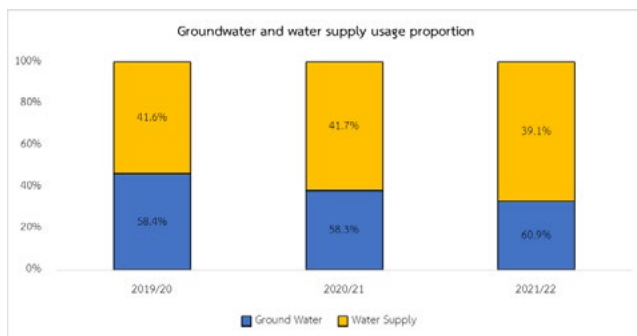
Internal water management services

Water consumed for company operations in the 2021/2022 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 71,449 cubic meters of water supply and 34,950 cubic meters of groundwater. The total water extracted from different sources by the business was

106,399 cubic meters (Disclosure 303-3), up 14.239 cubic meters, or 15.45 percent. However, the company utilized groundwater at a reduced rate of 18.28 percent.

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.

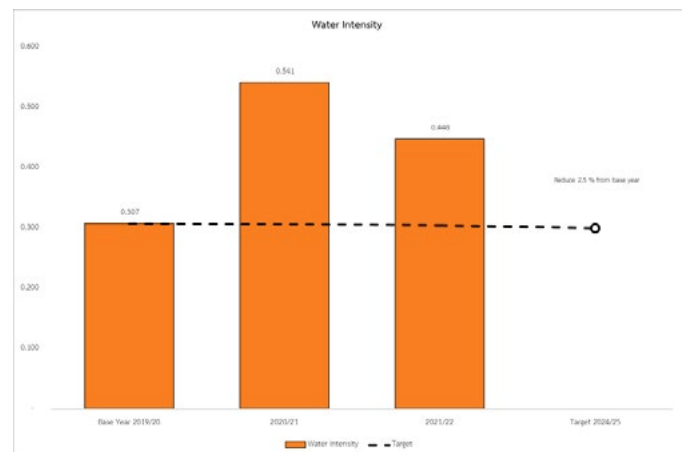
Water source	Year 2019/2020	Year 2020/2021	Year 2021/2022
Groundwater (m3)	42,766	43,181	34,950
Water supply (m3)	49,394	70,315	71,449



The Company drained 75,803 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 2021/2022, 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. Furthermore, due to decreased order quantities, the production line has not fully recovered, but the Company still needs to utilize fixed water consumption in production, resulting in an increase in production water consumption of 6,092 cubic meters, or a 243.86 percent increase over the base year 2019/2020. When compared to the base year, the Company's water consumption per product unit grew by 0.14 cubic meters per ton of product or 45.66 percent.



Water and wastewater optimization

In previous reporting cycles, the company attempted to increase water consumption in the manufacturing process by implementing a project to improve the water filtration system in the Wet Scrubber treatment system to bring as much whirlwind water into the system as possible in order to reduce bile addition. Through follow-up by the project's environmental working group, this improvement must not affect the possible air pollution risk. The company has been able to save up to 500 cubic meters of water per year as a consequence of the initiative.



The Company allocates its subsidiaries to target water use in the general operations of each company to enhance water efficiency by expressing goals to organizational authorities and implementing procedures and action plans to manage water consumption inside the agency, such as weekly water consumption monitoring, checking the leak-seepage spot and reporting the repair promptly if abnormal consumption occurs, holding regular meetings with staff to discuss the month's goals and performance, campaign and train employees of all agencies to raise awareness of the efficient use of water resources and

create a "1 press 1-time project" to reduce water use by allowing employees to flush the toilet only once every visit.

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 2021/2022 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 2021/2022	Performance in fiscal year 2021/2022
Significant number of human rights complaints	0	0	0

Management Guidelines

EPG is committed to doing business in a way that respects human rights throughout the value chain. We treat all stakeholders equally to preserve relationships and morale among all stakeholders, and to reduce the risk of negative business impacts caused by human rights abuses. As a result, the company has developed a policy for human rights activities that is in line with UN business and human rights values. (UN Guiding Principles on Business and Human Rights: UNGP) as a set of standards for board members, executives, and employees at all levels.



Human Rights Framework



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

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

Risks and Guidelines for Preventing Human Rights Violations

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

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

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

Performance

As a corporate framework for human rights operations, the Company has reviewed human rights policies and practices. This amendment intends to create awareness, conduct a thorough review and investigation, manage risks that might lead to human rights breaches, and comply with the United Nations Guiding Principles on Business and Human Rights, which is effective on March 1, 2022.

The Company has established a human rights self-assessment to analyze its operations, assess the potential impact, and develop operational measures to prevent human rights abuses.

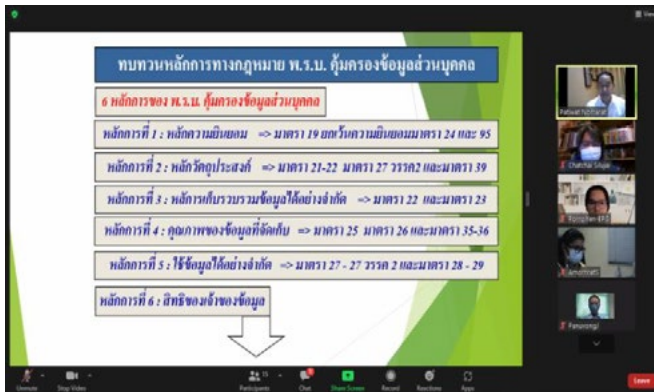
In terms of personal data protection, the Company respects the privacy rights of personal data, and it acknowledges the value of personal data and the need to safeguard personal data in order to avoid violations.

In terms of privacy rights, the Company has issued the Privacy Policy as a framework for personal data protection, which is effective on March 1, 2021. A privacy notice has also been prepared by the Company to alert the personal data owner.

- The objective of storing and processing personal data
- Personal data stored, personal data processing base, storage period
- Personal data rights
- Personal Data Security Measures

Company's Contact channels

Due to the coronavirus covid-19 pandemic, the company has redesigned its training program to be entirely online, with management-level employees and working groups receiving training on personal data protection laws and practices online via Zoom Application to maintain awareness and attention.



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 rights training has been delivered online using Zoom application and E-Learning to raise awareness and educate all new employees on human rights, with the prerequisite of passing an 80 percent knowledge exam. All attendees completed the exam requirements with high marks. To raise awareness and concentration, the Company performed a review with current employees by communicating through several learning channels. (Disclosure 412-2)



HUMAN RIGHTS



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 2021/2022	Performance in fiscal year 2021/2022
Employee engagement score	> 80%	> 70%	95.0%
Employee resignation rate	< 10%	< 12%	12.05%

Human Resource Management Framework

Employee Management

Recruitment

Performance
Assessment

Compensation
and welfare
management

Job
Promotion
and career
path

Employee Development

Training and
development

Talent Management

Succession
plan

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

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

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



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

In fiscal year 2021/2022, EPG set the following goals: successfully recruiting more than 85% of available positions within a given time frame, and new workers

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

Strategies	Key performance in fiscal year 2020/2021
1. Recruit employees through online media such as Facebook Line, QR Code and through job posting service providers such as JobDB, Job Thai etc.	<ul style="list-style-type: none"> Expand recruitment channels to include online media to reach more youthful people and save recruitment time.
2. Proactive recruitment through institutions such as TAPMA, AHRDA, Skill Development Institute	<ul style="list-style-type: none"> Proactive recruitment through institutions such as TAPMA, AHRDA, Skill Development Institute
3. Create a recruitment network	<ul style="list-style-type: none"> Recruiting employees through the introduction of full-time employees and the expansion of the employee network, which has a positive relationship between referral and new hires, resulting in lower probation rates.

Strategies	Key performance in fiscal year 2020/2021
4. Hiring after retirement	<ul style="list-style-type: none"> ● Maintain knowledgeable employees that understand and perform well within the corporate culture.
5. Enhance employee skill and ability	<ul style="list-style-type: none"> ● 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	<ul style="list-style-type: none"> ● Established HR Official line as a communication channel to enhance relationship among employee.

Recruitment Performance

EPG has 63 open positions with 693 people in fiscal year 2021/2022, and all positions were successfully filled with 681 new employees employed, or 98.26%. As of 31 March 2022, total employee is at 2,806 individual with the following results

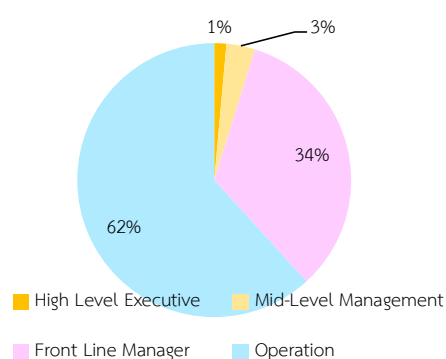
	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Recruit on Time	>85%	92.7%
Probation Achievement	>75%	73.33%

	Year 2019/2020	Year 2020/2021	Year 2021/2022
Recruit on Time (Days)	25	25	15
New employees (Person)	475	298	334
Total employees (Person)	2,742	2,755	2,806

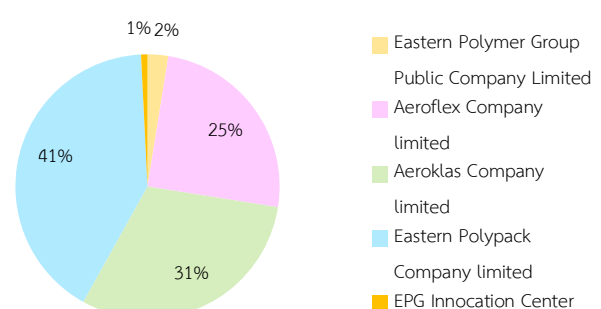
As of 31 March 2022, The company has total of 2,806 employee

The detail of employee is as per below

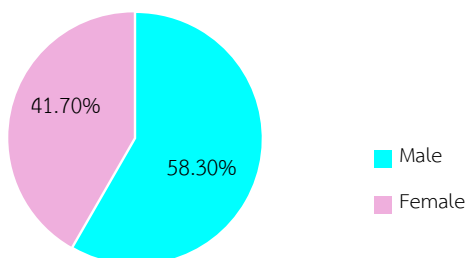
Number of Employees by level



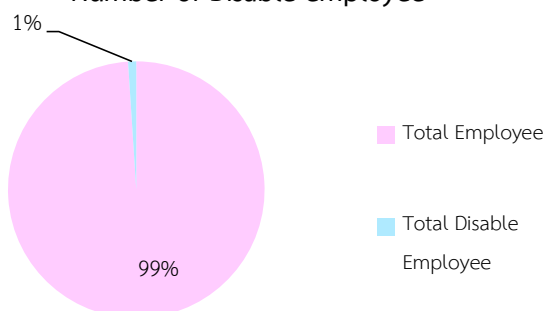
Number of employee by business



Number of Employees by Gender



Number of Disable employee



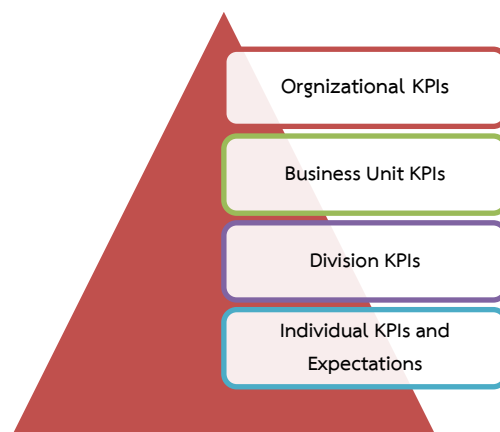
2. Performance Assessment

EPG identifies a framework and appraisal factors that are equitable and non-discriminatory in order to enable employees to engage in managing their success, which provides incentives for the company to grow well and sustainably. The company's central human resources department is in charge of overseeing the performance evaluation process and proposing recommendations for assessing employee performance at all levels that are effective, relevant, and compatible with the company's core objectives twice a year (mid-year and end-of-year) to all levels of executives and employees using the same criteria. The evaluation results will be used as fundamental data in human resource management functions such as Rewards Management, Career Management and Development. In fiscal year 2021/2022, all employees were rated as targeted 100% of the time. (Disclosure 404-3) The company encourages two-way communication on performance feedback guidelines between managers and subordinates in order to foster good understanding and relationships, which leads to behaviors that meet goals and enhance work.

The assessment factor is divided into 2 parts, including:

- **Hard side** factors include using organizational KPIs and distribute to business unit and division

KPIs respectively, while conveying to the individual KPIs and expectations.



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

Furthermore, for the past three years, the organization has been promoting behavior enhancement through the EPG DNA program in order to improve, inspire, and

nurture the behavior of all employees in compliance with the company's priorities and business direction.

3. Compensation and Welfare Management

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

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

Welfare tables

Welfare and job-based benefits	Rewards	Saving benefits	Health benefits	Families benefits	Religion, Culture, Mind	Social and environmental activities
<ul style="list-style-type: none"> Employee Uniform Phone bills Transportation costs Employee scholarships Per diem Travel allowances Hardship allowances, etc. 	<ul style="list-style-type: none"> Diligent Allowance Shift value Job condition value Professional values and specialized expertise Position values, etc. 	Provident Fund	<ul style="list-style-type: none"> Annual Employee Health Check-up Medical expenses 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. 	• 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's children Scholarships, Employee Scholarships, Science Scholarships

The company values and promotes education, thinking that knowledge can help individuals improve their lives, refine their consciences and virtues, and assist society and the nation. The following scholarships were given by the Company in the fiscal year 2021/2022:

- Scholarships for employees: To encourage employees to pursue higher education, improve knowledge and competencies, and advance their careers, the Company has offered 14 employees scholarships totaling 744,703 baht to pursue diploma and master's degrees.
- นอกจากนี้ บริษัทได้ Scholarships for employees' children: The company has made contributions to help employees with their financial burdens.

- 1,258 scholarships totaling 4,766,850 baht have been awarded to employees' children.
- The company is dedicated to being a creative innovation organization and a leadership in polymer and plastics innovation and technology, thus we sponsor scientific scholarships for children, employees, and individuals each year, with 25 science scholarships totaling 360,000 baht awarded.

Local Community Scholarships: The Company has offered 35 scholarships totaling 175,000 baht to technical colleges in the Eastern District.

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

Interviews with scholarship recipients.



Mr. Chatchapol Boonyasanguan

Undergraduate Scholarships
Supervisor of Domestic Sales &
Marketing Aeroflex Co., Ltd.

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“I am proud to get this year's scholarship since the company recognizes and values employee education and provides opportunities for employees of all levels to further their education to apply their expertise to enhance their careers within the organization. I personally chose to study management and industry. This is directly related to work, allowing me to see more of it and apply it more efficiently.”

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4. Job promotion and career path

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

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

Career Path and System

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

Human Resource Management Performance

Employee engagement assessment

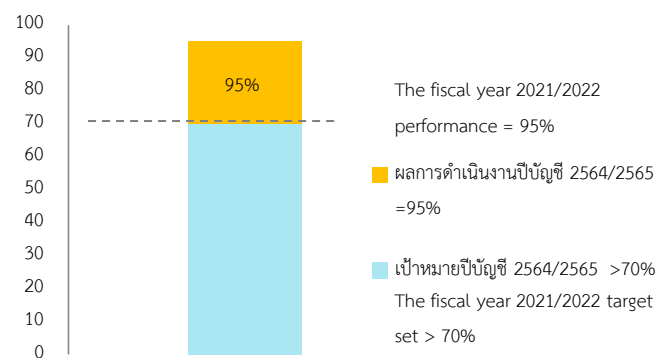
In the fiscal year 2021/2022, the Company conducts an online survey of employee engagement to collect feedback, ideas, and complaints that will be handled further.

According to the business's estimates, the company is aimed for a score of more than 70% employee involvement in the 2021/22 fiscal year, with a score of

95 percent higher than the target set. This is, nevertheless, to improve employee care, the Central Human Resources Department transmitted the findings of the employee engagement survey to the human resources and administration departments of each business unit, as well as explaining the management of issues that employees are interested in.



The level of employee engagement with the company.



The company's employee resignation rate is 12.05%, slightly above its target. However, the Company values employees at all levels, thus establishing an employee care strategy that is suitable for each level of employees, as well as encouraging and fostering employee engagement to help the company achieve sustainable growth.

	Year 2019/2020	Year 2020/2021	Year 2021/2022
Employee resignation rate (percent)	12	11.29	12.05

The Company organizes activities to build engagement in various ways, including:

- **Work performance incentives are awarded on a regular basis depending on work periods.**

The Company has regularly given annual rewards based on work periods to promote corporate engagement, raise employee morale, minimize work suspension rates, and improve work efficiency and effectiveness.

- **A farewell on retirement**

The Company organizes a farewell on retirement to offer thanks and farewell to the company's employees who have worked with passion and commitment to their full potential and encouragement throughout their careers, resulting in retirees being happy to work for the company and forging strong bonds.

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.

Human Resources and Administration oversees the risk assessment of the COVID-19 pandemic's impact and measures to address all aspects of risk, such as budget and resource support for preventive and controlled measures, including providing employees with safety and biomedical equipment, dividing lunch breaks into two phases, and separating the seating area with plastic cafeteria partitions. Furthermore, some employees are required to work from home with support programs and

safety control systems, allowing employees to assess their symptoms daily through the online platform and providing regular ATK testing screening, covid-19 insurance, and alternative COVID-19 (Sinopharm) vaccines to employees, etc.

The Occupational Health and Safety section comprises information about employee care during the COVID-19 epidemic.

Interviews with employees under the covid-19 pandemic



Mr. Siranee Wongwai

Accounting Manager

Eastern Polymer Group Public Limited
Company

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“I’ve worked for over 30 years, and the Covid-19 outbreak has caused havoc on the economy, society, health, and living conditions. As a result of the severe external influence, employees gain experience and learn to adapt to any changing situation. With executive vision, managers can predict the impact and provide benefits to employees, such as providing alternative vaccines against COVID-19 to employees at all levels, including Subcontract/REGULAR ATK testing, screening employees before they start work, and providing life insurance to cover covid-19 infection. The company has taken steps to avoid the spread of Covid-19, such as allowing employees to work from home with access to equipment and software, as well as other job-related facilities. In quarantine, there are also training programs to alleviate stress and educate sensitive employees. Lastly, I would like to take this opportunity to express my gratitude toward all executives and colleagues who assisted in overcoming the difficulties.”

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“ I’ve been employed for 39 years. During the COVID-19 epidemic, the company has prioritized employee health, and I hear voices along the channels of communication to employees to ensure that they understand the measures. There is always an alcohol supply and safety equipment on hand, and the number of staff shuttles has been raised to alleviate traffic congestion. The company also offers life insurance to cover COVID-19 infections as well as alternative vaccinations to prevent COVID-19. Employees are always screened with ATK test kits. I appreciate how much the company values its employees.

The company is like another home, a home filled with laughter, joy, and tenderness. All executives manage the company, treat every employee as a family member, show love and care in all they do, and many employees have invited their children and grandchildren to work there. Working at this firm is fantastic.”

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Ms. Chutimon Kaewsangsai

Senior Control Unit Leader,
Finished Products/Trading
Aeroflex Co., Ltd.



Mr. Somchai Panwong

Senior Head, QAC Quality Assurance
Department, Chairman of the Welfare
Committee 2020-2021
Aeroklas Co., Ltd.

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“I worked at Aeroklas for over 15 years, and during the first COVID-19 pandemic, I chaired the Welfare Committee, was given the opportunity by the executives to quickly provide the first vaccine, and provided COVID-19 insurance (full coverage), delivered masks to relieve the burden on my fellow employees, and organized health promotion activities such as Exercise 1 Minute Fight Covid-19/ Running Virtual Run/ Gold Run and E-Sport Rov events. This is to foster a positive environment while keeping Social Distance in mind, as well as participating in the Aeroklas Bubble & Seal project to keep some of the manpower safe and not disrupt the production schedule. Finally, we held a new traditional New Year’s Eve celebration through Facebook Live, to which the employees enthusiastically responded. I’ve seen that we’re both givers and receivers at the same time. It’s a cheerful work with full management support, a source of pride for my welfare committee, and I’m still prepared to take on this responsibility for the third time.”

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“I’ve been with the company for almost six years and am excited to be offered yet another challenging chance to work on the design and study of Aeroklas field beds, which is a critical project to fulfill the Covid-19 field bed shortage. It must be developed to fulfill engineering and field hospital bed requirements, with the use of environmentally friendly, strong plastic to replace destroyed paper beds, and current technology brought to the best of its capacity to begin production and testing within two weeks. Upon the product completion, all units in the company jointly delivered Aeroklas beds to various units both within the company through the Aeroklas Bubble Seal project and outside the company together with business partners to help society together with the mission “Get from social community and return contribution to community”

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Mr. Thanakrit Jaikhan

Co-design and product researcher “
Aeroklas Field Bed”
Assistant Manager, Industrial Innovation
& Technology,
EPG Innovation Center Co., Ltd.



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 2021/2022	Performance in fiscal year 2021/2022
Proportion of employees who complete mandatory training	100%	60%	73%
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:

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

Strategy 1 Enhance skill development

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

Executive level

1. Strategy Revisit: BUSINESS SUCCESS THROUGH PEOPLE

Management level

1. Finance for Non-Finance

Professional level

1. EPG First Leader
2. Professional Supervisory Skills
3. 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 2021/2022, all employees at or above levels must pass their own mandatory courses (100%); as for the actual result, there is 73% of employee participating in 2021/22 due to impact of Covid-19. EPG evaluates follow-up and the implementation of knowledge and skills to employees' work to determine success.

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

Skill Development Performance

	Year 2019/2020	Year 2020/2021	Year 2021/2022
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.

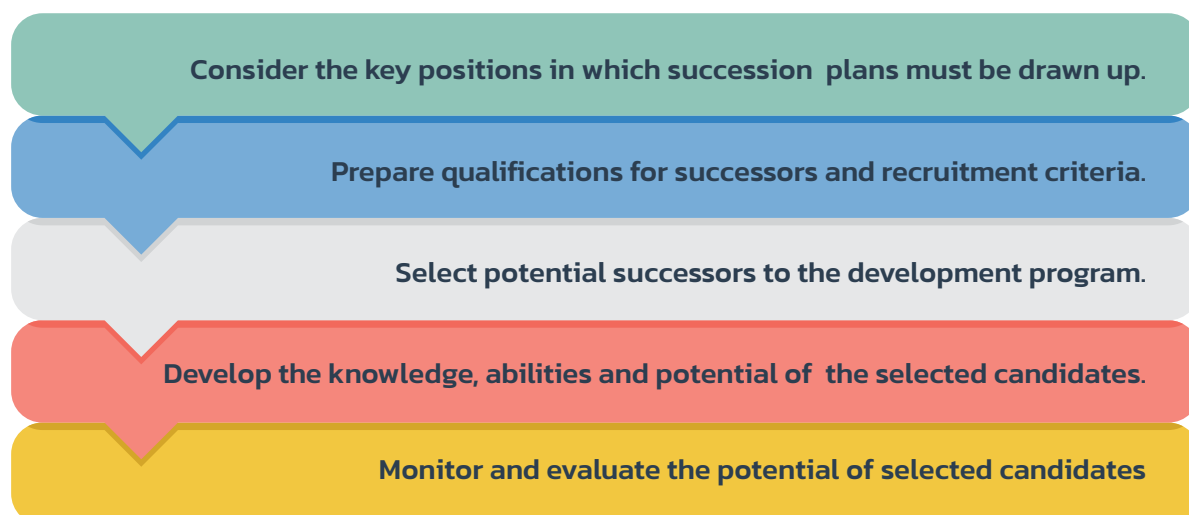
• **High Potential Group** a group of leaders with exceptional learning, thinking, connecting, presenting, and performing abilities. They will be rigorously developed with the Group's creative program through project work each year to address the demands of unique businesses. The development of organizational 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 3 years, has produced a group of 78 leaders with integrated development or blended learning to enhance the leadership and creativity development process.

Strategy 3 Achieve innovative organization.

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

Succession Plan

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



1. Consider the key positions with necessary succession plan

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

2. Establish qualifications of successors and recruitment criteria.

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

3. Select potential successors to the development program.

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

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

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

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

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

Succession plan performance

	Fiscal Year 2019/2020	Fiscal Year 2020/2021	Fiscal Year 2021/2022
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 2021/2022, with an average of 14 hours of training per individual. EPG has had to postpone the management of training that cannot be used online due to the covid-19 epidemic.

	Fiscal Year 2021/2022
Average training hours per person a year	13



Occupational Health and Safety Management

As a result of the covid-19 outbreak, the business has had to adapt and prepare. The potential of the organization's operations being suspended as a result of a pandemic requires that it be prepared, with a pre-determined plan, equipment, and a team capable of responding to such risks in a timely manner. It also necessitates the notification of employees, which is important to the organization's capacity to continue operating.

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Total Recordable Injury Frequency Rate (TRIFR)	<5.5	<5.50	4.54
Lost Time Injury Frequency Rates (LTIFR)	0	0	1.26

Management Guidelines

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

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

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

Strategies for ensuring the safety of the company's operations

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

1.1 Risk Management in workplace

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



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

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

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

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

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

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

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

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

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

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

EPG will provide annual health check-ups to all employees (100%) in fiscal year 2021/2022, 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 2021/2022. 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

Install more emergency systems.

- 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

Improvement of safety system in the production line	<ul style="list-style-type: none"> ● Install automatic CNC machinery instead of using labor. ● Install scrap conveyor belt instead of using labor. ● Install horizontal automatic cutter instead of using labor. ● Install robotic hand instead of using labor. ● Install protection around working area that involve sharp object. ●
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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 2021/2022, EPG partnered with the Makham Koo Municipal Primary Fire Training Agency and Phanat Nikhom Sub-District Administrative Organization to host a theoretical and practical firefighting 1 training with 108 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.

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

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.



their work, both for themselves and for their coworkers, resulting in serious and productive practices.

3.1 Employee engagement (Disclosure 403-4)

EPG organized elections and appointed occupational health, safety, and environment committees in each subsidiary to ensure effective safety and occupational health work. The committee is made up of nominated supervisory representatives and elected operations

representatives, and it meets once a month. Its structure and tasks are well defined. Its objective is to collaboratively investigate dangerous working conditions and track the progress of safety operations, as well as

3.2 Raising awareness

Through the following actions in fiscal year 2021/2022, EPG is committed to developing a safe working culture throughout the organization, both in offices and on production lines:

- **Safety Talk & Environment Talk**

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

- **Personal Protective Equipment Wearing Campaign (PPE)**

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

- **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.

to jointly propose, review, and enhance methods to ensure operational safety and compliance with relevant laws and regulations.

- **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



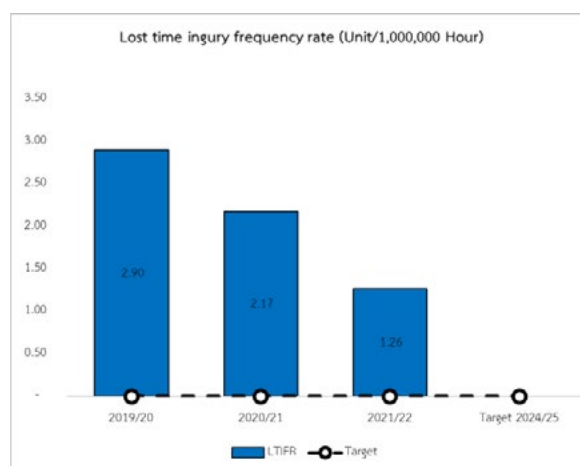
- **Experience sharing**

The Company encourages each team to engage in accident reporting to improve safety and exchange information about accident experiences throughout the company. At the meeting, the accident employee is designated as the incident reporter. Every month, the Safety Committee and the head of the accident agency present a report at the departmental meeting.

Performance

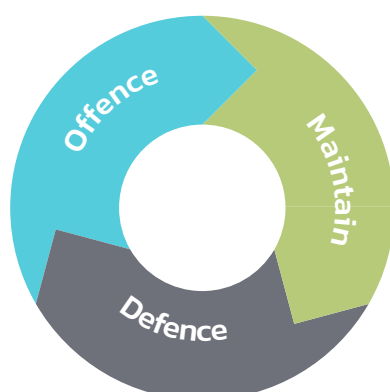
EPG has been monitoring indicators such as Total Recordable Injury Frequency Rate (TRIFR), Lost Time Injury Frequency Rate (LTIFR), Injury Severity Rate (ISR), and work fatality rates for both employees and contractors by working according to the company's work safety strategy to manage occupational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

In fiscal year 20201/2022, EPG experience the Lost Time Injury Frequency Rate (LTIFR) was 1.26, which was lower than the company's aim but still fell short. Even though the Total Recordable Injury Frequency Rate (TRIFR) is 4.54, which is in accordance with the company's aims, the COVID-19 pandemic has continued to ensure the safety of employees' activities in the past year, leading in a steady drop in accident data. Despite ongoing spread of Covid-19 the company has continued to ensure the safety of employees' activities in the past year, leading in a steady drop in accident data. 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.



Employee care in the situation of COVID-19 pandemic

The ongoing and unprecedented covid-19 pandemic is not expected to end in the fiscal year 2021/2022, causing economic, social, and environmental concerns. It is also a motivating force for the organization to adjust. In such cases, the Company's focus is on health care for employees. The company implements a "Active, Passive, and Retain" policy, in which "Active" means taking proactive measures to respond to infection in the organization as soon as possible, "Passive" means accepting government recommendations for solutions to achieve participation between companies and local regulators, and "Retain" means maintaining strict measures to reduce the risk of infection within the company. All are intended to protect company employees while also assisting in the reduction of the burden on the public health system on a local and national level



Vaccine Details	Proportion of employees vaccinated
Fundamental Vaccine (Dose 1+2)	100.00%
Booster Vaccine	75.81%

The Company has a plan in place to deliver two doses of basic vaccines to all employees in the fiscal year 2021/2022, with the company advocating and campaigning for employees to receive at least basic

vaccinations. Employees who wish to obtain adequate geographical stimulation vaccinations are provided and vaccinated by nearby health authorities, reducing the risk of serious sickness for all employees.

In addition, in accordance with the "Active, Passive, and Retain" policy, the Company has developed the following programs to address the potential risks of the covid-19 pandemic:

Management	<ul style="list-style-type: none"> ● Prepare each agency's business continuity plan (BCP) for Covid-19 ● Appoint the Board of Directors of the On-going Internal Crisis Committee, which includes Covid-19 Management. ● Prepare an internal control guide "Measures to Prevent the Spread of Coronavirus Disease 2019 (COVID-19)" ● All employees, including housekeepers, gardeners, and security guards, have been subjected to a 100% ATK test, with 10-15% random testing conducted weekly. ● Employees are regularly given personal protection equipment such as face masks and alcohol. ● In some divisions, we divide working teams into sub-teams and allow some employees to work from home. ● Create Bubble & Seal project for Critical Position ● Quarantine measures for vulnerable employees ● Provide/ encourage employees to vaccinate against COVID-19 to build herd immunity and lower the severity of infection. ● Provide herbal medicines to infected employees that can be used orally to alleviate symptoms before receiving medical treatment from the public health system. ● Prepare emergency backup plans, such as Zoning and Dream team engineering operations, in case of a manpower shortage due to COVID-19. <ul style="list-style-type: none"> ● Implement the COVID Diary Check program to evaluate high-risk employees before entering the company
Employees Screening before entering the establishment	<ul style="list-style-type: none"> ● Place the signs throughout the establishment to increase awareness. ● Before entering the company, all employees must assess their risk of infection using the COVID Diary Check program, which screens high-risk employees. ● To enhance employee awareness, 100% of employees participate in the COVID Dairy Check. ● Before entering the company, all employees and contractors must pass a temperature test and display a sticker confirming the screening mark. <ul style="list-style-type: none"> ● Before entering the establishment, all contractors must obtain two doses of the vaccination and have fulfilled the required time and at least seven days of ATK testing.



Community Development

The covid-19 epidemic poses a significant threat to the corporate community. Not only must the well-being of the organization's workers be considered, but also the well-being of the local community surrounding the establishment to foster trust and confidence that the organization can be depended upon in times of crisis. This is represented in our notion of running a business by establishing a network of joint services that focuses on community response and problem solutions, allowing organizations and communities to grow together sustainably.

	Long-term goal in 2025	Goal in fiscal year 2021/2022	Performance in fiscal year 2021/2022
Significant number of complaints from the community	0	0	0



Community:

Miss Ratre Korkhem

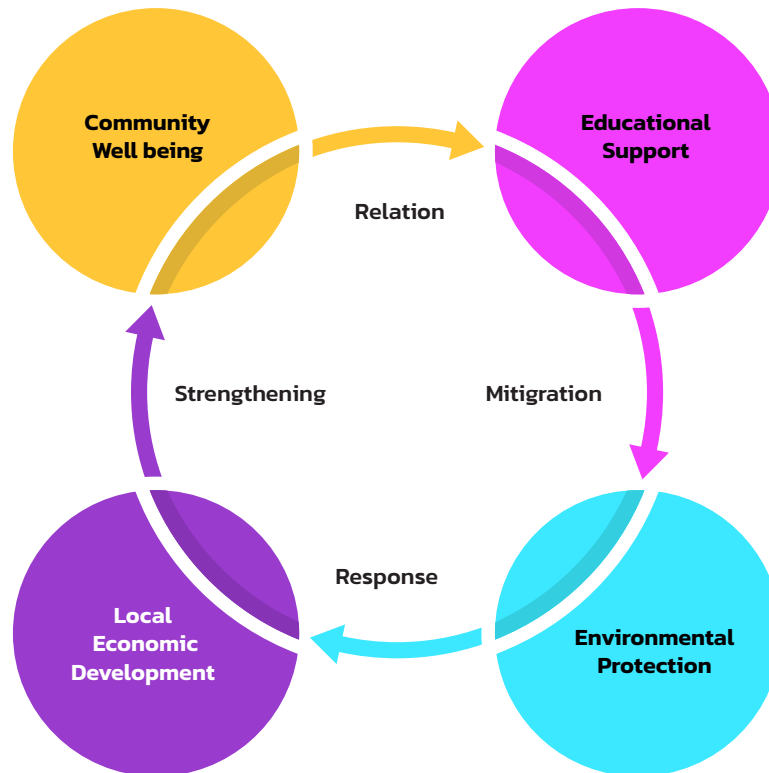
**Director of Makham Khu Health Promoting Hospital
Makham Khu, Nikhom Pattana Rayong**

"On behalf of the residents of Makhamkhu Subdistrict, I am grateful that, EPG has always stepped in to help us, rather than abandoning us, by providing medical equipment, pharmaceuticals, medicines, and medical supplies in the COVID-19 pandemic. People in the area receive comprehensive and thorough assistance thanks to EPG support, and officers are encouraged to work since they can save lives as quickly as possible because people's lives cannot wait.

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)



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

3. Community Issue Analysis

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

4. Community Response

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

aid to urgent needs that are a community issue as well as community development to strengthen the community.

5. Performance Assessment

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

Performance

EPG launched 47 projects and community and social activities in fiscal year 2021/2022, with 317 participants and more than 65,000 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	25,918 people
Total activities/projects in fiscal year 2020/2021	47 projects
Number of participating communities/populations	2,701 people
Percentage of participating communities/populations	10.42%
Number of employees of participating (persons)	317
Community investment (MB)	2.08

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

By transferring knowledge from employees who are competent in cultivating hydroponics and organic vegetables, the company fosters community careers. Wat Pathumawat School is a pilot project that aims to teach teachers, staff, and students about hydroponics and organic vegetables as a method to make an income while also providing a nutritious, clean, and safe food supply in a market where hydroponic and organic crops are in high demand. Some of the harvest's equipment is also manufactured by the company. As a result, it fosters positive ties between the community and the firm, as well as allows the community to have a greater understanding of the company and its products.

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:

Makhamkhu Health Promoting Hospital's Rooftop Maintenance Project

The company recognized the importance of Makhamkhu Health Promoting Hospital as a result of the covid-19 epidemic. The district of Nikhom Pattana in

Rayong province is dedicated to the priority service for public health and wellbeing in the area. The participants who attend the service must feel at ease and secure. This is because the roof links the building used as a rest stop for patients waiting for services with the building used as a rest stop for patients waiting for services with damaged conditions. As a result, the company supports the development, renovation, and repair of the rooftop of the patient rest stop building.

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

EPG fights for COVID-19

People's health in residential areas in the vicinity of the establishment is important to the company. This is partially employed at the company office. Following the outbreak of COVID-19, the Company has taken efforts to assist local residents, including government agencies, with the following activities

- Antigen Test Kits were sent to Chumchonnikom 7 School, Rayong
- Drinking water and pharmaceuticals support activities at Makhamkhu Community Isolation (Wat Nong Wah)

- Pressure gauges and height scales support activity to Makhamkhu Health Promoting Hospital
- PPE and alcohol protective clothing support activities at Wat Chak Pak Kood for funeral for people infected with COVID-19
- Medical equipment such as negative pressure cabinets, EP-Kare masks and Face shields support activities to hospitals and Khu river communities.
- The activities provide field beds for children of Chumchonnikom 7 and 9 School, Rayong.

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 2021/2022, EPG contributed funds to award scholarships to students from 3 schools or 35 scholarships, totaling 445,000 baht in scholarships and other grants.

- Scholarships for kids at Chumchonnikom 7 School in Rayong who do well in school but lack their financial support.
- 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.

Participation in Education Board EPG

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

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

4. Environmental Protection



It is a crucial catalyst that adds to the accumulation of greenhouse gases in the Earth's atmosphere due to present global climate change challenges produced by

the expansion of industrial economies in each country. The industrial sector of Thailand contributes to the country's greenhouse gas emissions. EPG, which is involved in the greenhouse gas emissions industry, stated its intention to protect and protect the environment in order to demonstrate its responsibility by focusing on reducing greenhouse gas emissions in order to improve the quality of life and well-being of the community's residents.

The following are examples of important business environmental protection activities:

Khao Chom Hae Community Forest Conservation and Rehabilitation Project

Khao Chom Hae Community Forest area is the upstream source of the community in the vicinity of the establishment in 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 10 years. A total of 23,350 perennial trees have been planted in the project's territory. The government and the company are considering a combined jeta to improve the area's green space. It wants the space to function as a lung, absorbing

pollution and providing habitat for local fauna. It also aids in the restoration of the neighborhood upstream.

According to assessments of the area and the dictations of local people, traces of wildlife such as wild hedgehogs, wild rabbits, and bird species are rising and becoming more abundant, indicating that the khao chom forest ecosystem is becoming increasingly rich.

The covid-19 pandemic continues to expand in fiscal year 2021/2022. As a result, the government has ordered that all public gatherings be suspended. Planting forests and restoring green areas in Khao Chom Hae, Rayong, has been put on hold indefinitely, however, the company continues to support the hiring of villagers in the Khao Chom Hae area to care for the forest, which is the community's watershed.

Community Satisfaction Survey

The Company conducted a satisfaction, need, expectation, and opinion survey of the surrounding communities in the fiscal year 2021/2022, covering primarily the Makhankhu and Khu river subdistricts in Rayong, as well as other nearby establishments within a 5-kilometer radius, using the Taro Yamane formula for calculating samples. A total of 450 people from the local area took part in the survey.

According to the results of the study, which used the Likert approach, 84.64 % of the community is satisfied with the company's community development efforts. The top three satisfied issues were enhanced community quality of life, local people being more unified, and communities becoming more secure and wealthy, respectively. In term of the community needs and expectations on the company's projects implementation, the top three issues are the company's contribution to the development of neighboring communities, building intercompany engagement with communities and safeguarding ecosystem restoration and biodiversity in the area.

Performance Summary

Economic Performance

1.Finance	2019/2020	2020/2021	2021/2022
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)	3.78	3.94	4.21
Earnings per share (Baht)	0.36	0.44	0.57
Dividend per share (Baht)	0.22	0.28	0.33
Economic Performance ⁽¹⁾ (Million Baht) (Disclosure 201-1)			
Revenue from sale	10,217.4	9,569.2	11,739.6
EBITDA	1,776.8	2,123.4	2,591.1
Net Profit	999.3	1,221.2	1,602.4
Financial ratio			
Return on Equity; ROE (%)	9.6%	11.3%	14.0%
Return on assets; ROA (%)	8.0%	9.0%	11.1%
Gross margin (%)	29.1%	31.2%	31.7%
Liquidity Ratio; (times)	2.41	2.34	1.89
Debt to Equity Ratio; D/E Ratio (times);	0.33	0.40	0.38
Distribution of value to stakeholders ⁽²⁾ (Million Baht)			
Interest and financing expenses to financial institutions	30.1	61.3	80.8
Dividends paid to shareholders	616.0	784.0	924.0
Employee Compensation ⁽³⁾	1,922.7	1,803.7	2,097.4
Remuneration of Directors	6.5	7.3	8.3
Operating Expenses ⁽⁴⁾	7,371.7	6,709.4	8,257.7
Taxes paid to governments and local authorities ⁽⁵⁾	42.2	44.7	69.1
Community and Social Development Expenses (excluding donations)	0.5	0.5	0.5
Donation ⁽⁶⁾	3.0	11.1	14.8

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)	2019/2020	2020/2021	2021/2022
Local Procurement Value ⁽⁷⁾ (Million Baht)	2,355	2,161	2,952
Proportion of local purchasing of goods and services (%)	68	73	73
Total Number of Suppliers	487	504	512
Total number of suppliers assessed for ESG risks ⁽⁸⁾			
• Critical Supplier	N/A	0	83
• New Supplier	N/A	0	33

⁽⁷⁾ Procurement within Thailand

⁽⁸⁾ Data is initially collected in 2020/21

3. Business Code of Conduct	2019/2020	2020/2021	2021/2022
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	2019/2020	2020/2021	2021/2022
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)	2019/2020	2020/2021	2021/2022
Net total corporate energy consumption (megajoules) ⁽¹⁾	386,840,865	355,821,056	381,317,384
Non-renewable energy consumption (megajoules)	382,123,280	351,102,607	376,698,906
• Fossil Fuels ⁽²⁾	1,576,337	1,656,812	2,415,157
• External electricity purchased	380,546,943	349,445,796	374,283,749
• Heating/cooling steams	-	-	-
Renewable Energy (megajoules)	4,717,585	4,718,449	4,618,478
• Renewable fuels	-	-	-
• External electricity purchased	-	-	-
• Self-generated electricity	4,433,157	4,717,585	4,718,449
Non-renewable energy distribution	-	-	-
Renewable Energy Distribution	-	-	-
Energy intensity	3,244.06	4,852.71	5,286.62

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

⁽²⁾ Fossil fuels including liquefied petroleum gas and fuel

2.Water	2019/2020	2020/2021	2021/2022
Water use (Disclosure 303-3)			
Total amount of water withdrawal from all sources in all areas (m ³)	92,160	113,496	106,399
• Surface water ⁽³⁾	-	-	-
• Underground water ⁽⁴⁾	42,766	43,181	34,950
• Water from production process	-	-	-
• Water supply in production process	49,394	70,315	71,449
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)	67,656	77,060	75,803
• Surface water	67,502	77,024	75,695
• Underground water	-	-	-
• Sea	-	-	-

2. Water	2019/2020	2020/2021	2021/2022
● Water sent to third-party treatments	154	36	108
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	67,656	77,060	75,803
● Total Dissolved Solids > 1,000 mg/L	-	-	-
BOD Loading (Mg/Year)	529	407	393
COD Loading (Mg/Year)	3,367	3,418	2,712
Water use in production process (Disclosure 303-5)			
Total amount of water uses in production process (m ³)	24,504	36,436	30,596
Water Intensity (m ³ /ton of production)	0.31	0.54	0.45
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	2019/2020	2020/2021	2021/2022
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⁾	34,913	33,642	30,808
Scope 1	513	1,238	826
Scope 1 (Biogenic)	-	-	-
Scope 2	34,400	32,405	29,982
Scope 3	83	58	39,915
Greenhouse gas intensity (Ton CO ₂ e / production Tons) ⁽⁸⁾	0.62	0.72	0.65
Air pollution emissions (Disclosure 305-7)			
Amount of air pollution (tons)			
NOx			
SOx	-	-	-
Volatile organic compounds (VOC)	37.80	19.60	10.04
Particulate matter (PM)	-	-	-
Carbon monoxide (CO)	0.39	0.25	0.18
Carbon dioxide (CO ₂)	13.57	4.02	13.01
Dichloromethane (CH ₂ Cl ₂)	5.14	6.65	-
PM 2.5	-	-	0.00

3.Air pollution emissions	2019/2020	2020/2021	2021/2022
Ethyl Acetate	-	-	87.90
Particulate	-	-	1.41

⁽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)	2019/2020	2020/2021	2021/2022
Waste production			
Amount of total waste production (ton) ⁽⁹⁾	1,726	1,408	1,607
• Hazardous waste	531	328	302
• Non-hazardous waste	1,195	1,079	1,305
Recycle			
Amount of recycled waste (ton)	1,025	955	1,158
• Hazardous waste (ton)	23	17	22
○ Reuse	23	17	22
- Onsite	-	-	-
- Offsite	23	17	22
○ Recycle	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
• Non-hazardous waste (ton)	1,002	938	1,136
○ Reuse	868	679	272
- Onsite	255	232	-
- Offsite	614	446	272
○ Recycle	134	259	864
- Onsite	-	-	96
- Offsite	134	259	769
Waste Disposal			
Amount of waste disposal (ton)	701	453	449
• Hazardous waste	508	311	280
○ Non-energy-generating waste incineration	156	51	122
- Onsite	-	-	-
- Offsite	156	51	122

4. Waste (Disclosure 306-3, 306-4, 306-5)	2019/2020	2020/2021	2021/2022
○ Energy-generating waste incineration	294	197	145
- Onsite	-	-	-
- Offsite	294	197	145
○ Landfill	50	54	13
- Onsite	-	-	-
- Offsite	50	54	13
○ Physical chemistry treatment	8	9	0.46
- Onsite	-	-	-
- Offsite	8	9	0.46
● Non-hazardous waste	193	142	168
○ Non-energy-generating waste incineration	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
○ Energy-generating waste incineration	193	142	161
- Onsite	-	-	-
- Offsite	193	142	161
○ Landfill	-	-	8
- Onsite	-	-	-
- Offsite	-	-	8

⁽⁹⁾ Total waste of all businesses

6.Environmental regulations compliance (Disclosure 307-1)	2019/2020	2020/2021	2021/2022
			2
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)	2019/2020		2020/2021		2021/2022	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Total employees as of March 31	2,742	100	2,755	100	2,806	100
Number of employees by gender						
• Male	1,564	57.04	1,551	56.30	1,636	58.30
• Female	1,178	42.96	1,204	43.70	1,170	41.70
Number of employees by level						
Executive Level						
• Male	28	1.02	26	0.94	25	0.89
• Female	16	0.58	17	0.62	15	0.53
Management Level						
• Male	65	2.37	60	2.18	55	1.96
• Female	41	1.5	41	1.49	40	1.43
Professional and practitioner level						
• Male	1,471	53.65	1,465	53.18	1,486	53.29
• Female	1,121	40.88	1,146	41.60	1,185	42.23
Number of employees by age						
Under 30 years old						
• Male	447	16.3	444	16.12	461	16.43
• Female	369	13.46	369	13.39	400	14.26
between 30-50 years old						
• Male	997	36.32	973	35.32	993	35.39
• Female	691	25.2	708	25.7	741	26.41
Over 50 years old						
• Male	120	4.38	134	4.86	112	3.99
• Female	118	4.3	127	4.61	99	3.53
Number of employees classified by contract category.						
Full-time employees						
• Male	1,540	56.16	1,527	55.43	1,548	55.17
• Female	1,156	42.16	1,184	42.98	1,227	43.73
Annual Contract Employee						
• Male	24	0.88	24	0.87	19	0.68
• Female	22	0.80	20	0.73	12	0.43
Number of employees by hire category.						
Full-time						
• Male	1,564	57.04	1,551	56.30	1,567	55.84
• Female	1,178	42.96	1,204	43.70	1,239	44.16
Part-time						
• Male	0	0	0	0	0	0
• Female	0	0	0	0	0	0

Number of employees by area						
EPG Headquarter	73	2.66	75	2.72	71	2.53
Thermal Insulation Business	728	26.55	702	25.48	701	24.98
Automotive & Accessories Business	894	32.60	838	30.42	858	30.58
Plastic & Packaging Business	1,029	37.53	1,120	40.65	1,154	41.13
Other Businesses	18	0.66	20	0.73	22	0.78
Number of employees by nationality						
• Thailand	2,730	99.56	2,745	99.64	2,801	99.82
• Foreign	12	0.44	10	0.36	5	0.18
Number of disabled employees						
• Male	16	0.58	15	0.54	17	0.61
• Female	6	0.22	6	0.22	12	0.43

2.New Employment (Disclosure 401-1)	2019/2020		2020/2021		2021/2022	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
New employees	475	17.32	298	10.82	334	11.90
By Gender						
• Male	224	47.16	171	57.38	203	60.78
• Female	251	52.84	127	42.62	131	39.22
By Age						
• Under 30 years old	344	72.42	207	69.46	234	70.06
• Between 30-50 years old	119	25.05	88	29.53	98	29.34
• Over 50 years old	12	2.53	3	1.01	2	0.60

3.Retirement (Disclosure 401-1)	2019/2020		2020/2021		2021/2022	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Employee Turnover Rate ⁽¹⁾	342	12.47	339	12.30	350	12.47
By Gender						
• Male	196	57.31	216	63.72	195	55.71
• Female	146	42.69	123	36.28	155	44.29
By Age						
• Under 30 years old	158	46.20	144	42.48	212	60.57
• Between 30-50 years old	167	48.83	166	48.97	124	35.43
• Over 50 years old	17	4.97	29	8.55	14	4.00
Voluntary employee leave rate	329	12.00	311	11.29	338	12.05

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

4.Maternity Leave (Disclosure 401-3)	2019/2020		2020/2021		2021/2022	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Employees who are eligible for	38	1.39	43	1.56	44	1.57
Employees who return to work after	32	84.21	27	62.79	18	40.91

5.Employee Development (Disclosure 404-1)	2019/2020	2020/2021	2021/2022
	Total (Hrs./person)	Total (Hrs./person)	Total (Hrs./person)
Average training hours per person	24.13	14.98	13.39
By Gender			
• Male	24.17	14.64	12.81
• Female	24.09	15.31	13.97
By Level			
• Executive Level	27.09	12.53	10.65
• Management Level	29.45	20.32	15.40
• Professional and practitioner level	19.98	13.52	18.9

6.Employee Management	2019/2020	2020/2021	2021/2022
Employee engagement score (percent)	N/A	73.2	95.0
Number of Labor and Human Rights Complaints (Subject)	0	0	0

2. Occupational Health and Safety

Occupational Illness Rate (Disclosure 403-9)	2019/2020		2020/2021		2021/2022	
	Male	Female	Male	Female	Male	Female
Total working hours (hours)						
• Employee	6,559,564		5,981,920		7,922,375	
	2,409,542	3,700,000	2,281,920	2,409,542	3,700,000	2,281,920
• Contractor	118,084		113,316		118,985	
	83,104	34,980	84,680	83,104	34,980	84,680
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	47		38		36.00	
Injuries without work-absence	28		25		26	
• Employee	4	21	4	4	21	4
• Contractor	0	0	0	0	0	0
Injuries with work-absence	19		13		10	
• Employee	5	13	0	5	13	0
• Contractor	0	0	0	0	0	0
Fatal injuries	0		0		0	
• Employee	0	0	0	0	0	0

Occupational Illness Rate (Disclosure 403-9)	2019/2020		2020/2021		2021/2022	
• Contractor	0	0	0	0	0	0
Disabled by injuries	0		0		0	
• Employee	0	0	0	0	0	0
• Contractor	0	0	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR) (Cases/1,000,000 work						
• Employee	7.17		6.35		4.54	
	9.16	3.74	9.19	1.75	6.91	1.22
• Contractor	0		0		0	
	0	0	0	0	0	0
Lost-Time Injuries Frequency Rate (LTIFR) (Cases/1,000,000 work hours)						
• Employee	2.90		2.17		1.26	
	3.37	2.08	3.51	0	1.94	0.30
• 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	36.93		83.64		50.87	
	56.43	3.33	134.05	1.90	85.94	1.52
• 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)	2019/2020	2020/2021	2021/2022
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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GRI 416: Customer Health and Safety 2016	416-2	Incident of non-compliance concerning the health and safety impacts of products and services	70		
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	69-71, 72-75		
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GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	71,75		
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	42-46		
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GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	46,133		

Location of operations

(Disclosure102-4)

Well-established Global Platforms for **International Expansion**

Main Production facilities of
Aeroflex, Aeroklas and EPP



Thailand

Aeroflex facilities



China



India



Thailand

(joint venture)



Russia
(Licensing)



USA

Distribution channel more than
120 countries around the world.

Aeroklas facilities



China



Malaysia



South Africa



Australia



Thailand

SRK-ER and ZAP facilities



Thailand
(Joint Venture)



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