



Sustainability Report
31 March 2025



Creating A World In Harmony
with Technology and Innovation

Vision

“Creative Innovation Organization”

EPG is thriving on innovation by capitalizing various technologies to further infuse creative thinking leading to the development of new qualified product that benefit society for better livelihood.

Mission

“Global Manufacturer and distributor of World-Class Innovative Polymer Products”

Business Philosophy

Get from social community and return contribution to community

“Contribution towards a better Society” EPG intends to grow business based on good governance and social & environmental responsibility by acknowledging the interests of all stakeholders to achieve harmonious coexistence and simultaneous betterment among industrial sector, community, and society.

Core Value

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

Encourage innovation by trying out new ideas to enhance productivity.

V

Value the Difference

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

E

Empowerment

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

C

Collaboration

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

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Summary of key annual performance

FY 2024/2025

Strengthening Corporate Governance

- ✓ Established the Sustainability and Corporate Governance Committee.
- ✓ **0** significant corporate governance and corruption complaints
- ✓ Certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC).
- ✓ **0** Zero incidents that violate socioeconomic laws and regulations.
- ✓ **100%** of business units have comprehensive ESG risk management plans in place.

Driving Innovation and Economic Growth

- ✓ Registered **8** patents and petty patents during the year
- ✓ Launched **1** new innovative product to the market.
- ✓ Developed an additional **37** innovation projects.
- ✓ Aeroflex piloted the sale of Aero Metal Rooftop, which received the Carbon Footprint Label from the Thailand Greenhouse Gas Management Organization (TGO).
 - Emissions: only **1.22** tCO₂e per m²
 - Energy savings: approximately **7.5%** per year
- ✓ **0** product safety complaints.
- ✓ **100%** of business units are protected from data leaks.



Environmental Stewardship and Sustainable Resource Use

- ✓ All subsidiaries achieved Corporate Carbon Footprint (CFO) certification from TGO.
- ✓ Aeroflex Co., Ltd. received:
 - Award of Recognition from TGO and Kasetsart University under the Low Carbon Industry Program (BCG Economy)
 - Certification as a Climate Action Leading Organization (CALO)
 - Selected as one of **11** pioneer organizations in the Net Zero Industry Initiative within the EEC area
- ✓ **0** violations of environmental laws or regulations.
- ✓ Reduced GHG emissions (Scope 1 & 2) by **16.48%** compared to base year 2021/2022.
- ✓ Reduced GHG emissions per unit of product by **27.00%**.
- ✓ Achieved total energy savings of **72,361,176** megajoules, valued at THB 82,411,340, and avoided **37,135** tCO₂e.
- ✓ Reduced total waste volume by 20.78% from base year 2019/2020.
- ✓ **92.70%** of waste was reused or recycled.
- ✓ Water usage per unit of product stood at **0.47** m³/ton, an improvement over the prior year, although slightly above target.

Creating Social Value and Responsibility

- ✓ **0** significant complaints related to labor or human rights.
- ✓ Promoted talent development through programs such as:
 - Collaborative Synergy – fostering a culture of innovation
 - Treasure Hunt – identifying and scaling internal innovation
- ✓ Total Recordable Injury Frequency Rate (TRIFR) was **4.21**, in line with targets and showing a declining trend.
- ✓ **0** significant complains from surrounding communities.



Awards

Fiscal year 2023/2024 (April 2024 – March 2025)



Eastern Polymer Group Public Company Limited

- Selected for inclusion in the 2024 “Thailand Sustainability Investment (SET ESG Ratings)” list with a rating of “AA” organized by The Stock Exchange of Thailand.

- Assessed with “Excellent” (5-star) Corporate Governance Scoring, reflecting the company’s commitment to growing its business with good governance and sustainable development principles Organized by Thai Institute of Directors (IOD)
- Eastern Polymer Group Public Company Limited and its subsidiaries—Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd.—are certified members of the Thai Private Sector Collective Action Coalition Against Corruption (CAC), demonstrating a clear stance against corruption
- Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. received plaques and certificates under the CSR-DIW Continuous Award 2024 program for industrial factories that have consistently applied CSR-DIW standards organized by Department of Industrial Works, Ministry of Industry
 - Aeroflex Co., Ltd. received the award for the 11th consecutive year
 - Aeroklas Co., Ltd. for the 3rd consecutive year
 - Eastern Polypack Co., Ltd. for the 10th consecutive year

Aeroflex Co., Ltd.

- Certified Carbon Footprint for Organization for the 8th consecutive year organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Certified Carbon Footprint for Product organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Certified Carbon Neutral Label for offsetting greenhouse gas emissions from corporate activities organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Recognized under the EEC Industrial Transformation Project toward Net Zero Emissions Organized by: Thailand Greenhouse Gas Management organization (Public Organization) and the Center of Excellence in Eco-Energy Economy, Faculty of Engineering, Thammasat University.
- Awarded a “BEST BCG ECONOMY MODEL” plaque under the low-carbon industry development project following the BCG Economy Model Strategy Organized by:



Thailand Greenhouse Gas Management Organization (Public Organization) and the Specialized Center for Environmentally Friendly Business Strategy, Faculty of Environment, Kasetsart University.

- Certified as a Climate Action Leading Organization (CALO) organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Awarded Green Industry Level 4 (GI 4) organized by Ministry of Industry.
- Certified as an Eco Factory for the 3rd consecutive time organized by The Federation of Thai Industries



- Passed evaluation for BCG Indicators under the BCG Model Industry Project Organized by: The Federation of Thai Industries and the Office of the National Higher Education Science Research and Innovation Policy Council.
- Singapore Green Building Product Certificate renewed for Aero-Roof insulation organized by Thailand Greenhouse Gas Management Organization (Public Organization).



Aeroklas Co., Ltd.

- Certified FORD Q1 organized by Ford Motor Company (Thailand) Limited
- Certified Carbon Footprint for Organization for the 3rd consecutive year organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Certified Carbon Footprint for Product organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Awarded Outstanding Establishment for Labor Relations and Welfare for the 3rd consecutive year organized by Ministry of Labour
- Awarded Green Industry Level 3 (Green System) organized by Department of Industrial Works
- Assessed under the Thailand i4.0 Index organized by The Federation of Thai Industries

Eastern Polypack Co., Ltd.

- Eastern Polypack Co., Ltd. (EPP) received a royal honorary plaque recognizing their support for the Prostheses Foundation of HRH the Princess Mother. The company has been supporting the foundation by providing plastic sheets, in collaboration with their business partners and allies, which are used as essential materials for molding and assembling prosthetic legs for patients in need, helping them return to a quality life organized by: The Prostheses Foundation of HRH the Princess Mother
- Certified Carbon Footprint for Organization for the 5th consecutive year organized by Thailand Greenhouse Gas Management Organization (Public Organization).
- Awarded Outstanding Establishment for Labor Relations and Welfare for 2024, marking the 3rd consecutive year organized by Ministry of Labour



EPG Innovation Center Co., Ltd.

- Certified as an approved research and development service provider in technology and innovation by the Director-General of the Revenue Department
- Renewed its Ford Accreditation (Testing) for an additional two years (2024–2026), as granted by Ford

Membership (Disclosure 2-28)**Eastern Polymer Group Co., Ltd****Member**

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

Aeroflex Co., Ltd**Member of the Advisory Committee/ Committee**

- Air Conditioning Engineering Association of Thailand

Technical Subcommittee

- Subcommittee on Green Label Techniques in Insulation Products

Member

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Singapore Green Building Council
- HR Magazine
- Safety And Health At Work Promotion Association (Thailand)
- Employee confederation of Thailand
- Personnel Management Association of Thailand
- Technology Promotion Association (Thailand-Japan)
- Thailand Carbon Neutral Network

Aeroklas Co., Ltd.**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
- Federation of Accounting Professions
- Thai Tool and Die Industry Association
- Personnel Management Association of Thailand

- Personnel Management Association of Thailand
- Thai German Institute
- TAPMA-Thai AutoParts Manufacturers Association
- Thailand Productivity Institute (FTPI)
- Electrical and Electronics Institut
- Automotive Human Resource Development Academy
- Eastern Seaboard Human Resource Management Club
- Personnel Management Association of Rayong
- Sustainable Manufacturing Center

MOU

- Sign MOU with Panyapiwat Institute of Management.

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

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

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

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

About this report

The Eastern Polymer Group (Company) has published its sustainability report 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 following the Global Reporting Initiative Standards (GRI Standards) 2021 (Disclosure 2-3). The reporting period covers from April 1, 2024, to March 31, 2025.

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

The content of this sustainability report covers 19 key sustainability topics relevant to the company which include, 8 economic issues, 5 environmental issue and 6 social issue. The report includes four material topics, which are of significant importance, and 15 concerned topics, as disclosed by the company.

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 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 ended 31 March 2025, 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 2021 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 (Disclosure 2-5, 2-14).

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

(Disclosure2-28)

In 2024, the global economy experienced a slowdown in growth and continued to face high levels of uncertainty from multiple risk factors, including geopolitical conflicts that impacted supply chain stability and stringent monetary policies in major economies. These factors affected global financial costs and consumption patterns, including Thailand, which experienced moderate economic growth of approximately 2.7% while continuously confronting external pressures. Furthermore, climate change has generated severe natural disasters such as heat waves, floods, and droughts, directly impacting ecosystems, agriculture, and manufacturing sector risks that businesses must carefully manage.

As the Board of Directors, we recognize challenges across economic, social, and environmental dimensions, adhering to principles of good governance and effective risk management. The Company has continuously monitored relevant situations and data, incorporating them into organizational policy formulation and strategic planning to enhance long-term sustainability and stability.

In fiscal year 2024/2025 (1 April 2024 – 31 March 2025), the Company focused on sustainable operations through three core strategies:

1. Take a lead in Creating Innovation Products and Service

The Company allocated approximately 2% of sales revenue, both directly and indirectly, to support research

and development. We utilized technology and innovation to continuously create New S-Curve products across all business units. In fiscal year 2024/2025, the Company achieved innovation results with 13 patents and utility patents registered, successfully launched 7 new innovative products to market, and developed 38 additional innovations in various areas. Notable innovative products include Aero Metal Rooftop from Aeroflex Co., Ltd., a ready-made heat-insulating metal roofing system with integrated insulation sheets that is currently in the preparation phase for market launch and the “Flat Desk” product from Aeroklas Co., Ltd., supplied to Japanese automotive manufacturers with full-year revenue recognition expected this fiscal year. These include new automotive components manufactured from polymers developed to be lightweight yet flexible, strong, and durable, which are continuously delivered to customers. Eastern Polypack Co., Ltd. improved manufacturing process technology to achieve higher efficiency.

2. Strive For innovative Organization

The Company encourages employee participation at all levels in product development and work process improvement to create pride, affection, and organizational commitment, while recruiting “innovation champions” as key drivers for long-term organizational advancement. In fiscal year 2024/2025, the Company continued implementing

innovation capability development plans by organizing the EPG Innovation Seeds Award for the third consecutive year under the theme “Sustainable Development Goals (SDGs)” to encourage employees to collaboratively think and create innovations that address organizational sustainability needs. This competition received 37 project submissions, with 15 projects advancing to the selection round for final championship competition.

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

The Company emphasizes building strong relationships with business partners and suppliers to jointly create shared value and promote benefits for all stakeholders, forming the foundation for long-term sustainable growth. In fiscal year 2024/2025, Aeroklas Co., Ltd., a subsidiary, organized partner meetings to strengthen cooperation, exchange information, and update ESG requirements, including data security standards according to TISAX certification, while promoting partner growth through financial support and renewable energy promotion initiatives.

The Company has established a Sustainability Growth Commitment under the concept “Creating A World In Harmony with Technology and Innovation”, focusing on business development alongside creating value for society and the environment through continuous application of modern innovation and technology in product development and operational system improvements to align with organizational vision. Beyond business growth objectives, the Company has adopted the United Nations Sustainable Development Goals (SDGs) as a framework for target setting, focusing on issues directly related to

operations, specifically Goals 8, 9, 12, 13, and 16. In fiscal year 2024/2025, the Company reviewed and identified 19 material sustainability issues covering activities throughout the entire value chain. Environmental, social, and governance performance results were largely achieved according to established targets, with no violations of laws, regulations, or stakeholder complaints regarding governance, social, or environmental issues. The Company prioritizes creating an open and non-discriminatory organizational culture by promoting diversity, gender equality, and respect for employee rights and freedoms, including fair employment practices without restrictions based on race, skin color, gender, religion, nationality, background, or disability. Additionally, the Company has assigned Aeroflex Co., Ltd. to establish Net Zero Emission targets and develop concrete strategic operational plans.

To elevate sustainability and governance operations for greater efficiency, on May 29, 2024, the Board of Directors resolved to establish the Sustainability and Corporate Governance Committee with responsibilities to supervise, monitor, and evaluate organizational sustainability performance, including formulating good corporate governance policies and business ethics to support the Board of Directors in driving the organization toward comprehensive sustainability goals.

On behalf of the Board of Directors, we extend our gratitude to all stakeholders who have consistently placed their trust in and supported the Company’s operations. The Company commits to conducting business with stable and sustainable growth under good corporate governance principles, alongside creating value for stakeholders, society, and the environment in a fair and balanced manner.



Mr. Vachara Tuntariyanond
Chairman of the Board



Mr. Pawat Vitoorapakorn
Vice-Chairman of the Board and Chief Executive Officer

Value chain Disclosure (2-6)



EPG and Sustainable Development Goals



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

Long Term goal 2025



6.3/ 6.4

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



12.2/ 12.4/ 12.5

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



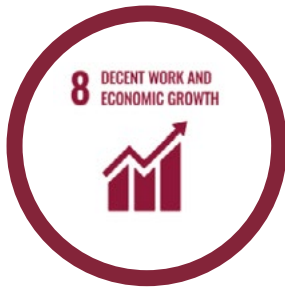
7.2/ 7.3

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



13.1

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



8.2/ 8.3/ 8.4/ 8.7/ 8.8

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



16.3/16.5/ 16.7/ 16.10

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



9.4/ 9.5/ 9b

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



17.16

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

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

Target and operation performance

Corporate Governance

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Code of Conduct and Laws and Regulations Compliance			
Significant number of corporate governance complaints		0	0
Number of corruption complaints		0	0
Risk Management			
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%

Economic Development

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Enhancing Products and Services to Drive Sustainable Growth			
Customer Satisfaction Score			
Aeroflex Co., Ltd. (Thermal Insulation Business)		97%	99%
Aeroklas Co., Ltd. (Automotive & Accessories Business)		80%	86%
Eastern Polypack Co., Ltd. (Plastic Packaging Business)		93%	90%
The number of product safety complaints or the impact of product use.		0	0
Cyber security and data security			
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0
Innovation			
Number of patented or award-winning innovations per year	30	30	8
Number of innovative projects obtained from contests or inventions of employees per year	60	60	38
Sustainable Supply Chain Management			
ESG Critical Suppliers Risk Assessment		100%	78%
Critical Supplier’s Code of conduct evaluation		100%	92%

Environmental and resource care

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Environmental Impact Management			
Number of standard values violations	0	0	0
Air Pollution Management			
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0
Greenhouse Gas Emissions Management			
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0
Greenhouse gas emissions compared to base year (scope 1&2)	decrease by 3.00%	decrease by 3.00%	decrease by 16.48%
Greenhouse gas emission rate per product unit compared to base year	decrease by 1.50%	decrease by 1.50%	decrease by 27.00%
Energy efficiency			
Energy intensity compared to base year	Decrease by 2.50%	Decrease by 2.50%	Increase by 2.42%
Waste Management			
Waste Generation Intensity compared to base year (tons per ton of products)	decrease by 10.00%	decrease by 10.00%	Increased by 24.65%
Water Management			
Water Intensity Compared to base year	Decreased by 2.50%	Decreased by 2.50%	Increased by 7.66%
Creating Value for society			
	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Employee Care and Development			
Employee Turnover	<10%	<10%	9.20%
Proportion key positions with a succession plan	100%	100%	100%
Proportion of employees who complete mandatory training	> 85%	> 85%	100%
Employee engagement	> 74%	> 74%	49%
Human Right			
Significant number of complaints regarding Human Right violation	0	0	0
Occupational Health and Safety Management			
Total Recordable Injury Frequency Rate (TRIFR)	<5.50	<5.50	4.53
Lost Time Injury Frequency Rates (LTIFR)	0	0	1.37
Community Development			
Significant number of complaints from the community	0	0	0

About EPG

Eastern Polymer Group Public Company Limited or EPG (Disclosure 2-1), formerly known as Eastern Polymer Industry Co., Ltd., was established in 1978 by the Vitoorapakorn family. Our main businesses consist of thermal insulation business, automotive & accessories business, plastic and packaging business, and R&D business. We have changed its name and listed on the Stock Exchange of Thailand as Holding Company on December 24, 2014 with a registered capital of 2,800 million baht. EPG conducts business in the form of investments in other companies domestically and internationally, focusing on polymer & plastic processing business, with revenues from subsidiaries in 3 main businesses (Disclosure 2-6).

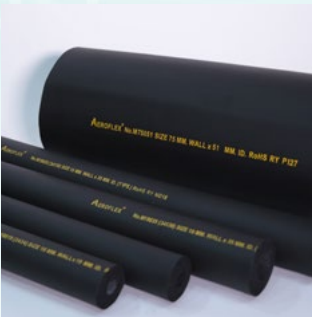
Our headquarter is located at 770 Moo 6 Theparak Road, Muang District, Samutprakarn 10270. (Disclosure 2-3) As of March 31, 2024, there were 2,833 employees in total (Disclosure 2-6, 2-7)

EPG Businesses (Disclosure 2-6)

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

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

1978



AEROFLEX®
CLOSED CELL EPDM INSULATION FOR HVAC & R

Founded Eastern Polymer Industry Co., Ltd.

Operate the business of the thermal insulation

1995



Invest in Joint Venture

2001



Operate the business of plastic and packaging

2006



EPG INNOVATION CENTER (EIC)

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



1996

AEROKLAS

Operate the business of Automotive parts and accessories



2014

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

1ST TRADING DAY



2015



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

2016



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

2016



FARAERO

Aeroklas Co.,Ltd invest in Faraero

2021

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



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



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

In November 2023, Aeroklas Asia Pacific Group Pty. Ltd., a subsidiary company, acquired the retail business operations of TJM from its franchisee, adding 5 more branches in Australia, bringing the total number of TJM branches to 12.

The company received "Outstanding Innovative Company Awards" for the innovative closed cell Elastomeric insulation for roofing system, Aero-Roof at the SET Awards 2023 host by the Stock Exchange of Thailand and The Money and Banking Magazine.



2022

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

2024

In August 2024, The Board of directors approve resolve to approve Aeroklas Company Limited, a subsidiary, to set up the new subsidiary to expand the business operations in the production and sale of automotive parts and accessories in South Africa

2025

Ceasing operations in TJM Off-Road Products Inc., USA, due to high operating costs, particularly transportation expenses in the United States. However, AAPG Australia will continue to serve customers in the United States.



EPG Core businesses

Thermal Insulation Business

"Aeroflex"

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

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

AEROFLEX® **AEROCEL**® **Celflex**®

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

**manufacturer
in EPDM
insulation**

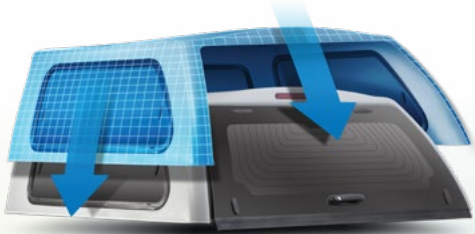
**World's
number**

1



**We are
Aeroklas Canopy**
The 1st brand in the world
who reinforces with ABS
double shells for double
strength

1
World's
number



Automotive and Accessories business "Aeroklas"

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

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



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



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.

Thermoforming
plastic &
packaging
manufacturers





Other supporting business

Aeroflex Polymer Technology (Shanghai) Company limited (China)

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

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



Research and Development business

Research and Development Business" EPG Innovation Center Co., Ltd.

7 The total number of R&D and laboratories

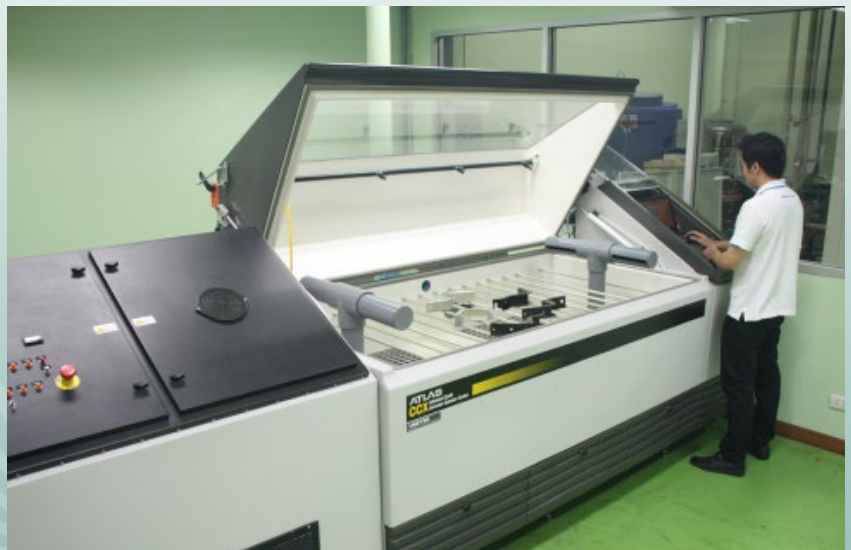


**EPG INNOVATION
CENTER (EIC)**

EPG Innovation Center Company Limited
บริษัท อีพีจี อินโนเวชันเซ็นเตอร์ จำกัด

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.





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.



Company's Structure (Disclosure 2-1)



EPG Business Structure

as of March 31, 2024



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://www.epg.co.th/wp-content/uploads/2025/03/epg-sustainable-development-policy-en.pdf>

CORPORATE GOVERNANCE

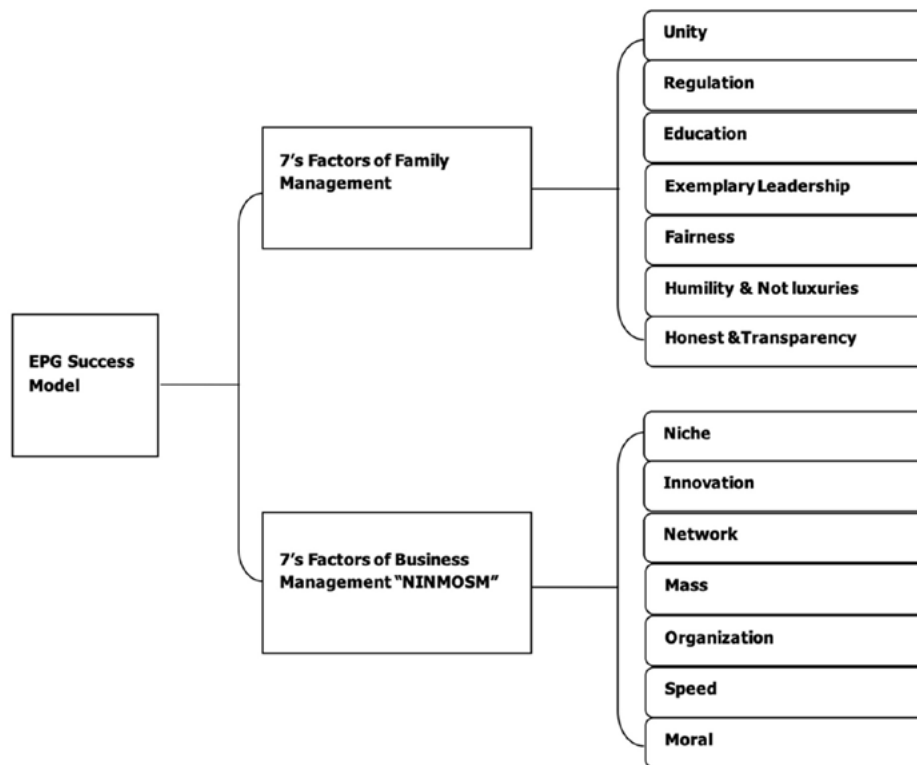
Creating A World In Harmony with Technology and Innovation

EPG SUSTAINABILITY FRAMEWORK



Sustainable Growth Principles and Guidelines (Disclosure 102-16)

For more than 45 years, EPG has experienced consistent and long-term growth. We've also adopted a **"Create a moral organization with quality management"** strategy based on the **"EPG Success Model,"** which blends 7 family management principles with 7 business management principles. We aim to create happiness for all stakeholders while creating a good society both inside and outside the organization. As a result, EPG has been able to grow consistently and powerfully, as well as successfully deal with changing situations and problems, thanks to the confidence and faith of all sectors.



In addition, EPG has adopted the United Nations Sustainable Development Goals (SDGs), circular economy and other sustainability and social responsibility standards, such as the Stock Exchange of Thailand's Sustainability Assessment Criteria, ISO Standard Eco Industrial Plant Criteria, the CSR-DIW award criteria of the Ministry of Industry, incorporating them into the company's sustainable development guidelines and improving policies, management standards and practices, as well as research innovations to reduce negative impacts on stakeholders, society and the environment and create balanced and sustainable value for all stakeholders (Disclosure 102-16).

Sustainable Strategy



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 2-29)

1. Stakeholders' analysis

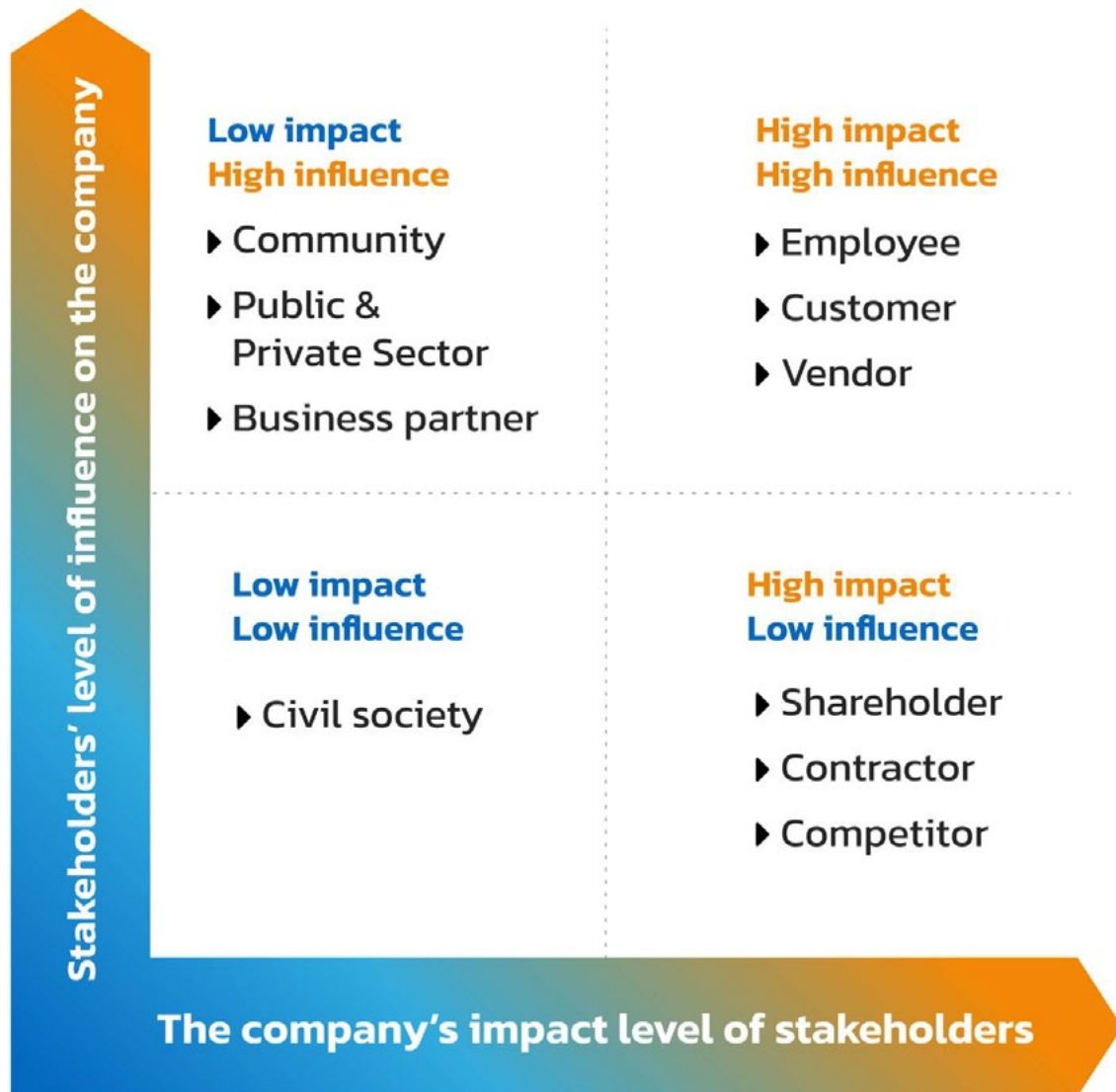
We have reviewed stakeholder analysis, identification, and prioritization annually.

- Stakeholder identification, EPG consider those who have been positively and negatively impacted by the business and those who have influenced or affected their business. It is classified into internal and external groups. In fiscal year 2024/2025, 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.



3. Key issues analysis and selection from stakeholders

EPG analyzes the relevance, importance, impacts, challenges, opportunities, and linkage of the business to define the company's material sustainability issues by gathering expectations, needs, concerns, and opinions from key stakeholders.

4. Stakeholders' response

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

Stakeholders	Practices (Disclosure 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	– Good governance and efficiency	– Conduct business transparently in with good governance business ethics. – Comply with laws and regulations. – Transparent disclosure of all operational information
		– Good performance and stable business growth and profitability.	– Continuously develop innovations and innovative products. – Develop production processes using innovation and technology to reduce costs and increase productivity.
		– Effective risk management	– Manage corporate risks economically, socially, and environmentally.
Community	1. Community relations activities 2. Communication via email and website social media 3. Publication on website 4. Complaint channels 5. Company visit	– Job promotion and creation for neighboring communities	– Promote local employment. – Develop community relations projects that promote community development in various areas.
		– Social and environmental impact management from the company's business operations	– Minimize the negative social and environmental impacts from business operations.
Competitor	1. Meetings and conferences with various organizations related to the industry.	– Fair competition and laws compliance	– Conduct business with integrity and business ethics, and compliance with laws and regulations.
Civil society	1. Communication via email and website social media 2. Publication on website	– Create value for society.	– Develop innovative products for society and the environment.
		– Compliance with laws and regulations	– Strictly comply with laws and regulations.
		– Social and environmental impact management from the company's business operations	– Minimize the negative social and environmental impacts from business operations. – Transparent disclosure of all operational information

EPG Sustainability Topics

EPG considered the sustainability issues based on sustainability assessment process from Global Reporting Initiative (GRI) Standards and AA1000 Accountability Principal Standard, focusing on both internal issues and external issues, which embraced stakeholders' importance and influences, economically, socially, environmentally and corporate governance.



1. Identification Identifying sustainability issues by understanding the sustainability landscape relevant to the organization.

In 2024/2025, companies and subsidiaries collaborated to identify key sustainability issues of the new organization, encompassing all activities throughout the value chain. Considering the company's goals and business direction, they analyzed significant trends and other external factors that could positively or negatively impact the company's operations, including the potential impacts on the economy, the environment, and people, such as global changes and regional transformations. They also assessed the world's risk trends, criteria set in industry standards, and sustainability assessment models. Key issues of companies in related industries were also gathered. Additionally, the company collected sustainability issues from stakeholders both internally and externally through various appropriate channels and methods, tailored to stakeholders' interests. The number of key issues decreased from the previous consideration of 23 to 19 due to some issues being consolidated.

Corporate Governance and Economic (8 Issue)	Environment (5 Issue)	Society (6 Issue)
1. Good Governance	9. Energy Efficiency	14. Employee Engagement and retention
2. Ethic and Anti-corruption	10.Environmental Impact Management	15. Human Resource development
3. Risk Management	11. Water Management	16. Occupational Health and safety
4. Data Security	12. Climate Change Adaptation	17. Product Responsibility
5. Innovation and Process Development	13. Greenhouse Gas Emission	18. Community development
6. Innovation Products and services		19. Human Rights
7. Customer Relationship and Engagement		
8. Supply Chain Management		

2. Assessing the impact of sustainability issues on the company and stakeholders.

The company evaluates the importance and impact of sustainability issues in two levels:

1. The company assesses the level of importance of sustainability issues to the organization by considering their impact on the company's business operations, financial performance, operational processes, strategies, reputation, and legal compliance.
2. The company evaluates the level of impact of sustainability issues resulting from its business operations on stakeholders or the decisions of stakeholders on the company's business operations.

3. Prioritization

The company categorizes sustainability issues into 3 levels based on their importance to the organization and their level of influence on stakeholders. These levels are: high importance, medium importance, and low importance. The company then ranks the 19 key issues according to their importance using the principle of Double Materiality and places them in a Materiality Matrix following the guidelines of the Global Reporting Initiative (GRI standards).

The vertical axis (Y-axis) represents the level of impact on the economy, the environment, and people (including stakeholders).

The horizontal axis (X-axis) represents the level of importance of the issue to the company or the level of impact from the company's operations on the economy, society, and the environment concerning that issue.

4. Reasoning

The 19 key materiality issues have been approved by the board of directors and the CEO (Disclosure 102-32). Among these, four strategic priorities have been identified: good governance, innovation and process development, human resource management, and adaptation to and opportunity creation from climate change. The management has been tasked with addressing both the strategic priorities and ongoing sustainability issues. However, the company has not yet defined performance indicators for operations and linked them to the performance evaluation of relevant managers and employees. This will be addressed by the company in the future.

The company mandates an annual review of key sustainability issues by the Sustainable Development Task Force and the company's board of directors to adapt them appropriately to changing external circumstances or organizational contexts. This review includes addressing issues of concern to stakeholders.

Key sustainability issues (Disclosure 102-47)



However, to align the reporting with the Securities and Exchange Commission of Thailand's organizational sustainability assessment guidelines, the company also discloses additional management approaches and performance outcomes regarding other significant sustainability issues at a lower level beyond the high-level issues.

The sustainability issues that are of secondary importance (vertical on the left-hand side) are part of the four key strategic sustainability issues (horizontal).

Materiality Issue	Corporate Governance	Innovation for sustainable growth	People Management	Climate resilience / Strategy
Ethic and Anti-corruption	✓			
Risk Management	✓	✓	✓	✓
Data Security	✓		✓	
Quality of product and services	✓	✓	✓	✓
Customer Relationship and Engagement	✓	✓	✓	
Supply Chain Management	✓	✓	✓	✓
Human Resource development	✓	✓	✓	✓
Occupational Health and safety	✓		✓	
Product Responsibility	✓	✓		✓
Community development	✓			
Human Rights	✓		✓	
Energy Efficiency	✓	✓		✓
Waste Management	✓	✓		✓
Water management	✓	✓		✓
Greenhouse gas emission	✓	✓		✓

Materiality Topics and performance disclosure (Disclosure 102-47)

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Economic	Corporate governance for sustainability	Employee	Shareholder	GRI 102 General Disclosure	102-18 Governance Structure and Composition 102-20 Highest Governance Body's Competencies and Performance Evaluation 102-27 102-28	44-47	16.3/16.5
	Code of conduct and regulatory compliance	Employee	Shareholder Vendor Business Partner Contractor	GRI 205 Anti-corruption 2016	205-2 Communication and training about anti-corruption policies 205-3 Confirmed incidents of corruption and actions taken	48-52	16.3/16.5
	Risk Management	Employee	Shareholder	Risk Management	EPG Indicator Proportion of business units with ESG risk management plan	53-59	8.2/ 16.7
	Enhancing Products and Services to Drive Sustainable Growth	Employee	Customer	Enhancing Products and Services to Drive Sustainable Growth	EPG Indicator Quality assurance and standards of products and services	61-65	
	Enhancing Products and Services to Drive Sustainable Growth	Employee	Customer	Enhancing Products and Services to Drive Sustainable Growth	EPG Indicator Customer Satisfaction Score	61-65	
	Cyber security and data security	Employee	Shareholder Vendor Business Partner	GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	66-68	16.3/ 16.10
	4.Data Security						

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Economic	Innovation	Employee	Customer Vendor Business Partner	Innovation Management	EPG indicator Number of innovative products launched per year	69-73	8.2/ 8.3/ 8.4/ 9b
		Employee	Vendor Business Partner	GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	74-75	5.2/ 8.3/ 8.7/ 8.8
	Sustainable supply chain management			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						
Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	SDG Targets
		Internal	External			
Environmental impact management	12. Environmental impact management	Employee	Community	Environmental Impact Management	EPG Number of standard values violations indicator	77-80
Energy Efficiency	9. Energy Efficiency	Employee	Community	302 Energy 2016	302-1 Energy consumption within the organization	83-85
					302-3 Energy Intensity	83-85
Greenhouse gas emissions management	13. Greenhouse gas emissions	Employee	Community	305 Emissions 2016	302-3 Energy Intensity	7.2/ 7.3/ 12.2/ 13.1
					305-2 Energy indirect (Scope 2) GHG emissions	
					305-3 Other indirect (Scope 3) GHG emissions	
Waste management	10. Sustainable waste management	Employee	Community Vendor	306 Waste 2020	306-3 Waste generation	86-91 12.4/ 12.5
					306-4 Waste diverted from disposal	
					306-5 Waste directed to disposal	
Water management	11 Water management	Employee	Community	303 Water and Effluents 2018	303-3 Water Withdrawal	92-95 6.3/ 6.4/ 12.2
					303-4 Water discharge	
					303-5 Water Consumption	

Chapter		Materiality Topics	Scope of Impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
			Internal	External				
Human resource management	14. Human resource management	Employee			GRI 401 Employment 2016	401-1 New employee hires and employee turnover 401-3 Parental leave	102-115	5.1/ 8.5/ 10.3
Human resource development	15. Human resource development	Employee			GRI 404 Training and Education 2016	404 -1 Average hours of training per year per employee	102-115	4.4/ 8.2/ 8.5
Human Rights	19. Human Rights	Employee	Community Customer Vendor		GRI 412 Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	116-122	8.7/ 8.8 /10.2/ 10.3
Health and safety	16. Health and safety	Employee	Vendor Community		403 Occupational Health and Safety 2018	403-9 Work-related injuries	123-129	3.4/ 3.9/ 8.8/ 16.1
Community development	18. Community development	Employee	Community		413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	130-136	3.4/ 3.6/ 4.4/ 4.5/ 4.b/ 6.6/ 8.3/ 15.2/ 15.4/ 17.17
Customers' responsibility and product stewardship	17. Customers' responsibility	Employee	Customer		GRI 416: Customer Health and Safety 2016	EPG indicator The number of product safety complaints or the impact of product use.	61-65	

The background features a light blue sky with soft, white clouds. Large, abstract green shapes, resembling stylized hills or foliage, are positioned on the left and top right edges of the frame.

Governance



Corporate Governance for Sustainability

The company firmly believes that good corporate governance is the foundation and a critical mechanism for ensuring sustainable long-term growth. It places great importance on effective and ethical corporate governance practices to conduct business in accordance with the company's objectives, laws, regulations, business ethics, policies, and corporate governance principles. This includes transparent and fair organizational management, accountability to all stakeholders, and creating shared value for society while promoting comprehensive environmental governance. These efforts will enable the company to truly become a sustainable organization.

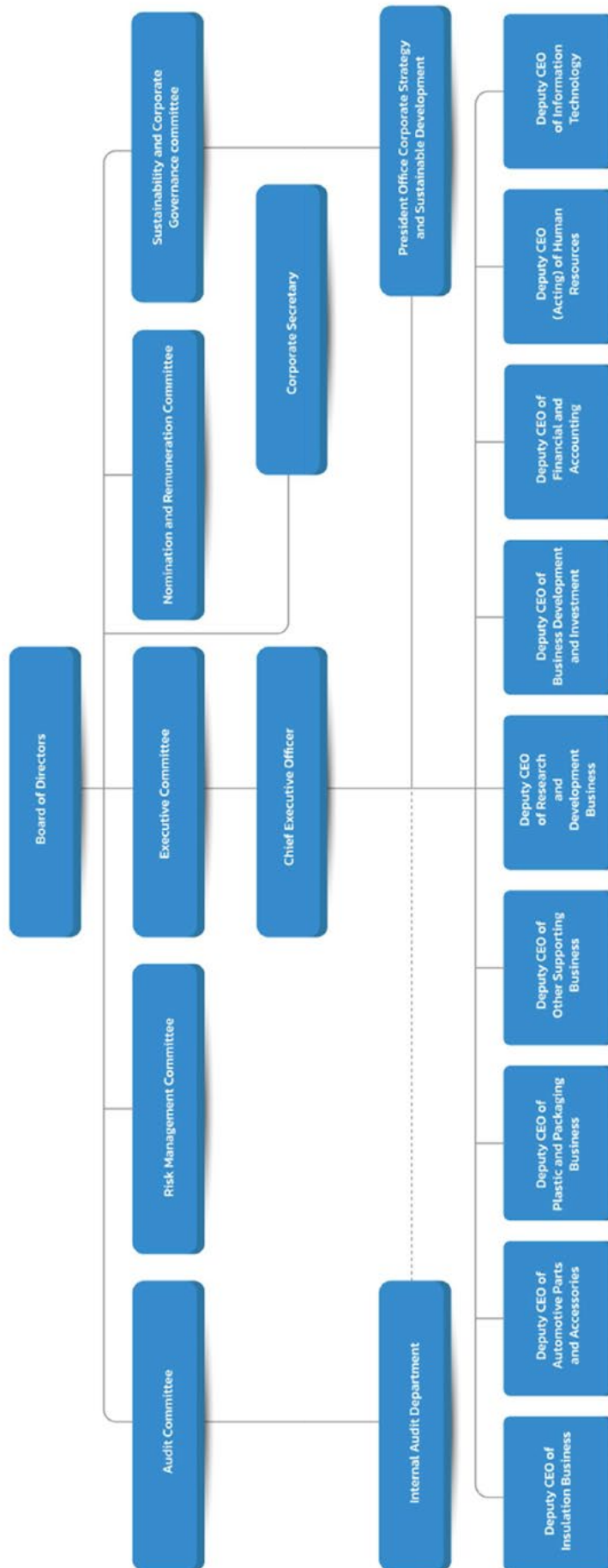
Corporate Governance Guidelines

The company is committed to conducting business with responsibility, transparency, and fairness to all stakeholders, including environmental responsibility. It strives to ensure that the company's board of directors, executives, and employees adhere firmly to ethical principles and follow good corporate governance practices. The company has developed a Good Corporate Governance Policy based on the Corporate Governance Code for Listed Companies in 2017 by the Securities and Exchange Commission and the Stock Exchange of Thailand to guide its operations. Additionally, it has established an efficient and transparent management system that is auditable and promotes and supports all employees to work with a sense of responsibility towards all stakeholders and undergo continuous development. This fosters trust and sustainability in both the business and society as a whole.

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 company's board of directors consists of a total of 10 members, divided into 5 independent directors, including 1 female, and 5 executive directors. The chairman of the board is an independent director. The number and qualifications of independent directors comply with the criteria set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). All directors have undergone a selection process considering legal qualifications and criteria set by the SEC. The nomination and remuneration committee has established criteria and processes for selecting effective directors to ensure that the board comprises diverse individuals with qualifications, knowledge, abilities, and experiences suitable for efficiently overseeing the company. Quarterly board meetings are held to monitor performance.

The company has structured governance oversight for organizational sustainability (Disclosure 2-9) as follows:



The Board of Directors' Performance Assessment (Disclosure 2-18)

EPG has required annual evaluations of the performance of all board members and sub-committees, both in the form of individual director assessments and evaluations of faculty directors, in order to ensure effective corporate governance, by updating information from the Stock Exchange of Thailand's assessment form. The assessment results and recommendations will be utilized to strengthen and enhance the board's responsibilities in order to make them more efficient and in the best interests of EPG and its stakeholders.

	The Board of Directors		Sub-Committee
	Each team	Individual	Each team
Performance Assessment FY 2024/2025	"Excellent"	"Excellent"	"Good - Excellent"

The Board of Directors' capacity development (Disclosure 2-13)

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

In the financial year 2024/2025, there was development in the capabilities of the company's board of directors as indicated in Form 56-1 One Report dated March 31, 2025, under section 8.1.1 on the recruitment, development, and evaluation of the board's performance.

Details of good corporate governance and organizational structure can be found in Form 56-1 One Report dated March 31, 2025, which is available at <https://investor.epg.co.th/en/home> in the investor documents section.

Corporate Governance for Sustainability

EPG places great importance on the participation of all sectors within the organization in driving corporate sustainability. To this end, the Board of Directors, executives, and employees are encouraged to work collaboratively, build shared understanding, and foster a strong organizational culture that supports effective and meaningful sustainability practices. The Board of Directors is responsible for setting the company's sustainability policies, goals, and development framework, as well as overseeing their implementation. This includes monitoring progress and evaluating sustainability performance to ensure the company achieves its defined objectives and targets. At the Board meeting held on 29 May 2024, a resolution was passed to establish the Sustainability and Corporate Governance Committee, tasked with supervising, monitoring, and evaluating the company's sustainability performance. The Committee is also responsible for setting governance policies and business ethics guidelines to support the Board in advancing EPG's sustainability agenda across all dimensions.

Additionally, the company has appointed a Sustainable Development Working Group to concretely and efficiently drive organizational sustainability efforts. The Working Group comprises executives and representatives from all departments within the company and its subsidiaries. The President Office of Corporate Strategy and Sustainable Development acts as the policy liaison between the Working Group and the Sustainability and Corporate Governance Committee, working closely to ensure alignment and progress. The Working Group reports to both the Sustainability and Corporate Governance Committee and the Board of Directors.

The roles and responsibilities of the Sustainable Development Working Group are as follows:

- 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 Sustainability and Corporate Governance Committee held a total of three meetings, and the Board of Directors held one meeting to monitor sustainability performance and to consider improvements to the corporate governance mechanisms for greater effectiveness.

In this fiscal year, the Board of Directors reviewed and revised the Business Code of Conduct and the Corporate Governance Policy, and resolved to approve the revised Business Code of Conduct dated 17 March 2025, as well as the revised Corporate Governance Policy dated 17 March 2025. The Board also continued to promote sustainable development and value creation for the company.

Additionally, the Board reviewed the Anti-Corruption Policy and resolved to continue using the company's Anti-Corruption Policy (1st revision dated 10 February 2023), as it was deemed appropriate and aligned with the assessment framework under the revised Anti-Corruption System Development Guide Version 4.0.

Revised Policy FY 2024/2025
Code of Conduct
Good Corporate Governance
Anti-Corruption

In addition, the company encourages regular training and refresher courses related to organizational sustainability development. For the fiscal year 2024/2025, the company undertook the following actions:

- To ensure that directors are kept up to date with relevant information, the Company Secretary reported significant changes such as laws and regulations applicable to directors, as well as circulars from the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). These included topics such as guidelines for reporting



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 FY 2024/2025	Performance FY 2024/2025
Code of Conduct and Laws and Regulations Compliance		
Significant number of corporate governance complaints	0	0
Number of corruption complaints	0	0

Management Guidelines



EPG has announced a policy for good corporate governance and business ethics appropriate to the business environment and in line with generally accepted criteria and requirements, utilizing the principles of good corporate governance of registered companies, as referenced by the Securities and Exchange Act and the Securities and Exchange Commission. The company's policy for good corporate governance and business ethics defines the standards of behavior and conduct that the company's board of directors, executives, and all employees of the company and its subsidiaries must adhere to in conducting business and performing duties. The company has disseminated its policy for good corporate governance and business ethics, as well as related policies, on the company's internal intranet and websites, to allow the company's executives and employees to study, understand, and use them as guidelines in their work. Additionally, stakeholders such as partners, customers, and communities are informed of the company's business practices in general.

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.

The detailed policies for good corporate governance, business ethics, and anti-corruption policy can be found on the company's website under the Corporate Governance section. Please follow the link provided below:

Corporate Governance Policy

<https://www.epg.co.th/wp-content/uploads/2025/03/EPG-CG-Policy-EN.pdf>

Code of Conduct

<https://www.epg.co.th/wp-content/uploads/2025/03/EPG-Business-CodeofConduct-EN.pdf>

Anti-Corruption Policy

https://www.epg.co.th/wp-content/uploads/2024/03/Anti-CorruptionPolicy_EN.pdf

Knowledge Communication

- EPG mandates that agencies keep track of changes and trends in regulatory legislation affecting business operations in order to gather data and assess the risks and potential consequences of such changes.
- EPG has communicated good corporate governance policy and business code of conduct through the intranet and one of the new employee orientation courses to keep executives and employees informed about current information and reduce the risk of operations that violate changing policies, code of conduct, and regulatory laws.
- EPG encourages all relevant employees in EPG and its subsidiaries to learn about best practices in the same way.
- Establish a code of conduct for EPG suppliers and subsidiaries to encourage them to conduct business responsibly in terms of economics, social responsibility, and the environment, in line with EPG policies and code of conduct for quality and sustainable growth. Which can be access via <https://www.epg.co.th/wp-content/uploads/2025/04/SupplierCodeofConduct-EN.pdf>

Anti-Corruption Measures

- Anti-Corruption Governance Structure



- EPG undertakes annual risk assessments, identifying episodes of corruption and corruption risks that may come from activities and have an impact on the business, as well as putting in place procedures to effectively manage each risk component (Disclosure 205-1).
- Supporting and encouraging subsidiaries of EPG Group to become members of the Private Sector Collective Action Coalition against Corruption (CAC). In addition, the subsidiary company, Aeroflex Co., Ltd., has invited key partners to join as members of the Collective Action Coalition (CAC) project to combat corruption and collusion.
- Executives and employees of EPG and its subsidiaries are constantly informed about anti-corruption rules and practices. EPG has provided several communication channels, including annual employee training, new employee orientation courses, anti-corruption talk, self-learning through E-learning, VDO media, company banners, installations displayed on employees' computer screens, intranet publishing, e-mail distribution and company websites, and brochures, etc. to ensure that employees are confident in their ability to combat corruption and to foster a culture of awareness throughout the organization, efforts are being made to instill a sense of conscience in every department, ultimately making it a corporate culture.
- Establish an internal audit department to monitor internal control systems, risk management, and corporate governance, as well as give appropriate recommendations, to assess compliance with anti-corruption measures. The audit was carried out in accordance with the Audit Committee's approved annual audit plan, and the audit's findings and recommendations were reported to the Audit Committee.
- Distribute and communicate anti-corruption and No Gift Policy policies, as well as guidelines for receiving and giving gifts during the festival and on other occasions, to EPG executives and employees, as well as related third parties such as suppliers, customers, government agencies, and other stakeholders, to understand EPG policies and the proper manner to receive and give gifts, to avoid conflicts of interest, and to develop excellent business practices with all parties that are fair and transparent.
- Published and communicated via the EPG Facebook page.






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

In the fiscal year 2024/2025, the management reported to the Board of Directors that there were no significant complaints regarding corporate governance, and no complaints related to corruption were received.

Whistleblowing & Complaint Channels

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

Complaints Handling Process

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

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

Performance in fiscal year 2024/2025

- EPG received an “Excellent” (5-star) rating in the Corporate Governance Report of Thai Listed Companies (CGR) conducted by the Thai Institute of Directors (IOD).
- Scored 99 out of 100 in the 2024 Annual General Meeting of Shareholders (AGM) Checklist evaluation by the Thai Investors Association.
- EPG and its subsidiaries renewed their certification of membership in the Thai Private Sector Collective Action Coalition Against Corruption (CAC).
- The company was selected for inclusion in the SET ESG Ratings 2024 with a rating of "AA" by the Stock Exchange of Thailand.
- 100% of new employees completed orientation training on corporate governance, business ethics, and anti-corruption to ensure proper understanding and implementation (Disclosure 205-2).
- EPG targeted 70% employee participation in anti-corruption training and testing, achieving 76.9%, with a 100% pass rate.
- Aeroflex Co., Ltd. achieved 100% participation and 100% pass rate for anti-corruption training and testing.
- Aeroklas Co., Ltd. set a target of 70% and achieved 71.8% participation, with 100% pass rate.
- Eastern Polypack Co., Ltd. set a target of 100% and achieved 95.8% participation, with 100% pass rate.
- No significant whistleblowing or corporate governance complaints, nor any corruption-related complaints, were received (Disclosure 205-3). No violations or non-compliance with economic and social regulations (Disclosure 419-1) or environmental regulations (Disclosure 307-1) were found. Neither EPG nor its subsidiaries were subject to any material fines.
- Aeroklas Co., Ltd. held Aeroklas’s Supplier Conference to communicate its anti-corruption policies and raise awareness among suppliers.
- EPG and Aeroklas joined the “Speak Up Against Corruption” initiative with CAC and the National Anti-Corruption Commission (NACC) under the project "If Demanded, We Report" to promote awareness of proper whistleblowing channels, roles, and responsibilities, helping to reduce national corruption through collective efforts.





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.

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 review yearly 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)

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



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

The Board of Directors is largely responsible for supervising corporate risk management to ensure that the company runs smoothly. As a result, the Board of Directors has established the "Risk Management Committee" as a sub-committee to oversee EPG risk management and that clearly outlines the Risk Management Committee's scope and responsibilities. Executives and employees at all levels must understand and acknowledge the significance of risk management, as well as take responsibility for risk management operations in their respective units. The EPG standard practices are used as part of its regular operations.

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 has experienced professionals with knowledge and expertise in risk management, executive directors and director for each subsidiaries totaling 3 directors. 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 Department reports directly to the Executive Committee and the Risk Management Committee on risk management issues. The risk management unit is responsible for providing advice, collecting risk data, coordinating, and ensuring that risk management is conducted according to the established framework.

2. Business Unit Level

The business unit level refers to the individuals responsible for risk management within each subsidiary company that is a core business of the parent company. This includes Aeroflex Co., Ltd. (Aeroflex), Aeroklas Co., Ltd. (Aeroklas) and Eastern Polypack Co., Ltd. (EPP), as well as EPG Innovation Co., Ltd. (EIC), and coordinate with the risk management units of EPG. The following are the company's risk management procedures:



The company conducts regular reviews and assessments of the opportunities and impacts of key risks. This is done through collaborative meetings between the risk management department and the respective risk owners within each department. These meetings aim to evaluate current risk issues and identify potential future risks arising from both domestic and international economic, geopolitical, environmental, societal, and technological factors. The company analyzes and assesses risks in all dimensions that could affect its business operations, establishes Key Risk Indicators (KRIs), develops appropriate risk management plans, and tracks the effectiveness of risk control measures. Monthly reports are submitted to the risk management committee to keep them informed of the ongoing risk management efforts.

Performance

In the fiscal year 2024/2025, Thailand and the global community faced significant events and shifts in social, environmental, and economic conditions that inevitably impacted the Company. These included the escalating conflict between Russia and Ukraine, intensifying trade tensions between China and the United States, the rising conflict between China and Taiwan, the ongoing unrest in the Middle East, rapidly increasing global temperatures and natural disasters caused by climate change, growing concerns over waste management that have evolved into a broader environmental conservation movement, policies promoting electric vehicles to reduce air pollution, and uncertainties in global economic and trade policies.

In response, the Company has implemented a risk management approach that involves assessing the likelihood and impact of such risks on the organization and all relevant stakeholders. A business continuity management plan has been developed to help ensure the Company's ability to operate under adverse conditions.

Furthermore, the Company promotes awareness and understanding among employees regarding business risks and potential internal changes. This prepares the organization to effectively respond to these risks and fosters collaboration across all levels to ensure resilience in challenging times. On 15 March 2025, the Company organized a "Refreshment Risk Management Program for Corporate Leaders" training session for directors and senior executives. The session featured a guest speaker from the Federation of Accounting Professions, who provided insights into enterprise risk management. The training aimed to enhance understanding of various types of organizational risks, appropriate risk oversight practices, and individual responsibilities in risk governance. It also covered best-practice risk management frameworks and included workshops to help participants apply these concepts in practice.

Corporate Risk Management

EPG classifies risks into 6 categories: 1) Strategic Risk, 2) Operational Risk, 3) Financial Risk, 4) Compliance Risk, 5) ESG Risk, and 6) Emerging Risk

In the fiscal year 2024/2025, the Company continuously monitored both domestic and international developments to assess potential risks and their impacts on the business across all dimensions. In parallel, the Company updated its enterprise risk management plan to ensure alignment with the nature of its business, prevailing economic conditions, and emerging situations.

Key organizational risks were assessed in line with the Company's strategic plans and objectives. Details of the key risk issues and corresponding risk control measures are disclosed in the Form 56-1 One Report for the fiscal year 2024/2025 under the "Risk Management" section.

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

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 - Economic Recession Risk 	<ul style="list-style-type: none"> - Risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant - Risks from the intensity of regulatory changes or laws due to climate change can be substantial 	-	-

Emerging Risk (Disclosure 102-29)

EPG discovered major emerging threats that could have an effect on its business operations. There are four areas of risk in the next 3-5 year include; the risk from geopolitical tension, risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant, risks from the intensity of regulatory changes or laws due to climate change can be substantial and economic recession risk. Even though it may not currently significantly impact the overall

operations of the company, the company is aware of its importance and has designated it as a risk to monitor, assess, and closely measure in the future. This includes identifying the risk and measures for risk management concerning the new emerging risks, such as:

1. 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 interim impact company profitability.

Management Guidelines

The company manages risks by closely monitoring the situation and analyzing events that are expected to impact its business operations. This helps in preparing plans to mitigate potential impacts. For instance, the company engages with multiple suppliers, both domestic and international, to reduce reliance on any single supplier or region. Moreover, it seeks to expand its customer base across various countries globally to lessen dependence on customers from a single country or region.

2. Risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant

The increased release of greenhouse gases since the past until now has led to changes in weather patterns, resulting in global warming. This, in turn, has environmental and natural disaster implications. Events such as polar ice melting, rising sea levels, prolonged heatwaves, El Niño-induced droughts, floods, and storms in various countries. These events can impact supply chains disruption, raw material sourcing, consumption, and sales of the company.

Management Guidelines

The company monitors events related to global warming both domestically and internationally, especially in countries that are key customers and suppliers. It assesses the level of risk and implements risk management measures concerning procurement, stock levels of raw materials, product sales, and operations. Additionally, it analyzes the trends and possibilities of various issues that may arise due to global warming, which could affect the company's operations, and creates opportunities in times of crisis, such as developing products to accommodate global temperature changes, responding to customer needs, or expanding the market to various regions worldwide, etc.

3. Risks from the intensity of regulatory changes or laws due to climate change can be substantial

Currently, there is global recognition of environmental issues, particularly the significant impact of climate change on individuals in society and the industrial sector. Concerns such as plastic waste and industrial greenhouse gas emissions are recognized as root causes of global warming. These issues are widely acknowledged as critical problems that urgently require solutions. Governments and organizations worldwide, including in Thailand, have set goals to reduce greenhouse gas emissions. There have been campaigns to reduce and eliminate the use of single-use plastics and replace them with environmentally friendly packaging. Moreover, some countries have implemented control measures such as new legislation or increased taxes on single-use plastics to reduce plastic usage and protect the environment. These measures can directly

impact companies involved in the production and distribution of single-use plastic packaging for beverages and food. They may experience a direct impact on sales due to these regulations.

In addition, within the European Union (EU), which places great importance on reducing greenhouse gas emissions, the Carbon Border Adjustment Mechanism (CBAM) has been introduced as a significant measure of the European Green Deal to prevent the importation of high greenhouse gas emitting products into the EU. This mechanism will be enforced starting from the year 2026 onwards. The automotive industry is one of the targeted sectors, affecting companies involved in the manufacturing and distribution of automotive parts and accessories. If companies fail to control and reduce greenhouse gas emissions according to the specified requirements, they will not be able to sell their products within the European Union. Furthermore, the rapid development of electric vehicle technology and the increasing trend towards electric vehicle usage to reduce dependence on fossil fuels and air pollution may have long-term implications for companies involved in the production and distribution of automotive parts and accessories if they do not adapt their products to meet the changing demand.

Management Guidelines

The Company recognizes the impact of climate change and places strong emphasis on environmental stewardship. It has undertaken a range of initiatives, including the establishment of environmental sustainability policies, close monitoring of environmental trends and changes in relevant laws and regulations, and the setting of targets for efficient energy usage. The Company conducts carbon footprint assessments for both the organization and its products. It also promotes the use of renewable energy by installing rooftop solar power systems.

Manufacturing processes are continuously improved to reduce greenhouse gas emissions, in alignment with the specific context of each business group. The Company invests in research and development to create innovative products and technologies that add value and support business expansion, aiming to meet the evolving needs of customers and consumers.

In the plastic packaging business, research and development efforts focus on reducing plastic usage in packaging, investing in faster-degrading products, and applying sustainability principles across the business value chain. In the automotive parts and accessories business, R&D is directed at producing lightweight products that support the use of electric vehicles, thereby reducing vehicle weight, energy consumption, and carbon dioxide emissions.

Additionally, sub-working groups in each business unit are assigned to regularly monitor progress and report the results to the corporate sustainable development committee at least once a year.

4. Economic Recession Risk

The Company distributes its products both domestically and internationally. The global economic slowdown has been driven by multiple factors, including the prolonged impact of geopolitical tensions, the conflict in the Middle East, trade wars, and uncertainty surrounding trade policies. Consumption and investment in major economies have slowed, while central banks in many countries have maintained high interest rates. This has resulted in rising commodity prices, increased household debt levels, and tighter lending conditions. These developments have disrupted supply chains and dampened demand growth, leading to a global economic slowdown with the potential for recession. As a result, the Company has experienced impacts on sales performance and on the liquidity of its customers and business partners.

Management Guidelines

The company has plans to cope with economic fluctuations by controlling operational costs and adjusting sales strategies to align with changing market conditions and competition. It aims to retain existing customers, expand the customer base, and introduce new products. Additionally, it maintains financial flexibility. Furthermore, the company refrains from engaging in trade or investments in countries experiencing severe economic challenges or with unreliable payment systems. It also collaborates with customers/partners to find mutually beneficial solutions.

Business Continuity Management

The Company has developed a Business Continuity Management (BCM) system to ensure continued operations even in the event of emergencies or crises. In the fiscal year 2024/2025, several significant events occurred as previously mentioned. In response, the Company undertook a range of actions, including increasing the number of new business partners, securing appropriate and sufficient raw material inventories to support production and cost control, enhancing production process efficiency, expanding its customer base across various countries, and tapping into new customer segments.

The Company also placed emphasis on continuous employee development, and implemented the USE (Utilize, Save, Efficiency) and 4C (Change, Chance, Collaboration, Challenge) frameworks. It fostered innovation and leveraged internal assets within each business unit to navigate through crises and ensure ongoing business continuity.

Additionally, following the earthquake in Myanmar in late March 2025, which had an impact on Thailand, the Company mandated its subsidiaries to review their risk assessments and establish future response plans. These measures are integrated as part of the ISO 9001 and ISO 27001 systems.

Promoting risk management culture

During the fiscal year 2024/2025, the company has undertaken initiatives to raise awareness and promote a risk management culture within the organization. These initiatives include:

- 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.
- Presenting risk assessments and Key Risk Indicators (KRIs) to the company's executives allows them to consider potential opportunities and the significant impacts of key risks. This includes providing risk levels and discussing organizational risk management strategies.
- The risk analysis findings are utilized to guide the organizational strategy plan, annual budgeting, investment, new product development, and corporate operational plans.
- Conducted a refresher training on enterprise risk management for directors and senior executives through the "Refreshment Risk Management Program for Corporate Leaders", aimed at raising awareness on risk assessment and enterprise risk management practices.





Economic development

Enhancing Products and Services to Drive Sustainable Growth

The company places importance on research and development to create innovative products from polymers and plastics and develop them into smart materials to substitute various types of materials. This results in high-quality products that can create economic value for the company. The entire supply chain production process is controlled and monitored to ensure that the manufactured products meet standards, are safe, and do not negatively impact the environment. Additionally, they provide benefits and improve the well-being of communities. The company is keenly aware of customer needs because understanding customer needs and expectations allows them to develop production processes and deliver products that fully meet customer requirements according to industry standards. They can also deliver efficient services, create satisfaction, and develop good long-term relationships.

	Goal FY 2024/2025	Performance FY 2024/2025
Enhancing Products and Services to Drive Sustainable Growth		
Customer Satisfaction Score		
Aeroflex Co., Ltd. (Thermal Insulation Business)	97%	99%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	80%	86%
Eastern Polypack Co., Ltd. (Plastic Packaging Business)	93%	90%
The number of product safety complaints or the impact of product use.	0	0

Management Approach

Quality of Products and Services, and Responsibility to Products and Customers

In a rapidly changing world with increasing competition, more stringent regulations, social norms, and environmental rules that are important to business operations, the company is committed to developing high-quality products and services that can adapt to changing situations. The company regularly listens to customer feedback and suggestions, which are used to improve and develop innovative products and services. The company believes that quality products and services create a great user experience, impress customers, and build confidence in the company and brand, leading to continued brand loyalty. Therefore, all distributed products must be certified by relevant domestic and international standards.

Customers of subsidiaries differ depending on their business and location, such as multinational enterprise customers, industrial customers, and so on. EPG is dedicated to offering innovative products of international quality and safety that satisfy the needs of each group of customers, as well as excellent service and long-term customer relationships. Feedback, demands, ideas, and complaints are analyzed in satisfaction and communication assessments in order to better manage and enhance product and service delivery, as well as innovate and leverage technology for continuous improvement.

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



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

Performance

1. Quality assurance and standards of products and services

EPG aims to provide customers with high-quality, safe, and fully compliant products and services. Each subsidiary has implemented a quality and safety inspection system for customers and users, as well as an environmental impact assessment system,

“Aeroflex”

- Aeroflex places great consideration to impact on environment and health of local community and its personnel at all levels. Therefore, Aeroflex undertakes analysis on all chemical substances involved to prove that the chemicals used in the manufacturing process must be safe to human as well as surrounding ecosystem. Moreover, Aeroflex’s main manufacturing bases are established and managed in accordance with international standard: ISO 9001 / ISO14001 / ISO50001 / OHSAS 18001/ TIS 18001 / ASTM/ JIS/ EN/ EMPA/ BS/ GB/ Lloyd’s Register / RoHS / Carbon Footprint Organization / Carbon Footprint for Product / Eco Factory / SGBC / Water Footprint

- Aeroflex's rubber insulation is extensively used in conditioning systems engineering to reduce the coolness loss, to prevent condensation, and to effectively save energy, for reasons that K-Value (Thermal Conductivity) is low and stable for all usage life, the material of Aeroflex's products is also proved to be non-toxic. Moreover, in case of fire, Aeroflex's Insulation generates low smoke density and does not catch on fire.
- In addition, Aeroflex's products are in high quality, compared to other competitors in the market. Aeroflex's insulation has been certified by leading standard from all over the world, such as ASTM / JIS / CE / UL / FM / BS / GB / Lloyd's Register and RoHS

“Aeroklas”

- Aeroklas has created various innovations for consumers by taking into consideration the importance of environment, under the idea of “Technology & Environment in Harmony”. Accordingly, Aeroklas continually develops manufacturing process and technology with aim to reduce on-process impacts on the environment, while excessive amount of plastic from manufacturing process is reused in the process at the designated proportion, which will not cause an impact on product quality. According to such effort, Aeroklas has been certified by IATF16949/ ISO9001/ ISO45001/ ISO14001/ IATF16949 / and Q-1 Quality from Ford. In addition, Aeroklas also green level level 3 certified in our products.
- The automotive and accessories product of Aeroklas is designed under the concept of 3R to be environmental friendly as followof 3R to be environmental friendly as follow
 - **Reduce:** Aeroklas product such as Bed Liner / Canopy / Deck Cover and Sidesteps are made of light plastic with the specific production process, which is specially strengthen and can be used completely instead of metal material. Thus the pickup trucks are lighter. This also helps saving energy and reducing Carbon dioxide (CO2) emission. In addition, the automotive entrepreneur in some European countries can use this advantage for tax break by deducting carbon credit.
 - **Reuse :** The reuse of excess plastics during the production process will be applied into the new production process in proportion that does not affect the quality of the product. This is the useful recycle; and the packaging used in transporting the Company's products can be reused
 - **Recycle :** Aeroklas' products are recyclable according to the requirements of the world's leading automobile companies and the packaging used in transporting the Company's products can be reused

“Eastern Polypack”

- Eastern Polypack considers the quality of the environment within the factory premises and the surrounding area. We implement environmental controls through globally standardized manufacturing processes. These processes are certified by GMP, HACCP, ISO9001, ISO14001, ISO50001, The British Retail Consortium (BRC), FSC (Forest Stewardship Council) และ OHSAS18001/TIS18001 TIS. 655, Vol. 1-2553 / TIS. 2493, Vol. 2-2556. Additionally, the company has received awards from various government agencies, including the Green Industry Award Level 4: Green Culture from the Ministry of Industry / Carbon Footprint Certification at the organizational level from the Carbon Management Organization (Public Organization), and the National Science and Technology Development Agency.

- Eastern Polypack is capable of producing 1) Petroleum-based biodegradable plastics, which are biodegradable from petrochemical-based raw materials. 2) Bio-based biodegradable plastics, derived from plant-based raw materials such as tapioca, which degrade naturally at a faster rate.
- Eastern Polypack's packaging products are friendly with environment by concerning the principle of 3R
 - **Reduce:** To reduce plastic-decomposing time of some types of plastic packaging products and to reduce the energy consumption during the manufacturing process.
 - **Reuse:** Eastern Polypack's products should not be re-used because they are disposable; however, they are available for other uses, such as storing office utensils and seeding the new plants.
 - **Recycle:** Products that are broken or do not meet quality standards can be mashed and used for re-manufacturing, thus there will be no loss in manufacturing process. In addition, Eastern Polypack's products can be brought into transformation process to manufacture other types of products. Moreover, the unused plastic packaging products can be brought into de-polymerization process to become crude oil or fuel for generating energy in cement industry.

In the fiscal year 2024/2025, 100% of the company's product groups were assessed and reviewed for health and safety impacts related to customer use, as part of ongoing quality improvement efforts. No products from any of the company's business units were found to be in violation of or non-compliant with any product safety laws or regulations. (Disclosure 416-2)

2. Building relationships and trust with customers

The company organized training programs focused on personality development, interpersonal skills, and customer service for employees, particularly those in the sales department, to ensure efficient and appropriate customer service and foster strong customer relationships. In the fiscal year 2024/2025, the company undertook the following activities:

- Aeroflex Co., Ltd. set up product exhibition booths every quarter and participated in events organized by customer groups, HVAC engineering associations, and various trade shows to promote Aeroflex insulation products. These activities aimed to build customer confidence in the company's standards and safety.
- Aeroklas Co., Ltd. organized joint activities with customers on various occasions to raise awareness and visibility of the company's products across a broader market.
- Eastern Polypack Co., Ltd. focused on sales promotion activities and shelf display arrangements in retail stores nationwide to continuously attract end-users and encourage product selection.



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.

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 2024/2025, EPG received no product safety complaints from customers.

5. Customer Satisfaction Survey

EPG has policies in place requiring each subsidiary to conduct annual customer satisfaction surveys through questionnaires and direct customer contact, with the aim of identifying areas for improvement and collecting insights to support the development of innovations, as well as new products and services that enhance customer satisfaction and trust.

In the fiscal year 2024/2025, all subsidiaries maintained the quality and standards of their products and services. The thermal insulation business achieved a customer satisfaction score of 99%, an improvement from the previous year; the automotive parts and accessories business increased its score to 86%; while the plastic packaging business saw a decline to 90% due to intensified market competition.

Customer Satisfaction Score	Fiscal Year 2022/2023	Fiscal Year 2023/2024	Fiscal Year 2024/2025
Aeroflex Co., Ltd. (Thermal Insulation Business)	97%	97%	99%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	85%	85%	86%
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	92%	92%	90%

6. Information security and customer confidentiality protection

The company has policies and practices in place to securely maintain customer data and protect customer confidentiality. It does not allow customer information to be forwarded to others without the data owner's consent. In the 2024/2025 fiscal year, the company and its subsidiaries provided serious operational training on this matter to promote knowledge and working practices in compliance with the Personal Data Protection Act B.E. 2562 (PDPA). Additionally, the company and its subsidiaries did not receive any complaints regarding customer privacy in the previous fiscal year.

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 FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Cyber security and data security			
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. The focus is on reducing the risk of both the likelihood and impact of events and cyberattacks on the company's information technology systems. This involves establishing a task force to review the security systems architecture, conducting testing, and providing training to ensure confidence that every vulnerable point in the system is regularly checked and monitored. This is to ensure that threat and vulnerability management is continuously carried out.

The company has therefore established collaborative efforts with relevant units throughout the organization to manage information security, personal data, and information systems (Information Security Management System: ISMS) according to the principles of maintaining the security and integrity of information (C.I.A.). This encompasses confidentiality, ensuring that data remains private and accessible only to authorized individuals; integrity, maintaining the accuracy and completeness of data; availability, ensuring data is accessible and usable by authorized persons at all times; accuracy, ensuring information is reliable and correct; authenticity, verifying the true origin of information; and privacy, protecting personal data under data protection regulations. The company has implemented a management structure to monitor, report, approve, and support continuous operation and development 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. This includes safeguarding the personal data of employees, customers, business partners, suppliers, contractors, and government agencies.

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. Regularly monitor and review the system continuously and consistently on a daily basis.
2. Keep hardware and software systems up to date to ensure they remain modernized at all times.
3. Install and update security programs such as antivirus software on central company devices and employee devices regularly.
4. Install network vulnerability scanning programs to regularly scan for system vulnerabilities within the organization.
5. Develop internal personnel by providing training and knowledge transfer sessions conducted by experts and consultants in information technology security. This ensures that company employees are knowledgeable and capable of handling changing situations effectively.

	Goal	Fiscal Year 2022/2023	Fiscal Year 2023/2024	Fiscal Year 2024/2025
Proportion of trained employees	100%	100%	100%	100%

	Goal	Fiscal Year 2022/2023	Fiscal Year 2023/2024	Fiscal Year 2024/2025
Network Down Time (Times/Month)	0	0	0	0
Server Down time (Times/Month)	0	0	0	0
Cyber security (Times/Month)	0	0	0	0

In 2024/2025, the company achieved the goals of zero downtime and zero cybersecurity incidents. This was accomplished through regular risk assessments conducted jointly by the central system administrators and the administrators of each business unit. For data security maintenance, stakeholders affected can provide feedback through internal satisfaction assessments, customer satisfaction evaluations, or partner satisfaction assessments. Alternatively, they can lodge complaints through the company's complaint handling process if operations deviate from regulations or if there are instances of personal data breaches or leaks affecting stakeholders.

In the fiscal year 2024/2025, the company did not receive any complaints related to personal data breaches or stakeholder data leakage incidents. Additionally, there were no reported cases of company data leaks or cyberattacks during the period. The company has been certified under ISO 27001, an international standard for information security management systems (ISMS). This certification supports the organization in systematically identifying risks and vulnerabilities related to data protection. Compliance with ISO 27001 enhances the strength of the company's information security framework, reduces potential risks, and safeguards data against theft and unauthorized access.

Furthermore, Aeroklas Co., Ltd., a subsidiary of the company, has been certified under the TISAX (Trusted Information Security Assessment Exchange) standard. TISAX is a widely recognized standard for information security assessment and data protection within the automotive industry, ensuring secure data exchange and management practices.



Innovation

Innovation plays a vital role in the company's success and serves as a core driver of sustainable business growth. It enhances competitive advantage and unlocks new business opportunities through innovative products and services. In response to the rapid advancement of technology and the evolving dynamics of markets, as well as economic, social, and environmental conditions, the company places strong emphasis on continuous innovation and process improvement. This strategic focus strengthens the company's ability to respond quickly and efficiently to emerging challenges, while also driving the development of New S-Curve products and services that deliver meaningful value to both society and the environment. At the same time, the company is committed to embedding innovation into its organizational culture.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Innovation			
Number of patented or award-winning innovations per year	30	30	8
Number of innovative projects obtained from contests or inventions of employees per year	60	60	38

Management Approach: Innovative Organization, Innovation for the Future

The company drives growth through innovation and various technologies by creatively building upon and developing new, high-quality products that benefit society and improve living standards. This aligns with the company's promise to "Create a World in Harmony with Technology and Innovation". The company develops its innovation strategy across two areas:

1. Innovative Organization

A strategy focused on creating an atmosphere and environment that supports and encourages invention and experimentation within the organization, in order to develop creative thinkers and practitioners. It provides a platform for creativity for all employees and drives the organization towards sustainability through innovation. This strategy has three components:

1. People - Providing knowledge on topics from innovation definitions to academics, marketing, presentations, and other hard/soft skills to increase chances of success when launching innovations.
2. Knowledge - Through 3 steps: Build-Share-Use. Building individual and departmental knowledge, transferring knowledge, and using knowledge to create value, allowing new knowledge to continuously emerge as a foundation for future growth. Activities include on-the-job training, recording training, having learners teach others, Guru Sharing guest speaker sessions, and Communities of Practice (CoPs) for experience sharing across companies.
3. Culture - Foster a culture of openness within the organization where employees can freely and enjoyably exchange ideas and engage in constructive discussions to drive a wide range of innovations across departments. This is achieved through various activities, particularly innovation contests, ranging from Kaizen/QCC initiatives to large-scale projects such as new product development competitions.

2. Innovation for the Future

A strategy aimed at driving business performance by allocating 2% of company revenue to create technologies, conduct research and development, and manage data for developing new products and creating new S-Curves for the company, while continuously and efficiently managing costs. Research can come from subsidiaries (closed innovation) or collaborations with external institutions (open innovation), focusing on three areas: materials science, product design, and manufacturing processes. EPG Innovation Center Co., Ltd. (EIC) provides testing and research services for subsidiaries in addition to internal research at each company.



Promoting an Innovative Organizational Culture in Fiscal Year 2024/2025

The company promotes employee participation in product development and process improvement, fostering pride, loyalty, and identifying innovative role models to drive the company's future progress.

In the fiscal year 2024/2025, the company continued its innovation capability development plan by organizing the 3rd annual EPG Innovation Seeds Award under the theme of Sustainable Development Goals (SDGs). The initiative aims to encourage employees at all levels to create innovations that support the company's sustainability goals through the following actions:

1. SDGs Knowledge Training

The company integrated the concept of Sustainable Development Goals (SDGs) into the innovation development process, using it as a key framework to drive balanced organizational growth. This involved enhancing employees' skills, knowledge, understanding, and perspectives to enable the creation of innovations aligned with SDGs. A dedicated training course, "Sustainable Development Goals (SDGs) for Innovation Creation", was held for the Innovation for Sustainability Working Group, consisting of 25 members. This group plays a vital role in guiding each department's innovation efforts to align with the organization's sustainability objectives. As a result of the training, the working group applied their knowledge to key initiatives such as the SD Innovation Roadshow and the EPG Innovation Seeds Award. Their contributions included setting sustainability-aligned judging criteria and mentoring participants to help them meet the program's goals effectively.



2. SD Innovation Roadshow

The company organized the SD Innovation Roadshow for the second consecutive year to help employees at all levels understand the concept of the 17 Sustainable Development Goals (SDGs) and how they align with EPG's core sustainability objectives. The initiative aims to embed sustainability thinking as an integral part of the organizational culture.

Through various communication channels and interactive activities—such as games designed to be both easy to understand and enjoyable—the Roadshow fostered a learning environment that was both engaging and inspiring. The goal was to motivate employees to embrace these concepts and transform them into innovative ideas that support long-term sustainability.



3. EPG's Subsidiaries Innovation Competition.

Subsidiaries organized their own innovation contests under the theme of Sustainable Development Goals (SDGs), with judging panels composed of internal experts and knowledgeable personnel. These panels evaluated submissions based on predefined criteria. Selected projects from each subsidiary-level competition were then nominated to compete in the company-wide EPG Innovation Seeds Award.



4. Training on Sustainable Innovation Project Presentation Techniques

The company organized a training session on effective presentation techniques for sustainable innovation projects, specifically for teams that advanced to the final round of the EPG Innovation Seeds Award. The training aimed to strengthen participants' capabilities and prepare them for the final competition. The session was led by experts from the Sustainable Business Development Institute.



5. EPG Innovation Seeds Award – Final Round Competition

This year's competition received a total of 37 project submissions, involving 53 participants. Of these, 15 projects were shortlisted for the final round, which is scheduled to take place on May 8, 2025. The finalist projects demonstrated strong alignment between the SDGs and the company's business direction. They showcased the potential to enhance production efficiency, reduce costs, minimize waste, and optimize resource utilization. These projects reflected a high level of creativity and the ability to drive comprehensive organizational development—across economic, environmental, and social dimensions. More than just a contest to determine winners, this initiative represents an investment in human capital. It lays the foundation for sustainable and resilient growth of the company in the long term.



Innovative product for FY 2024/2025 (Innovation for the Future)

“Aero Metal Rooftop”

The Prefabricated heat-insulating metal sheet roofing systems with built-in PE (5 mm) and PU (1 inch) insulation are widely used in various settings, such as factories, greenhouses, warehouses, and residential buildings, to reduce indoor temperatures caused by sunlight. However, after a period of use, common issues include brittleness, flaking into dust, and health hazards to users. Additionally, the installation process is often complicated and involves multiple steps, resulting in high labor costs (refer to Table 1: Comparative test data on the properties of prefabricated insulated metal sheet roofing systems).

In response to these challenges and feedback from customers, Aeroflex Co., Ltd., a subsidiary and a leading manufacturer of synthetic rubber (EPDM) insulation, saw an opportunity to develop an improved product building upon its previous Aero Roof solution—a pre-insulated under-roof material already available in the market.

The new product integrates 5 mm thick Aero Roof insulation directly with a metal sheet roof, using a proprietary production technique developed by Aeroflex that ensures a smooth and durable bond. This innovation eliminates the need for multi-step installation processes and enhances user safety. The result is the Aero Metal Rooftop, which offers five key advantages:

1. Outstanding heat reduction performance – Can lower indoor temperatures by 9–15°C compared to pre-installation conditions.
2. Minimizes dust and cracking issues – As the product contains no plastic-based components, it avoids brittleness and flaking over time.
3. High safety standard – Certified for fire resistance under UL94 HB standard.
4. Superior sound insulation – Reduces indoor noise during rainfall by up to 29 dB.
5. Easy installation – Significantly reduces labor costs due to its simplified installation process.

Aero Metal Rooftop product and installation example in a residential setting



Aero Metal Rooftop pilot installation at Nikom Phatthana Hospital, Soi 8, Rayong Province



In Fiscal year 2024/2025, Aeroflex conducted a pilot market launch of the Aero Metal Rooftop, generating pre-launch sales of 73,100 THB. The company anticipates that sales will continue to grow and the market will expand steadily in the future. Currently, the product is undergoing testing for adhesion to metal sheets and durability using an aging test chamber, which simulates real-world environmental conditions equivalent to 10 years of usage by controlling temperature and humidity. Test results are expected by Q2 of fiscal year 2025/2026.

In addition, Aero Metal Rooftop has received the Carbon Footprint Label from the Thailand Greenhouse Gas Management Organization (Public Organization - TGO). The product's greenhouse gas emissions are measured at 1.22 kg CO₂ equivalent per square meter, and it can help reduce average energy or electricity consumption by approximately 7.5% per year compared to buildings without the installation of Aero Metal Rooftop.

Comparative Test Data on the Properties of Prefabricated Insulated Metal Sheet Roofing Systems

คุณสมบัติ	Aero Metal Rooftop Aero Roof (5 mm) + Metal Sheet	PE Metal Sheet PE (5 mm) + Metal Sheet	PU Metal Sheet PU (1 inch) + Metal Sheet
Thermal conductivity coefficient (K-Value) – <i>Lower values indicate better performance</i>	0.0410 W/m.K	0.0468 W/m.K	0.0486 W/m.K
Water absorption	6.44 %	833.05 %	905.69 %
Flame spread rating (UL94 HB)	Qualified	Unqualified	Unqualified
Sound reduction performance	Excellent	Fair	Good
Product image			

Remark

K-Value refers to the thermal conductivity coefficient, indicating the level at which a material conducts heat. A lower K-Value means better insulation performance.

Water absorption refers to the percentage of water absorbed by the material. A higher value indicates greater water absorption capacity.

UL94 HB is a horizontal burn test under the UL94 flammability standard, used to assess the material's resistance to flame spread in a horizontal position.



Sustainable Supply Chain Management

Efficient and responsible supply chain management is a key element in driving the Company toward sustainable growth. The Company recognizes that suppliers play a vital role in supporting its operations. Therefore, it emphasizes the comprehensive management of suppliers across the supply chain, covering economic, social, environmental, and governance dimensions, as well as capacity-building efforts. This aims to reduce supplier-related risks and potential impacts on business operations in both the short and long term, enhance the Company's competitive advantage, and build mutual trust with suppliers to foster long-term sustainable growth.

	Goal FY 2024/2025	Performance FY 2024/2025
Sustainable Supply Chain Management		
Critical Supplier's Code of conduct evaluation*	100%	78%
Critical Supplier's ESG Assessment	100%	92%

*Remark: Supplier Code of Conduct Revision: 10 December 2024

Management Guidelines

The Company has assigned the Supply Chain Management Department to oversee supply chain operations for the Company and its subsidiaries. The department reports its performance to the Deputy Chief Executive Officer and submits a summary report to the Executive Committee on a monthly basis. The scope of the Supply Chain Management Department includes procurement, warehouse management, and logistics for the Company and its subsidiaries. In addition, the Company has developed a Supplier Code of Conduct to ensure that its operations and those of its subsidiaries align with ethical and international standards. The aim is to conduct business ethically, transparently, and responsibly toward all stakeholders throughout the supply chain, including in social and environmental aspects.



Performance

In the 2024/2025 fiscal year, the Company reviewed and updated its **Supplier Code of Conduct** (revised on 10 December 2024) to align with international standards and customer requirements. The updated Code was distributed to all relevant departments, and procurement staff were trained accordingly.

Details of the Supplier Code of Conduct are disclosed on the Company's website under the "Corporate Governance" section.

<https://www.epg.co.th/wp-content/uploads/2025/04/SupplierCodeofConduct-EN.pdf>

Recruiting and selecting potential suppliers

In the 2024/2025 fiscal year, the Company added 39 new suppliers. Over the past three fiscal years, the total number of new suppliers reached 154. This initiative supports the Company's strategy of diversifying sourcing locations both domestically and internationally to enhance supply chain resilience. Currently, domestic sourcing accounts for approximately 73%–75% of total procurement value.

Suppliers Risk Management in the Supply Chain

In the fiscal year 2024/25, the company implemented the following supplier risk management processes within the supply chain

- Analysis of Critical Tier 1 Suppliers (77suppliers)

Comparison table of Critical Tier 1 Suppliers for 3 fiscal years

	% Critical supplier	% Critical supplier spending
FY 2022/2023	16	83
FY 2023/2024	16	82
FY 2024/2025	16	83

- Over the past three fiscal years, the Company has maintained the proportion of Critical Tier 1 Suppliers at 15%–17% of total suppliers, accounting for 80%–83% of total procurement value. In the 2024/2025 fiscal year, Critical Tier 1 Suppliers represented 16% of all suppliers and 83% of total procurement value. The Company has maintained existing criteria and procedures for managing critical suppliers and enhanced monitoring to ensure supply chain continuity. Risk mitigation measures for all critical suppliers include tailored development programs, contingency procurement planning, and the exploration of alternative materials. Furthermore, the Company developed a country-of-origin mapping for both domestic and imported critical suppliers to ensure timely responses to global risk scenarios. It was found that less than 5% of critical suppliers are located outside the Asia region, while 26 domestic critical suppliers underwent on-site audits conducted by the Company.
- Analysis of Critical Non-Tier 1 Suppliers

In 2024/2025, the Company established criteria and identified 7 Critical Non-Tier 1 Suppliers (those not doing direct business with the Company). These suppliers are overseen by the primary Tier 1 suppliers, but the Company remains responsible for monitoring their performance.

- Sustainability Risk Assessment of Suppliers

The company is committed to ensuring that 100% of all key suppliers acknowledge and comply with the Supplier Code of Conduct in the fiscal year 2024/2025.

A total of 39 new suppliers were assessed for sustainability risk, and the company has reviewed and updated the assessment form to be used starting from the fiscal year 2025/2026.



Environment and resource responsibility



Environmental Impact Management

Environmental impact management is important to the Company for several reasons. It helps identify and mitigate risks arising from non-compliance with environmental laws or standards, which could otherwise lead to legal action or significant costs. In addition, effective environmental management can reduce production costs and enhance long-term profitability, while also strengthening the Company's credibility and reputation.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Environmental Impact Management			
Number of standard values violations	0	0	0

Management Guidelines

The Company has announced an environmental sustainability policy to be strictly followed by both the Company and its subsidiaries. This policy requires all entities within the group to operate their businesses responsibly with regard to the environmental impacts arising from their operations. They must comply with all relevant environmental laws and regulations, as well as applicable international environmental management standards. To mitigate the risk of non-compliance with evolving legal requirements, the Company mandates ongoing monitoring of changes in laws, regulations, and other applicable industry-specific requirements. In addition, the Company promotes the adoption of clean technologies as a practical approach to reducing waste, energy consumption, and pollution generated by business activities. Sustainable supply chain management is also emphasized, including ethical sourcing practices and measures to reduce environmental risks. The Company further supports investment in renewable energy sources to reduce dependency on fossil fuels and to lower overall greenhouse gas emissions from its business operations.

To ensure effective oversight and control of environmental impacts, the Company has adopted international environmental management standards, including ISO 14001:2015. The Company conducts an annual review and audit of compliance with these standards. All environmental-related activities are overseen by designated Environmental Working Groups within each subsidiary, who are assigned responsibility for implementing and monitoring these initiatives.

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



Performance

Rules and regulations compliance

The Company has assessed the environmental risks that could result in non-compliance with applicable laws, regulations, or standards across its core business operations as follows:

Core Business	Environmental Risk					
	Wastewater Leakage	Chemical Leakage	Wastewater Quality	Air Quality	Noise Pollution	Industrial Waste Management
Eastern Polymer Group Public Company Limited	✓	✓	✓	✓	✓	✓

The Company requires all core business units to maintain close oversight of their operations to mitigate the identified environmental risks. This is to ensure that comprehensive and appropriate control systems are in place to effectively manage every aspect of business activities, thereby minimizing the risk of non-compliance with environmental laws and regulations.

In addition to internal monitoring and compliance reviews, the Company also welcomes the participation of credible external parties—such as relevant government agencies and internationally recognized standard certifiers—to conduct audits of core business operations. This collaborative approach is intended to build trust and confidence among all stakeholders by ensuring that the Company operates with integrity, transparency, and full compliance with applicable legal and regulatory requirements.

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 2024/2025. 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

The company and subsidiaries are 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), Water Footprint Assessment System (ISO 14046) and the economic circulation management system for organizations (MOTC.2, Vol.2).

Core Business	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 14064-1	ISO 14046	มตช.2 เล่ม 2
Eastern Polymer Group Public Company Limited	✓	✓	✓	✓	✓	✓	✓

Complaint Management

The Company has established multiple accessible channels for receiving complaints, allowing stakeholders who may be affected by the Company's operations to easily raise concerns. These channels include telephone, the Company website, and physical complaint boxes installed at the front of the Company premises. A systematic complaint management process has been implemented in accordance with ISO 14001:2015 standards. For complaints raised by external communities, the Company also conducts follow-ups by sending formal letters to local administrative organizations and provincial industrial offices to verify whether any complaints have been submitted to relevant government agencies with direct supervisory authority over the Company's operations.

For the fiscal year 2024/2025, the Company did not receive any complaints related to the impact of its operations, nor were there any complaints submitted to governmental bodies, including local administrative organizations or provincial industrial offices.

	FY 2022/2023	FY 2023/2024	FY 2024/2025
Number of environmental impact complaints	0	0	0



Air Pollution Management

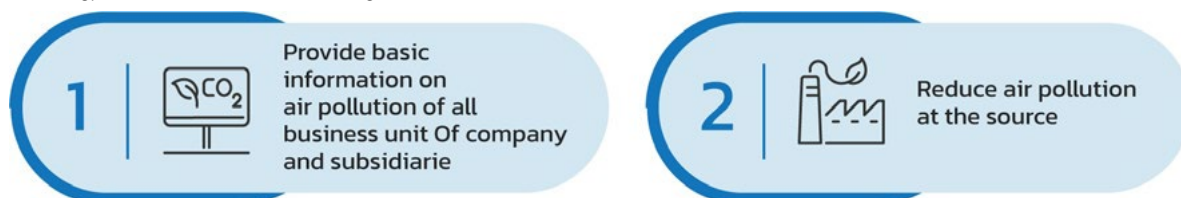
Air pollution has become one of the most widely recognized environmental issues by civil society today, as it directly impacts human quality of life, ecosystems, and living organisms as a whole. The Company acknowledges its role and responsibility as an industrial operator and places strong emphasis on the continuous control of air pollution. These efforts are carried out in accordance with relevant legal frameworks and environmental standards, with a focus on effectively controlling emissions at the source.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Air Pollution Management			
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0

Management Guidelines

EPG establishes policies for reducing air pollution generated by the company's operations. It focuses on effectively managing sources and controlling air quality to reach specified targets, as well as establishing business-related air quality indicators such as sulfur oxide (SO₂), nitrogen oxide (NO₂), small particulate matter (PM) and volatile organic compounds (VOCs) to track and measure air quality in the area. EPG has adopted ISO 14001:2015 international standards and other relevant industry practices in the creation of air pollution management systems. Aeroflex Co., Ltd. and Aeroklss Co., Ltd. have been certified with information from Toff Nord (Thailand) Co., Ltd., while Eastern Polypack Co., Ltd. has been certified by SGS (Thailand) Co., Ltd.

Main Strategy for Air pollution management



The company has established an air pollution management strategy based on two key pillars:

1. Developing an Air Pollution Database

This involves systematically collecting and enhancing baseline data related to air pollution across all business units and subsidiaries. The aim is to create a robust analytical tool for trend analysis, risk assessment, and monitoring of potential impacts. This data also serves as the foundation for formulating appropriate control measures in line with applicable laws and standards, thereby supporting effective source-based emission management.

2. Controlling and Reducing Pollution at the Source

The company is committed to improving production processes and air pollution treatment systems to ensure alignment with relevant standards. It also establishes air quality indicators that reflect the nature of its operations.

Key Initiative: Development of Baseline Air Pollution Data

The company has undertaken the development of baseline air pollution data by engaging certified and reputable external laboratories for testing and analysis. This ensures the reliability of the recorded data, which is crucial for effective analysis and the development of appropriate pollution source management strategies. The data development process consists of the following steps:

1. Establishing Baseline Air Pollution Data and Indicators Baseline data is compiled in compliance with legal requirements, along with the identification of air quality indicators relevant to the business. These include sulfur dioxide (SO₂), nitrogen dioxide (NO₂), and particulate matter (PM), among others.
2. Monitoring Based on Stakeholder Concerns Air quality is measured across all subsidiaries in response to stakeholder concerns. Emission levels are tracked in parallel with the performance assessment of air treatment systems such as Wet Scrubbers and Dust Collectors, enabling appropriate preventive maintenance planning.
3. Management Review and Risk Reduction The collected data is reviewed by senior management at least once a year to support decision-making and reduce risks related to air pollution impacts.

Air Pollution Reduction at the Source

Air Pollution Control System Improvement Project

The company has expanded its Dust Collector system to accommodate future production capacity increases. This expansion is carried out in parallel with an increased frequency of inspection and maintenance of air pollution control systems. The engineering department has revised its preventive maintenance plans for both Wet Scrubber and Dust Collector systems, in accordance with international standards such as ISO 14001:2015 and other relevant industry-specific guidelines.

NO _x	Wet Scrubber System	Particulate matter (PM)	Dust Collector System
SO _x	Wet Scrubber System	Carbon monoxide (CO)	Wet Scrubber System
Persistent Organic Pollutants (POP)	Activated Carbon System	Carbon dioxide (CO ₂)	Activated Carbon System
Volatile organic compounds (VOC)	Activated Carbon System	Dichloromethane (CH ₂ Cl ₂)	Activated Carbon System
Hazardous air pollutants (HAP)	Activated Carbon System	Total Suspended Particulate (TSP)	Dust Collector System

All of the company's business operations are classified as non-combustion industries. The existing stacks are used solely for venting air pollutants from production processes and do not involve incineration activities. Following the implementation of these improvements, the company conducted audits in accordance with international standards.

- Aeroflex Co., Ltd. and Aeroklas Co., Ltd. received data verification certifications from TÜV NORD (Thailand) Ltd.
- Eastern Polypack Co., Ltd. received its data verification from SGS (Thailand) Ltd.

Performance

In the fiscal year 2024/2025, the company required its subsidiaries to measure air pollutant emissions that are of current concern to stakeholders, in order to build confidence in the company's air pollution management practices. The measurements were conducted using certified and widely recognized external laboratory testing and analysis services. The results showed that all measured air pollutant levels from every emission source remained within the legally permitted limits throughout the entire year.





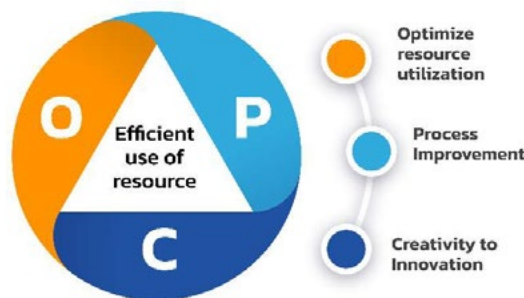
Resource Efficiency

Efficient resource utilization is a key process in conducting business to achieve sustainable growth. The core principle is to maximize the effectiveness of resource use while minimizing losses in the production process, as well as to reduce pollution generated from business operations.

Management Guidelines

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

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



The company utilizes the results of eco-efficiency performance assessment to improve its products and production processes, aiming for greater efficiency, cost reduction, energy conservation, and resource reduction in production processes. This initiative enhances the company's competitiveness in comparison to similar organizations or sectors through benchmarking. The eco-efficiency performance value is determined by considering the proportion of product value or quantity produced compared to the environmental impact. A Factor X greater than 1 indicates an improvement in eco-efficiency compared to the base year. The primary goal of eco-efficiency is to balance economic growth with increased resource efficiency and reduced environmental pollution. It leads to sustainable consumption and production (SCP) practices, encompassing sustainable manufacturing, product usage, and service delivery, meeting the basic needs of humans and improving quality of life while reducing natural resource use, pollution, and waste generation throughout the product lifecycle. This approach emphasizes sustainable production, usage, and service provision, improving natural resource and energy efficiency, and considering the entire product lifecycle from manufacturing to end-of-life disposal or recycling.

By employing the concept of eco-efficiency, as outlined in the international standard ISO 14045, the company calculates the economic and environmental efficiency of its operations. This involves assessing the quantity of products manufactured in a given year, which reflects the company's economic growth, and using the quantity of greenhouse gas emissions as a proxy for environmental impact. These emissions are directly related to the company's business activities. The company

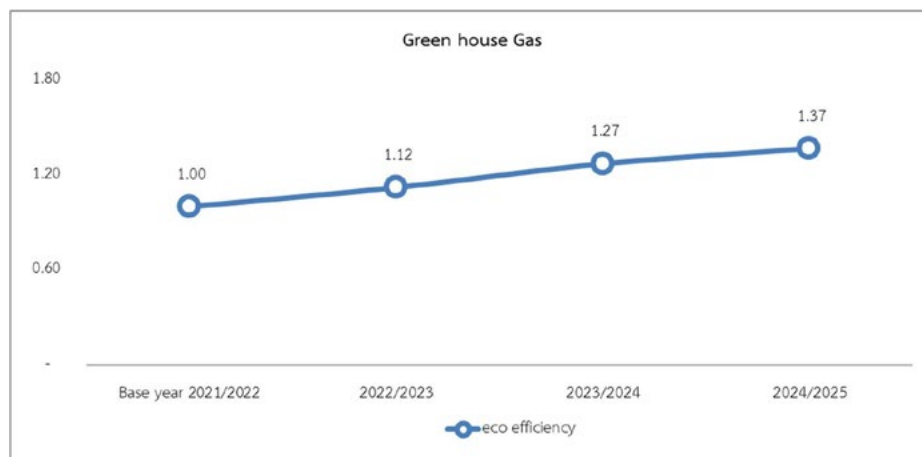
sets target to measure the amount of greenhouse gas emissions per ton of product, reflecting its commitment to efficiently reduce its environmental footprint. Strategies include energy conservation, reducing raw material usage, waste reduction, and efficient water usage to enhance competitiveness and meet increasing customer demands for environmentally friendly products. Additionally, Aeroflex Co., Ltd., a manufacturer of insulation products, incorporates greenhouse gas reduction concepts into product innovation, developing new products that efficiently regulate temperature and contribute to global energy conservation efforts.

This report only covers the direct (scope 1) and indirect (scope 2) greenhouse gas emissions of Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. in Rayong province. Businesses located in Samut Prakan, Bangkok, and overseas units are not included in the data of this report.

Performance

	Fiscal Year 2021/2022	Fiscal Year 2021/2022
Eco-efficiency (tons of product per ton of CO ₂ equivalent)	1.00	1.37
Environmental Impact (tons of CO ₂ equivalent per ton of product)	1.00	0.73

Note: The base year is the fiscal year 2021/2022, which replaces the previous base year of 2019/2020. This change was made because the fiscal year 2022/2023 marks the first year that Aeroklas Company Limited conducted a corporate greenhouse gas emissions assessment.



In the fiscal year 2024/2025, the company achieved an eco-efficiency factor (X) of 1.37, an improvement compared to the base year 2021/2022. This progress is primarily attributed to the company's proactive greenhouse gas management strategy. Under this strategy, all business units were assigned to install solar rooftops on production buildings and implement energy conservation measures—particularly targeting key machinery with significant energy use—to reduce greenhouse gas emissions under Scope 2.

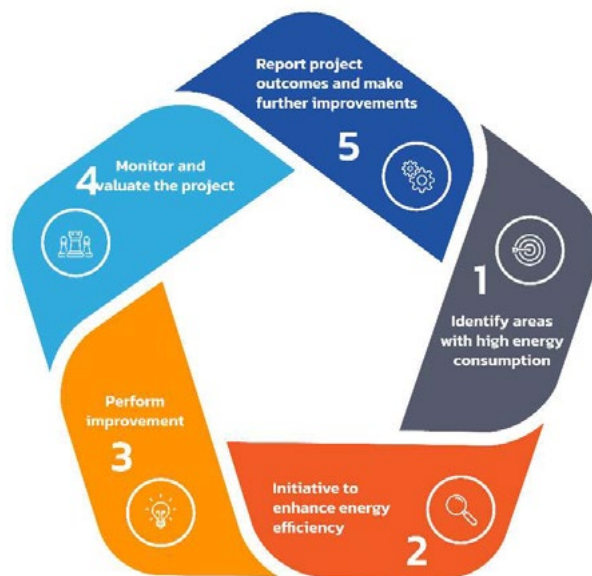


Energy Efficiency

Energy is essential to business operations. The company values energy uses by planning and managing it efficiently to maximize benefits. This includes reducing energy consumption in production processes, exploring alternative energy sources, adopting modern technologies, encouraging behavioral changes among employees, and applying innovations in production to both lower costs and reduce greenhouse gas emissions.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Energy efficiency			
Energy intensity compared to base year	Decrease by 2.50%	Decrease by 2.50%	Increase by 2.42%

The company has developed operational guidelines to ensure efficient energy use while maintaining product quality and minimizing any adverse impact on both products and employees. The process begins with identifying high-energy consumption areas through assessments, followed by implementing projects to enhance efficiency based on the findings. These projects are then improved where necessary, with results monitored, measured, and reported. Any further improvements can be made as appropriate.



The company has set a target for all business units to be certified under the international energy management system standard ISO 50001:2011. In the fiscal year 2024/2025, Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. conducted evaluations, monitoring, and audits in line with ISO 50001:2011. The energy management system information disclosed in this report has been verified for accuracy by TÜV NORD (Thailand) Co., Ltd. Meanwhile, Aeroklas Co., Ltd. has a plan in place to pursue ISO 50001 certification in the future.

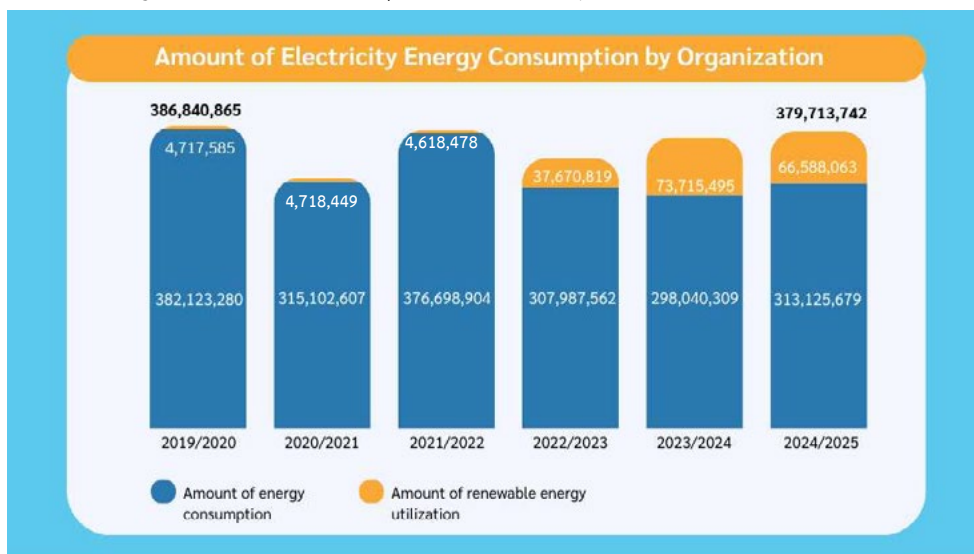
Performance**Enhance Energy efficiency**

In the fiscal year 2024/ 2025, the company implemented a total of 12 energy efficiency projects, resulting in total energy savings of 72,361,176 megajoules, equivalent to a cost saving of 82,411,340 Baht. These projects also contributed to a reduction of 10,030 metric tons of carbon dioxide equivalent (Disclosure 302-4).

No.	Energy Efficiency Projects	Energy Saved (MJ/Year)	Cost Saving (THB/Year)	GHG Emissions Reduction (TonCO ₂ e)
1	LED Lighting Replacement Project	39,727	45,244	6
2	Installation of Reflective Lighting Fixtures	626,590	713,616	87
3	Selection of Air Compressors Suitable for Production Capacity	118,363	134,802	16
4	Air Compressor Control During Non-Production Hours	382,061	435,125	53
5	Reduction of Air Leakages in the Compressed Air System	1,880,175	2,141,310	261
6	Replacement of Air Dryer with Size Appropriate for Production	230,688	262,728	32
7	Replacement with High-Efficiency Motors	101,808	115,948	14
8	Improvement of Chilled Water Pump System	1,353,542	1,541,534	188
9	Replacement with High-Efficiency Heaters	243,855	277,724	34
10	Electricity Management During Off-Peak Hours	747,000	850,750	104
11	Installation of Solar-Powered Street Lighting	49,306	56,154	7
12	Installation of Solar Power Generation System	66,588,063	75,836,405	9,230
	Total	72,361,176	82,411,340	10,030

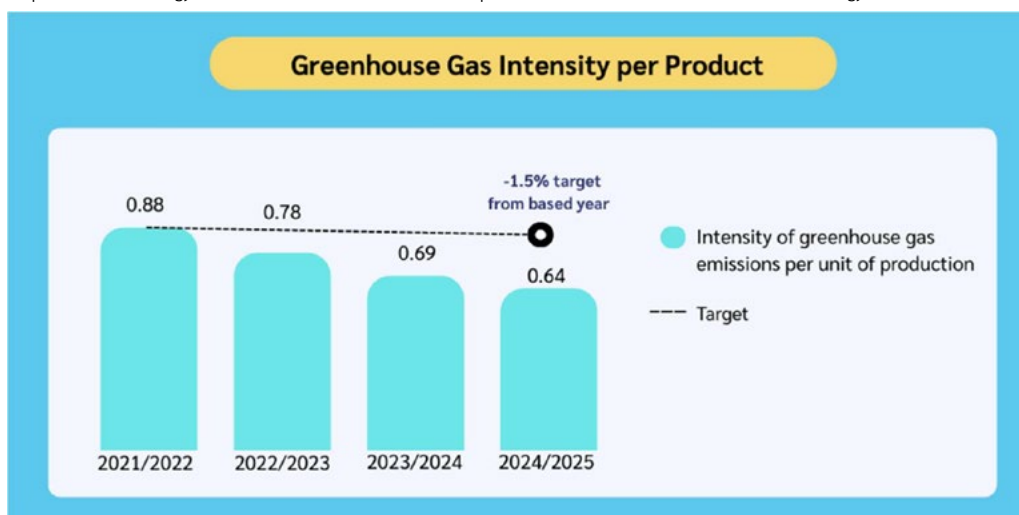
Energy Consumption

In the fiscal year 2024/2025, the company consumed 313,125,679 megajoules of non-renewable energy and 66,588,063 megajoules of renewable energy (Disclosure 302-1), totaling 379,713,741 megajoules (Disclosure 302-1). This represents a reduction of 7,127,123 megajoules, or 1.84%, compared to the base year 2019/2020.



Energy Intensity per Unit of Product

Although the company's total energy consumption has decreased, its energy intensity per unit of product increased by 2.42% compared to the base year 2019/2020, rising from 5,470.69 to 5,603 megajoules per ton of product (Disclosure 302-3). While this did not meet the set target, energy efficiency performance has shown signs of improvement, approaching levels seen in the base year. This was mainly due to the recovery in production volume following the economic rebound after the COVID-19 pandemic in early 2022, which allowed machinery to operate at optimal efficiency. Additionally, the company has implemented proactive energy conservation measures and prioritized the use of renewable energy sources.



Waste Management

Waste management is a critical component in operating a polymer and plastics manufacturing business. The production process can generate various types of waste in both volume and material characteristics. The company places great importance on taking responsibility for the environmental impacts arising from its operations. It has therefore implemented a systematic waste management approach, focusing on proper control, storage, segregation, and legal disposal of waste. In addition, the company continuously develops methods to optimize resource utilization by minimizing waste at the source, increasing the proportion of reuse, and promoting recycling. These efforts support sustainable business operations and help reduce long-term environmental impacts.

Management Guideline

The scope of waste data reporting in this sustainability report covers only Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. located in Rayong Province. It does not include operations in Samut Prakan, Bangkok, or overseas business units, as the company is currently in the process of developing a data management system to ensure reporting complies with both internal and international standards.

The company has established an environmental sustainability policy that requires all business units to strictly comply with laws, regulations, and guidelines related to waste management. It also promotes the development of manufacturing processes that reduce or enable the reuse of waste. The operational framework is based on the 3R principle (“3 ร.” in Thai):

1. Reduction (Saving) – Reviewing the causes of waste, minimizing unnecessary waste, and reducing waste at its source.
2. Reuse (Utilizing) – Creating value from generated waste by improving its quality to an acceptable standard and reintegrating it into the production process.
3. Efficiency – Enhancing production efficiency to minimize waste generation as much as possible.



The company has assigned the Sustainable Development Working Group to review and set annual waste management targets tailored to each business unit and to regularly monitor the progress of waste management system development. Each subsidiary carries out its initiatives under the supervision of its respective Environmental Working Group, referencing international standards such as ISO 14001:2015 and other relevant industry-specific guidelines.

Main Strategy for Waste Management



The company's core strategy for wastewater and waste management is built around three key pillars:

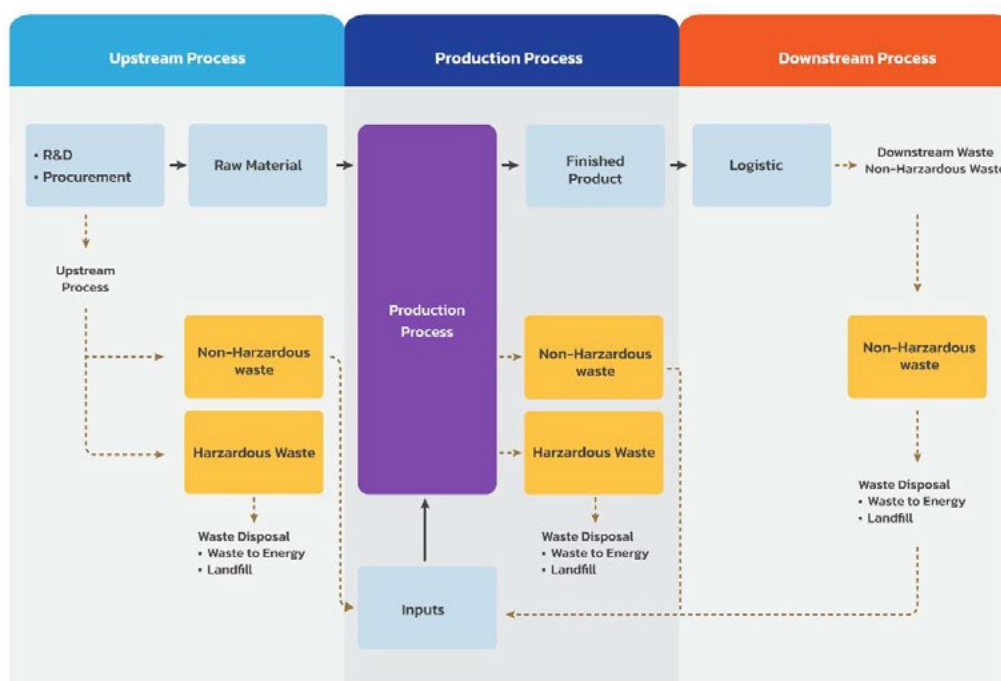
1. Systematic Waste Data Management – Establishing a comprehensive waste data system to enable effective planning and waste reduction.
2. Reducing Hazard and Landfilling – Focusing on minimizing hazardous waste and reducing dependence on landfilling through process improvements and waste segregation.
3. Turning Waste into Value – Enhancing the potential for waste reuse and recycling to ensure it can be reintegrated productively into the economy.

The company has outlined implementation approaches to support each strategic area in collaboration with its subsidiaries. Details are as follows:

Key Project:

Establishing a Waste Data Baseline

The company requires all business units to develop a Waste Balance using an internal online network. This involves recording data for each waste type to facilitate proper categorization and disposal methods. The collected data is then used to review and refine the company's waste flow mapping (Disclosure 306-1).



Reducing the Volume of Hazardous Waste Sent to Landfill

The company is committed to achieving zero waste to landfill as part of its efforts to promote sustainable consumption and production. To meet this goal, initiatives have been launched to address waste generation from upstream to downstream processes—aiming to prevent and minimize waste generated from operations. Key projects include:

Project to Review Procurement with Landfill Disposal Risk

To support the reduction of raw material usage, the Sustainability Taskforce of Aeroflex Co., Ltd. has collaborated with the Procurement Department to assess the risk associated with materials or support equipment that may require landfill disposal. This initiative aligns with the company's policy to substitute hazardous substances with safer alternatives, thereby minimizing the use of high-risk materials that could lead to hazardous waste being sent to landfill.

Project to Establish Responsible Waste Management Guidelines

The company has worked with each business unit to define appropriate waste management practices by waste type. This initiative enhances resource efficiency, reduces waste sent to landfills, and supports the company's long-term sustainability goals.

Establishing Responsible Waste Management Guidelines

Management	Type of waste	Volume (tons)	Details
Reusable and reused waste (96.88%)	Hazardous waste, used lubricants, used batteries, contaminated tanks.	38 (0.28%)	- 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	12,709 (94.07%)	- Submit to the waste disposal company for reuse and recycling. - Track with non- Hazardous Waste Manifest
Waste disposal (3.11%)	Hazardous waste, fluorescent lamp, charcoal torch, rags/contaminated gloves	112 (0.83%)	- 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	22 (0.16%)	- Submit to the waste disposal company for physical chemistry treatment. - Track with Hazardous Waste Manifest
	Hazardous waste, contaminated packaging, spray cans	14 (0.11%)	- Submit to the waste disposal company for safe landfill. - Track with Hazardous Waste Manifest
	Non-hazardous waste, contaminated rubber debris, plastic debris.	614 (4.54%)	- Submit to the waste disposal company for mixed fuel - Track with non-Hazardous Waste Manifest

Project to Reduce Procurement of Materials with Landfilling Risk

The company assesses the risks associated with hazardous waste disposal via landfilling to support decision-making in the procurement of raw materials or supporting equipment within the organization.

Enhancing Waste Utilization Efficiency

The company is committed to increasing the proportion of waste that can be reused and recycled—both hazardous and non-hazardous—through collaboration with suppliers and customers. This supports the principles of the circular economy and promotes efficient resource utilization. Key initiatives under this strategy include the following:

EPP Zero Landfill Waste Project

Eastern Polypack Co., Ltd. implemented a plastic bag buy-back initiative under the campaign “Love You, Love the Earth – Return EICI Bags for Rewards.” Through this program, customers returned a total of 500 kilograms of used plastic bags. The collected bags were donated to Wat Chak Daeng, where they were recycled and exchanged for 50 bottles of community-made bio-cleaning solution. These bottles were later given as gifts to employees to raise awareness about the benefits of waste separation and to foster pride in contributing to sustainable waste reduction efforts.



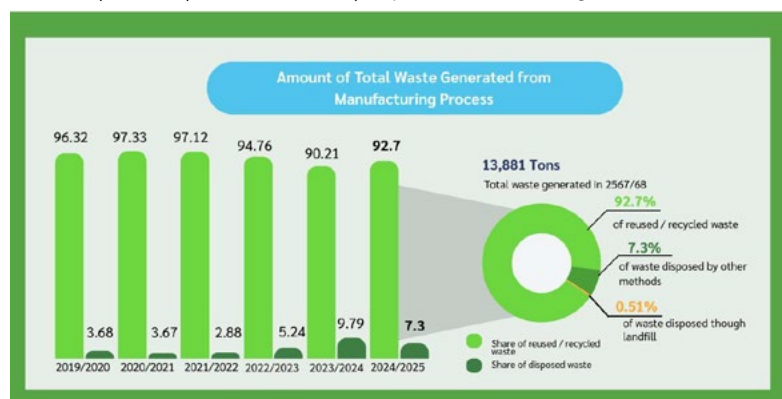
Performance

Waste from Production Processes

In the fiscal year 2024/2025, the company generated a total of 13,881 tons of waste from its production processes (Disclosure 306-3), representing a 20.78% reduction compared to the base year 2019/2020. Of this total, 12,747 tons—or 92.70%—were reused or recycled (Disclosure 306-4), while 1,003 tons, or 7.30%, were disposed of through various treatment methods (Disclosure 306-5). Out of the total waste, 71 tons, equivalent to 0.51%, were sent to landfill. However, the proportion of waste reused or recycled decreased by 30.50% compared to the base year 2019/2020, largely due to changes in operational conditions and waste handling partnerships.

Waste Intensity per Unit of Product

When examining waste generation relative to production output, the company recorded a 24.65% decrease in waste intensity, from 0.27 tons of waste per ton of product in the base year to 0.20 tons per ton of product in 2024/2025. This improvement was driven by enhanced production efficiency across subsidiaries. Strategies included consolidating production batches to reduce waste per run and converting production waste into new products under circular economy principles, which have been adopted as part of the company's broader management framework.





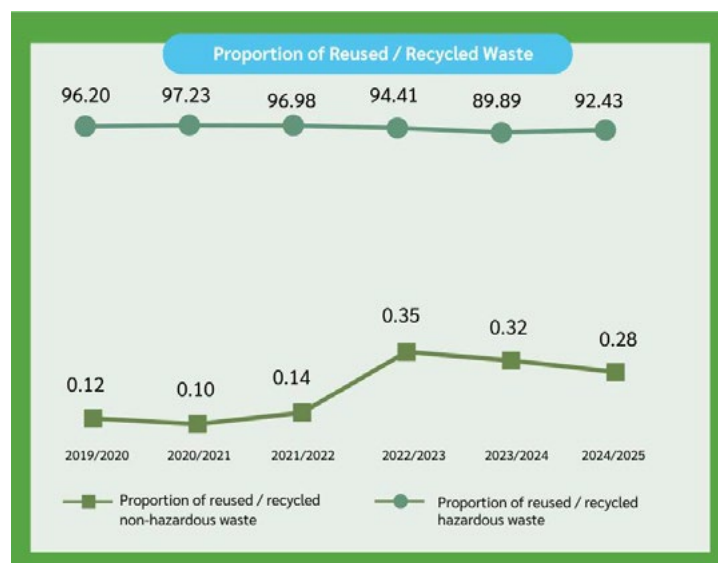
Proportion of Reused and Recycled Waste

The company places strong emphasis on maximizing the reuse and recycling of waste as part of its commitment to resource efficiency and circular economy principles. To support this, the company has implemented several measures, including the use of an internal digital platform for tracking waste by type, initiatives to improve waste utilization efficiency, and efforts to establish partnerships for industrial symbiosis—exchanging waste materials that can be repurposed or reused.

In the fiscal year 2024/2025, the proportion of non-hazardous waste reused or recycled stood at 92.43%, representing a 25.97% decrease from the base year 2019/2020. In contrast, the proportion of hazardous waste reused or recycled increased to 0.28%, a 66.68% improvement over the same baseline.

The decline in non-hazardous waste reuse was largely due to disruptions caused by the COVID-19 pandemic, which affected a key partner that previously accepted production waste for reuse. The partner ceased operations, impacting the company's ability to maintain previous recycling volumes.

In response, the company has actively sought new partnerships and initiated innovation-driven product development projects to transform internal production waste into value-added products in the future. These efforts reinforce the company's long-term goal of minimizing landfill waste and maximizing the value recovered from all waste streams.



Building Partnerships to Promote Sustainable Development through the Circular Economy

The company demonstrates its intent and commitment to sustainable business practices in alignment with the Circular Economy principles. Aeroflex Co., Ltd. participated in and successfully passed the assessment for the BCG Industry Pilot Program, a project that evaluates organizational potential and development opportunities using BCG (Bio-Circular-Green) Economy Indicators. This initiative was conducted through collaboration between the Federation of Thai Industries (FTI) and the National Higher Education, Science, Research and Innovation Policy Council (NXPO). The program aims to strengthen industrial sectors by supporting their transition toward more efficient and sustainable operations.

The company places great importance on close collaboration with both public and private sector partners to elevate operational standards and concretely promote circular economy practices at the industrial level.



The company also prioritizes the proper handling, storage, transportation, and disposal of waste, recognizing the potential risk of leaks or contamination during operations that may affect stakeholders. To mitigate this, the company ensures legal compliance by monitoring hazardous waste manifests throughout the waste management process to maintain regulatory standards. Moreover, the company has established complaint channels for stakeholders through its corporate website (www.epg.co.th) or directly to its subsidiaries. All complaints are handled according to the complaint management procedures outlined in the ISO 14001:2015 operational manual. In the fiscal year 2024/2025, the company did not receive any complaints related to waste management.



Water Management

The company places great importance on water resource management, recognizing the value of water and the need for its responsible use. Both the company and its subsidiaries utilize water in appropriate quantities to avoid creating risks that could impact water resources. Operations are conducted under a framework of efficient water use, full compliance with applicable laws, and a commitment to reducing groundwater consumption. The company also seeks ways to recycle and reuse water to maximize its benefits, while ensuring that no contamination or water pollution is released that could affect the surrounding environment.

Management Guideline

The scope of water management data in this report covers only Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. located in Rayong province. It does not include business units located in Samut Prakan, Bangkok, or operations abroad, as the company is in the process of developing a centralized data collection system to ensure reporting is aligned with both internal standards and international best practices.

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 organization.

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



Key Initiatives

Development of a Water Management Baseline Data System

Water Balance Implementation

The company and its subsidiaries have created Water Flow Diagrams covering all business units and have installed flow meters to accurately monitor water inflow and outflow. In addition, the quality of discharged water is regularly inspected to ensure compliance with legal requirements.

Water Resource Risk Management

Recognizing the challenges of effective water management, the company has incorporated environmental sustainability into its policy framework to promote the conservation and efficient use of natural resources. Each business unit is required to identify and assess water-related risks through the development of a Water Scarcity Footprint in accordance with ISO 14046. This assessment tracks the volume of water used throughout the product lifecycle—from raw material sourcing, transportation, and production to usage and disposal—while also evaluating water scarcity in the areas where the company operates.

If the risk assessment identifies high-risk areas, the company will implement appropriate mitigation measures tailored to each production site (water stress areas) and conduct a water balance for each subsidiary. According to the latest assessment, the company's factories are located in low-risk areas for water scarcity, specifically within the Eastern Watershed Basin (East Coast Gulf). Nevertheless, the company continues to prioritize water management in both its offices and manufacturing plants.

Water Use Efficiency Enhancement

Recycled Water Toilet System Project

To support the company's policy on improving water use efficiency, Aeroflex Co., Ltd. initiated a project to replace traditional toilet systems with recycled water systems. In this system, used handwashing water is reused for toilet flushing, thereby reducing the use of municipal tap water. The project is expected to reduce water consumption by approximately 215 cubic meters per year.

Promoting the Use of Low-Risk Water Sources

Surface Water Utilization Project

Due to the limitations of water resources in the areas where the company operates, reliance on groundwater can lead to soil subsidence and resource competition between industrial and agricultural sectors. To address this, the company has implemented a policy to reduce groundwater usage by developing surface water storage systems. This involves digging ponds to collect overflow from groundwater systems and seasonal rainwater. The stored water is then treated using appropriate technologies to meet domestic water standards (equivalent to tap water quality) before being reused in production processes and for general use within the factories. This approach reduces dependence on groundwater and external water supply, while also enhancing long-term water security and contributing to ecosystem balance.



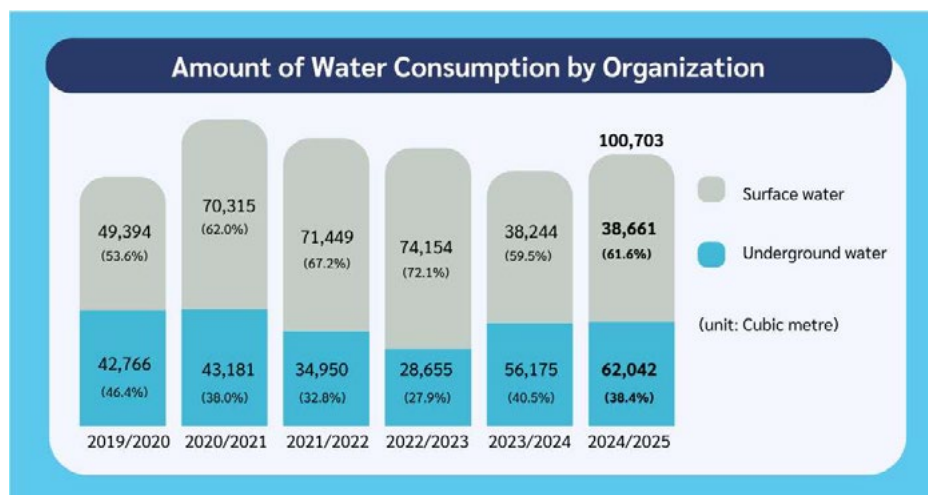
Performance

Water Withdrawal

In the fiscal year 2024/2025, the company used water in its business operations, divided into water used for cooling in the production process and water used for general consumption within the factory, such as washing, personal hygiene, and cleaning of work areas. During this fiscal year, the company used 62,042 cubic meters of treated water obtained from the company's on-site water improvement system and 38,661 cubic meters of groundwater, resulting in a total water withdrawal of 100,703 cubic meters (Disclosure 303-3), which represents an increase of 8,543 cubic meters or 9.27 percent compared to the base year of 2019/2020.

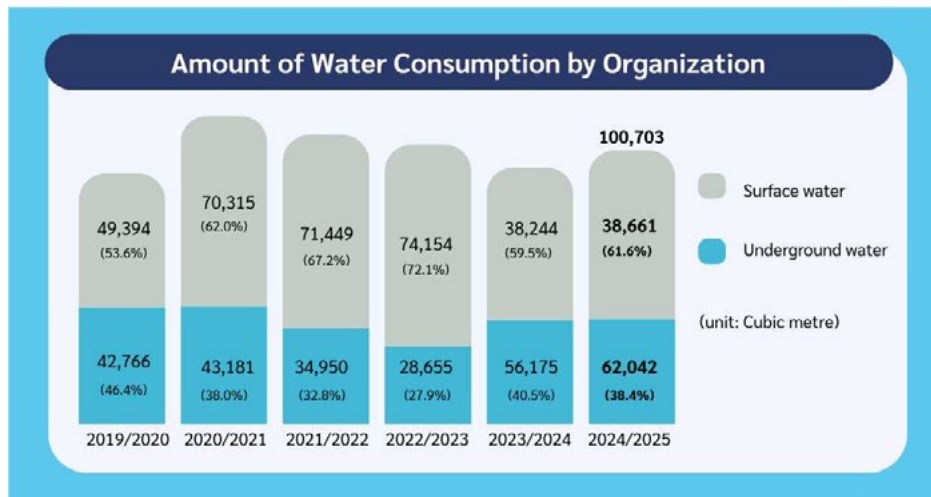
Proportion of Groundwater and Treated Water Use

In the same fiscal year, the company discharged a total of 60,679 cubic meters of wastewater into surface water bodies (Disclosure 303-4). The discharged wastewater was categorized into two types: (1) chemically contaminated wastewater, which was sent for chemical treatment, and (2) wastewater from the cafeteria, which passed through grease traps and was subsequently transferred to the on-site aeration ponds. The quality of the discharged water was analyzed by an external laboratory certified under ISO 17025 to ensure that it met the effluent standards set by the Ministry of Industry's 2017 regulation before being released into natural streams.



Water Intensity

In the fiscal year 2024/2025, the company's water intensity was 0.47 cubic meters per ton of product, which was slightly higher than the set target. This increase was primarily due to the expansion of production capacity in the automotive parts and accessories segment, particularly in the paint spraying process, which uses water as part of the wet air pollution control system. As a result, water usage in the production process rose by 973 cubic meters, or 3.18 percent compared to the base year of 2019/2020. Consequently, the company's water intensity increased by 0.03 cubic meters per ton of product, representing a 7.66 percent increase compared to the base year.



Legal Compliance Certification

The company and its subsidiaries strictly comply with all relevant laws under the Factory Act B.E. 2535, including regular water quality monitoring, tracking, and inspection in accordance with the international ISO 14001:2015 standard. Aeroflex Co., Ltd. and Aeroklas Co., Ltd. received verification of data accuracy and process compliance from TÜV NORD (Thailand) Ltd., while Eastern Polypack Co., Ltd. was certified by SGS (Thailand) Ltd. In the fiscal year 2024/2025, the quality of the company's discharged wastewater remained fully compliant with all legally mandated environmental standards.

Performance

	Long term goal FY 2024/2025	Goal FY2024/2025	Performance FY 2024/2025
Water Management			
Water Intensity Compared to base year	Decreased by 2.50%	Decreased by 2.50%	Increased by 7.66%

Note: Base year: FY 2019/2020



Greenhouse Gas Emissions Management

The issue of greenhouse gases has become a widely discussed topic today, leading businesses to consider it an important matter. Organizations must take into account legal compliance, customer requirements, investment in new machinery, seeking alternative energy sources, and fostering innovation in product and service formats to prepare for the future of business operations.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY2024/2025
Greenhouse Gas Emissions Management			
Greenhouse gas emissions compared to base year (scope 1&2)	decrease by 3.00%	decrease by 3.00%	decrease by 16.48%
Greenhouse gas emission rate per product unit compared to base year	decrease by 1.50%	decrease by 1.50%	decrease by 27.00%

Note: The base year is the fiscal year 2021/2022, revised from the previous base year of 2019/2020, as the fiscal year 2022/2023 marks the first year that Aeroklas Company Limited conducted a corporate greenhouse gas emissions assessment.

Management Guidelines

Eastern Polymer Group Public Company Limited recognizes the impacts of climate change, which have led to rising global temperatures and increasingly severe natural disasters such as droughts, floods, unseasonal rainfall, and irregular crop cycles. The company is also aware of global environmental policies and goals, as well as national commitments—such as Thailand’s pledge to achieve Carbon Neutrality and Net Zero Greenhouse Gas (GHG) Emissions—which were ratified at the United Nations Framework Convention on Climate Change (UNFCCC) Conference of the Parties (COP). These developments are expected to result in increasingly stringent laws, regulations, and climate-related obligations in the near future. Such changes pose both challenges and responsibilities for the company to elevate its greenhouse gas management in line with emerging global directions.

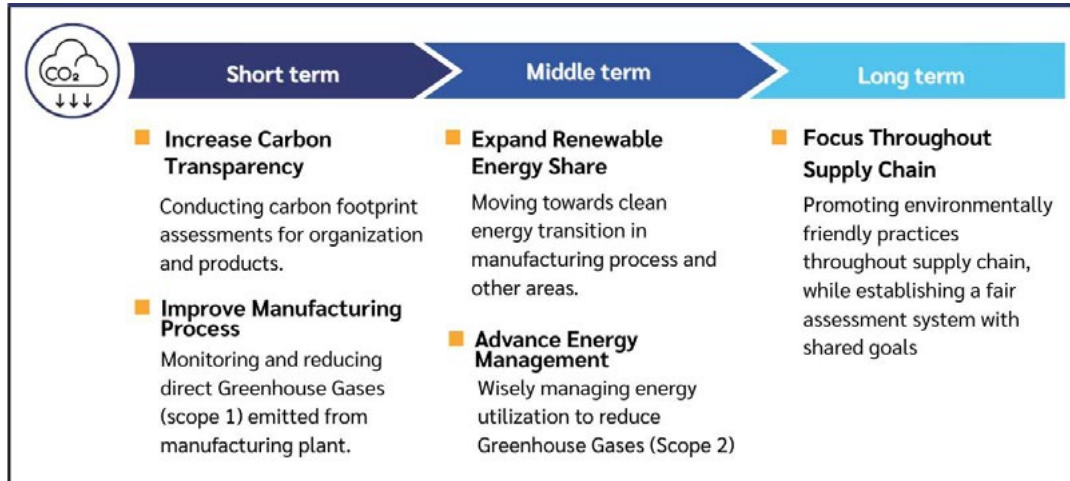
Energy consumption is a fundamental requirement for business operations; however, it is also a major source of greenhouse gas emissions. In response, the company has established an environmental sustainability policy, together with strategies and targets to enhance energy efficiency and reduce corporate GHG emissions. The policy also includes preventive and mitigative actions to address the impacts of climate change. Subsidiaries are instructed to implement energy and GHG management measures tailored to their specific business nature, in alignment with the Group’s overarching strategy.

In addition, the company has appointed a Sustainable Development Working Group and sub-working groups within each subsidiary to monitor and review implementation results. These groups convene annually to evaluate performance. The company also promotes awareness and active participation among employees at all levels, as well as suppliers across the value chain, to foster shared responsibility in reducing 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:



Performance 2024/2025

Greenhouse Gas Emission Reduction from Production Sources

- Refrigerant Conversion Project (R22 to R32) in Water Dispensers

Site inspections revealed refrigerant leaks in some production areas. To minimize excess greenhouse gas emissions, the company implemented a project to replace refrigerants in water dispensers, converting from R22 to R32. This initiative aims to control and reduce Scope 1 emissions.

Energy Efficiency Improvement

- Electricity Consumption Reduction Project in Production

The company assessed and audited electrical equipment used in production and found that certain equipment operated with significantly low efficiency, leading to excessive electricity consumption and consequently higher greenhouse gas emissions. Therefore, to reduce Scope 2 emissions from purchased electricity, the company launched a project to reduce electricity consumption in production through upgrades and improvements to technology and machinery. Actions under this project included: replacing LED lighting, installing reflective light fixtures, selecting air compressors with appropriate capacity to match production volume, implementing start-stop controls for compressors during idle times, fixing air leaks in compressed air systems, replacing air dryers with appropriately sized units, improving chilled water pumps and machine heaters, and managing electricity usage during Off-Peak and On-Peak periods. These efforts were executed with clear targets for greenhouse gas emission reduction, with results being monitored and reported continuously to ensure transparency and environmental accountability.

Promoting Carbon Transparency

- Carbon Footprint Assessment for Organization and Products

The company conducts assessments of greenhouse gas emissions for both the organization (Carbon Footprint for Organization: CFO) and products (Carbon Footprint for Product: CFP) across all businesses. The assessment covers direct emissions (Scope 1), indirect emissions from energy use (Scope 2), and other indirect emissions (Scope 3), based on the methodology provided by the Thailand Greenhouse Gas Management Organization (Public Organization). The types of greenhouse gases considered in each scope include: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and

nitrogen trifluoride (NF_3). The company collects annual activity data to calculate the organization's carbon footprint. For the fiscal year 2024/2025, greenhouse gas emission data for Aeroflex Co., Ltd. was verified for accuracy and alignment with the Net Zero Pathway by the Energy and Ecological Economics Research Unit at Chiang Mai University. Aeroklas Co., Ltd.'s data was verified by ECEEE Co., Ltd., and Eastern Polypack Co., Ltd.'s data was verified by the University of Phayao.

In the fiscal year 2024/2025, the company demonstrated its intent and commitment to managing greenhouse gas emissions through the following actions:

1. Implementation of Carbon Footprint for Organization (CFO):

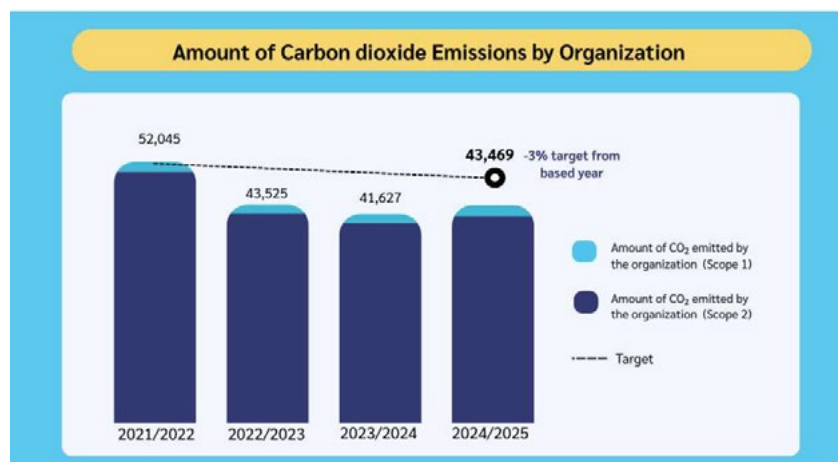
- Aeroflex Co., Ltd. received CFO certification from the Thailand Greenhouse Gas Management Organization (Public Organization) for the 8th consecutive year.
- Aeroklas Co., Ltd. received CFO certification for the 3rd consecutive year.
- Eastern Polypack Co., Ltd. received CFO certification for the 5th consecutive year.

2. Implementation of Carbon Footprint for Product (CFP):

- Aeroflex Co., Ltd. received CFP certification for a total of 86 products from the Thailand Greenhouse Gas Management Organization (Public Organization).
- Aeroflex Co., Ltd. also received certification for the Carbon Footprint of Circular Economy Product (CE-CFP) for its Aerocoustic-SP insulation, which uses 100% recycled materials, from the Thailand Greenhouse Gas Management Organization (Public Organization).



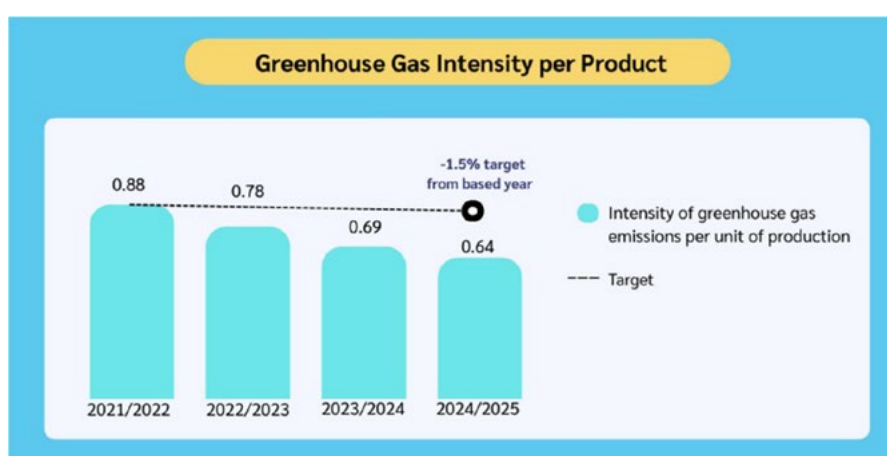
The amount of the company's greenhouse gas emissions (Scope 1 and Scope 2)



In the fiscal year 2024/2025, the company emitted 2,312 metric tons of carbon dioxide equivalent from direct greenhouse gas emissions (Scope 1) (Disclosure 305-1) and 41,157 metric tons of carbon dioxide equivalent from indirect emissions from energy consumption (Scope 2) (Disclosure 305-2), totaling 43,469 metric tons of carbon dioxide equivalent for Scope 1 and Scope 2 combined.

For other indirect emissions (Scope 3)*, the company emitted a total of 111,475 metric tons of carbon dioxide equivalent, a reduction of 1,722 tons from the previous year. This decrease was primarily due to the procurement of raw materials certified under organizational greenhouse gas reporting standards, which have a lower emission factor compared to those listed in international databases.

*Note: *In calculating Scope 3 emissions, the company considered materiality assessment criteria relevant to all three core business units. The Scope 3 emissions covered include: Indirect emissions from purchased goods and services and Indirect emissions from waste generated in operations*



The company's greenhouse gas emissions intensity per unit of product decreased by 27.00% compared to the base year 2021/2022, falling from 0.88 to 0.64 metric tons of carbon dioxide equivalent per ton of product (Disclosure 305-4). In the fiscal year 2024/2025, both the company's net greenhouse gas emissions and emissions intensity per unit of product declined, as a result of proactive implementation of the company's greenhouse gas management strategy. Key initiatives included the installation of solar rooftops and the introduction of energy conservation measures focused on high-impact machinery, aiming to reduce emissions under Scope 2. These efforts led to a reduction of 10,521 metric tons of carbon dioxide equivalent (Disclosure 305-5). This achievement reflects the company's strong commitment to greenhouse gas reduction.

Other indirect greenhouse gas emissions (Scope 3)

According to the Greenhouse Gas Management Organization, a public organization responsible for certifying Thailand's greenhouse gas emissions, the reporting requirements for other indirect GHG emissions (Scope 3) under ISO 14064-1 have been updated. The new requirements stipulate that organizations must implement processes to identify sources of greenhouse gas emissions and specify materiality assessment criteria for evaluation. These requirements have been mandatory for reporting since October 2021.

In response, the company has reviewed and revised the categories of activities to be reported under Scope 3 emissions over the past year. For the fiscal year 2024/2025, the company reported approximately 111,475 metric tons of carbon dioxide equivalent from other indirect sources (Scope 3).

Our Pride

Over the years, the Company has demonstrated its commitment and determination to be a leader in greenhouse gas management through continuous, strategic efforts that encompass both organizational operations and the broader supply chain. These efforts are aligned with our sustainability goals and the transition toward a low-carbon society. This dedication has yielded tangible outcomes and has been recognized at the organizational level through awards and certifications that reflect meaningful success, including:

- **BEST BCG ECONOMY MODEL**

Aeroflex Co., Ltd. received a commemorative plaque of recognition from the Thailand Greenhouse Gas Management Organization (Public Organization) and the Strategy Specialist Center of the Faculty of Environment, Kasetsart University. The company was selected to participate in the Low-Carbon Industry Development Program under the BCG Economy strategic framework, reflecting its commitment to driving sustainable innovation.



- **BEST BCG ECONOMY MODEL**

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- **EEC Industrial Transformation Project Toward Net Zero**

Aeroflex Co., Ltd. received a certificate of recognition from the Thailand Greenhouse Gas Management Organization (Public Organization) and the Center of Excellence in Eco-Energy Engineering, Faculty of Engineering, Thammasat University, as one of 11 pioneering organizations selected to participate in the Industrial Transformation Project toward Net Zero in the Eastern Economic Corridor (EEC). This recognition reflects the company's commitment to reducing environmental impact. Through carbon offset initiatives, the company successfully reduced greenhouse gas emissions by 650 metric tons of carbon dioxide equivalent, representing 10% of its total GHG emissions.





Value creation for society



Employee Care and Development

The company considers its personnel as valuable and essential resources for driving the business towards its goals. The company's success heavily depends on the quality of its personnel. Therefore, the company places great importance on the care and development of its employees. It continuously improves and develops its human resource management processes and systems to be standardized and efficient. This ensures that the company has a workforce ready to grow with the company, share a common vision, and be a key factor in driving the company towards becoming an innovative organization and achieving sustainable business growth.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Employee Care and Development			
Proportion of employees who complete mandatory training	> 85%	> 85%	100%
Proportion key positions with a succession plan	100%	100%	78%

Management Guideline

To align with and support the company's sustainability strategy, the company has reviewed and established a comprehensive human resource management framework encompassing three key components: 1. Human Resource Policies, Engagement, and Participation Promotion 2. Employee Care and 3. Human Resource Development and Organizational Culture. The central human resources department is assigned the responsibility of setting and communicating the policies and practices for managing human resources in each area to the human resources departments of each subsidiary to be used as guidelines. The company has established policies and practices for employee care to be at least in compliance with laws, regulations, and international standards relevant to the business sectors in which the company operates. This includes human rights principles, ensuring equal and fair treatment for everyone, protecting and respecting the rights of all employees, and providing grievance channels to gather feedback, address issues, and understand expectations for further improving human resource management.

For human resource development and organizational culture, the company focuses on developing employees to have the knowledge and skills necessary to adapt and respond to the business direction and goals, as well as future challenges and changes. This includes developing employees to have leadership qualities and innovative capabilities through continuous research and development, promoting the development of organizational culture and values, and preparing successors for key positions to ensure business continuity.



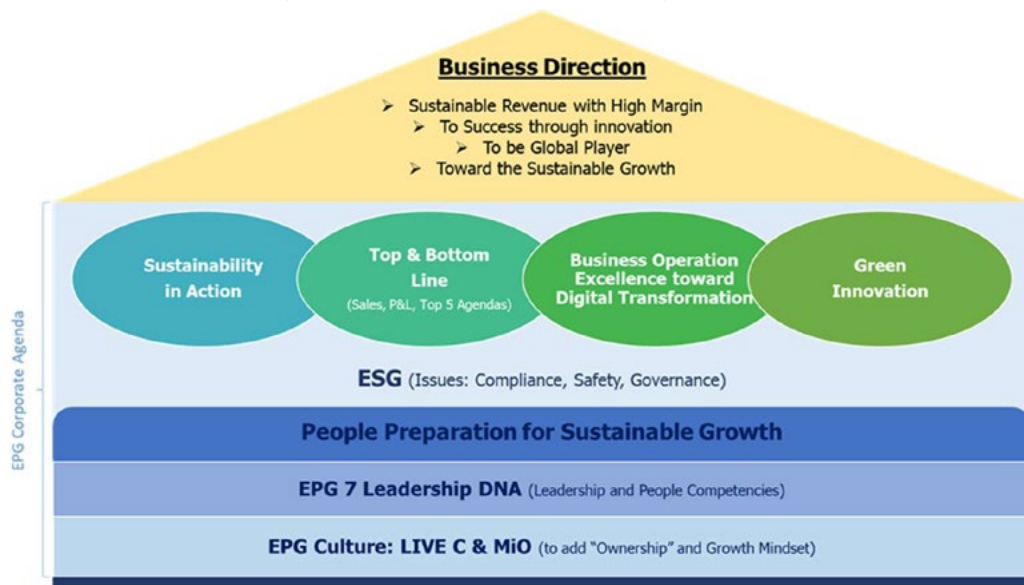
Performance 2024/2025

1. Human Resources Policy, Engagement Promotion, and Participation

1.1 To move toward becoming a creative, innovation-driven organization and to ensure that human resources are equipped to support the company's strategic growth and sustainable innovation, the company reviewed and updated its Human Resource Strategic Plan in the fiscal year 2024/2025.

The Corporate HR Department, in collaboration with the HR departments of its subsidiaries, revised the HR and organizational management strategy. The new strategic plan is set to be implemented starting from fiscal year 2025/2026 (April 1, 2025 – March 31, 2026) through to fiscal year 2026/2027 (April 1, 2026 – March 31, 2027).

HR Preparation and Alignment for EPG Corporate Agenda





1.2 Employee engagement is a core element in talent development and retention. Engaged employees typically carry positive attitudes toward their work and the organization, which translate into meaningful behaviors—such as speaking positively about the company, their roles, and colleagues; dedicating their physical and emotional energy to their tasks; driving creativity and innovation; and striving for success while demonstrating loyalty and a long-term commitment to the organization.

To strengthen this engagement, the company has implemented a structured employee engagement development process based on the PLAATUU cycle.

PLAATUU Engagement Management Cycle



1	P: Prepare & Design	- Design and prepare a set of survey questions by referencing employee satisfaction and engagement assessment models used by companies recognized as Thailand's Best Employers. These questions were then adapted for use in the company's annual employee engagement survey.
2	L: Listen (Engagement Survey)	- Communicate and publicize the survey to ensure all employees across all levels are informed, and distribute the annual employee engagement survey accordingly. Monitor the survey participation progress and report updates to the Executive Committee.
3	A: Analysis Results	- Analyze and compile the results of the employee engagement survey, and present the findings to the Executive Committee. Following this, the Corporate HR Department assigns each subsidiary's HR department to communicate the survey results to all employees via email.
4	A: Action Planning for Improvement	- The Corporate HR Department analyzes strengths and areas for improvement by conducting focus group interviews with targeted employee groups, aiming to understand perspectives and summarize key insights for improvement initiatives. 
5	T: Take Action as Planned	- The Corporate HR Department develops and initiates an employee engagement action plan.
6	U: Follow Up	- The Corporate HR Department monitors implementation by conducting site visits, during which representatives engage in interviews, discussions, and activities with Employee Engagement Champions from each subsidiary. 
7	U: Hold Up (Standardize & Reinforce)	- Subsidiary HR teams collect and upload information on employee engagement and development activities into the company's central database, enabling relevant personnel to access, study, and build upon the shared knowledge for future initiatives.

In the fiscal year 2024/2025, the company developed an internal online platform called the EPG Survey to assess employee engagement. This platform is exclusively for internal use and designed to ensure ease of access for all employees. Before the official launch, Employee Engagement Champions participated in a pilot test to evaluate the system's usability. The company conducted the annual Employee Engagement Survey once during the year, using the newly developed online system. The target was set at an 80% participation rate of the total workforce, which was successfully achieved. Additionally, the company aimed for an overall employee engagement score of 74% in 2024/2025. However, the actual engagement score was 49.0 %, which fell short of the target.

Nonetheless, relevant departments jointly reviewed the results and initiated the PLAATUU cycle to address the issues raised. Employee feedback was collected and analyzed to improve the company's employee engagement strategy, as outlined in Section 1.3.

1.3 Promoting Employee Engagement::

- The company supports the development of knowledge in employee engagement management for Employee Engagement Champions from both the company and its subsidiaries. This initiative aims to revisit core knowledge, principles, processes, and key techniques for enhancing employee engagement.

Additionally, the company arranged benchmarking visits for the Engagement Champions to observe best practices from organizations recognized as Thailand's Best Employers. These visits are designed to broaden perspectives, introduce new ideas and experiences, and enable the champions to adapt and apply the insights in ways that are relevant and aligned with the company's context.



- Employee Engagement Champions collaborate closely with the company's Welfare Committee to develop initiatives that enhance employee engagement through regular labor relations activities. These include: uniform design contests, Dhamma sessions in the workplace, Children's Day, Chinese New Year, Songkran celebrations, team-building sports events, New Year festivities, retirement appreciation ceremonies, long-service and consistent performance awards, blood donation drives, influenza vaccination programs, flood relief efforts in Northern Thailand, and social contribution projects such as outreach initiatives for underprivileged children.
- The training program "Leading People for High Performance by CFR," Cohorts 1 and 2, was initiated based on recommendations from Kincentric (Thailand) Co., Ltd., the consulting firm responsible for conducting the employee satisfaction and engagement survey in the fiscal year 2022/2023. Key insights from the survey results highlighted areas that employees wished to see improved—particularly the development of managerial skills, especially communication and leadership capabilities among management-level personnel. These findings formed the basis for the design of the training program. The "Leading People for High Performance by CFR" course aims to enhance essential leadership competencies such as deep listening, questioning, reflection, giving feedback, creating psychological safety, valuing differences, offering recognition, and emotional management. In the fiscal year 2024/2025, the company organized two cohorts of this program. Following the completion of the training, a series of follow-up activities were conducted to support practical application, including monitoring individual communication practice (one-on-one), group communication practice (one-on-group), and a 360-degree evaluation to assess participants' communication competencies based on feedback from close colleagues.

Development Area	Development Outcomes	
	Cohort 1	Cohort 2
1. Number of participants who completed training	27 Persons	26 Persons
2. Post-training follow-up implementation	100%	100%
2.1 One-on-one communication practice		
2.2 Group communication practice (One on Group)		
3. 360-degree evaluation results (Overall average score from all evaluators across all dimensions)	Average Score 86.7 %	Average Score 92.4 %

2. Employee Care

2.1 Talent Attraction

Employee and Employee's Children Scholarship Program

The company is committed to supporting educational opportunities for both employees and their children by providing ongoing scholarships. In the fiscal year 2024/2025, the company and its subsidiaries awarded a total of **1,218 scholarships**, amounting to **5,755,578.00 THB**, as follows:

Type of Scholarship	Number of Scholarships	Total Amount (THB)
- Employee Scholarships	17	1,094,578
- Employee's Children Scholarships	1,201	4,661,000



Employee Care in 2024/2025

- Influenza Vaccination for Employees

To help build herd immunity and reduce influenza infection rates—which can negatively impact the health of employees and their families—the company and its subsidiaries arranged influenza vaccinations for employees who wished to receive them.



- Dhamma in the Factory

The company and its subsidiaries organize monthly “Dhamma in the Workplace” sessions to encourage employees to apply Buddhist principles in their daily lives and to promote Buddhist-related activities within the organization.



- Consistent Performance and Long-Service Awards

To foster morale and motivation, and to encourage employees to maintain consistent work performance, the company holds an award ceremony to recognize employees who have demonstrated dedication and perseverance through their continuous service.



- Retirement Farewell Ceremony is a gesture of appreciation for employees who have diligently and wholeheartedly contributed throughout their years of service, the company and its subsidiaries organize farewell events to honor and thank retiring employees.
- Congratulations to our employee who received the Outstanding Personnel Award for 2024 from the Air Conditioning Engineering Association of Thailand. This recognition reflects their dedication and valuable contributions to the Association and the Thai air conditioning engineering community.



Recruitment Program in Fiscal Year 2024/2025

- Early Recruitment Program – GET Cohort 1

Aeroklas Co., Ltd., a subsidiary, launched the GET Program (Global Young Blood, Early Recruitment, Talent Management) to recruit high-potential talent from outside the organization. The program targets recent graduates in fields related to Innovation, Automation, Technology, and Digitization, in collaboration with leading academic institutions. Candidates with suitable qualifications and potential were selected to participate in a structured development plan designed by the company. In the fiscal year 2024/25, a total of three individuals successfully completed the program. Aeroklas Co., Ltd. has officially employed all three as full-time staff members, assigning them roles that align with the program's objectives. They have also been given the opportunity to undertake assignments in South Africa.



2.2 People Performance Management

The company recognizes the importance of its people as valuable resources and a key factor in achieving long-term success. In line with this, the company has implemented a structured performance management process to support employee development, enhance motivation, and retain high-quality talent within the organization over the long term. The company's performance management process begins with a review of its vision, mission, and business strategies, along with the organization's score results and corporate goals. These elements form the foundation for driving the organization toward its objectives. The corporate goals are then cascaded throughout all levels of the organization to ensure that every employee understands their role in alignment with the company's direction, enabling them to effectively plan and execute their work in accordance with the business strategy.

The company has established a fair and non-discriminatory performance evaluation system and criteria. The HR departments of subsidiaries are responsible for overseeing the performance appraisal process and providing guidance on performance evaluations for employees at all levels. The company conducts performance evaluations twice a year, based on both goal achievement and behavioral factors, with the evaluation weightings tailored to each employee level. Evaluation results are used as fundamental data for various human resource management areas, including rewards management and career management and development.

The company adheres to principles of fairness and transparency, ensuring that evaluations are based on knowledge, capabilities, and performance according to clear criteria, without discrimination. This approach supports talent retention and aligns employee benefits and welfare with actual needs, aiming to support employees and their families, enhance their quality of life, and motivate them to continuously grow and develop.

In the fiscal year 2024/2025, 100% of employees were evaluated, in line with the company's target. The company also promotes two-way communication between supervisors and subordinates, encouraging clear explanation of evaluation criteria and performance feedback to foster understanding and strengthen relationships. This helps align performance with expectations and drives ongoing improvement in work outcomes.

Performance evaluation factors are divided into three components as follows:

1) Job Performance Factors (Hard Side):

This component involves cascading the organization's key performance indicators (KPIs) down to subsidiaries and departmental levels within each subsidiary, followed by translating expectations and goals into individual-level targets.

2) Behavioral or Core Competency Factors (Soft Side):

This component assesses key organizational competencies or cultural attributes, using the company's **LIVE-C** core values as the evaluation framework:

- **L (Continuous Learning):** Commitment to ongoing learning
- **I (Innovation):** Driving innovation and creative thinking
- **V (Value the Difference):** Valuing diversity and individual differences
- **E (Empowerment):** Empowering and enabling team members
- **C (Collaboration):** Fostering teamwork and shared purpose

3) Leadership Competency Factors:

These include the ability to plan and execute work systematically, solve operational problems, and demonstrate credibility and trustworthiness.

2.3 Rewards and Benefits Management

The company and its subsidiaries, in collaboration with external consultants, have reviewed and redesigned the salary structure to ensure it is up to date and competitive in the labor market. This initiative aims to retain internal talent and attract high-potential candidates from outside the organization, while ensuring that rewards and compensation align with performance under the company's performance management framework.

In the fiscal year 2024/2025, the company established a new salary structure based on job value analysis, aligning position levels with defined job groups. Salary data was analyzed alongside the structure to guide compensation

management. The company also participated in external salary structure benchmarking surveys to ensure fair and competitive pay across different job levels.

In addition, employee benefits have been tailored to the needs of each job level to provide support, boost morale, improve overall quality of life, and motivate continuous personal and professional development.



The company utilizes performance evaluation results as the basis for determining employee compensation, including annual salary adjustments and bonuses. This process is guided by the principles of fairness and appropriateness, taking into account employees' knowledge, capabilities, and performance, and is implemented without discrimination. In addition, employee welfare and benefits are managed based on job positions and aligned with actual needs, aiming to provide support, foster engagement, and boost morale for both employees and their families. These efforts contribute to improving quality of life and serve as motivation for continuous self-development.

Furthermore, the company has implemented Individual Development Plans (IDP) and Performance Improvement Plans (PIP) to support employee growth and address performance gaps. Employees are categorized into different groups to manage performance and compensation accordingly.

Performance Management by Employee Group

Employee Group	Employee Management Approach
Group 1: Employees with performance rated “ Very Good ” or above, but with a Compa-Ratio below the benchmark	Consider a special salary increase (On Top) to align their compensation appropriately with the salary structure.
Group 2: Employees with performance rated “ Very Good ” or above, but with a Compa-Ratio above the benchmark	Develop a Career Path , implement an Individual Development Plan (IDP) , and consider promotion opportunities to support growth aligned with job value and appropriate salary structure.
Group 3: Employees with performance rated “ Below Standard ”, but with a Compa-Ratio above the benchmark	Implement a Performance Improvement Plan (PIP) to enhance capabilities, improve performance to meet standards, and increase both effectiveness and efficiency.

Welfare Table

Welfare and job-based benefits	Other benefits					
	Rewards	Savings	Health	Families	Religion	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. 	<ul style="list-style-type: none"> - Provident fund 	<ul style="list-style-type: none"> - Annual Employee Health Check-up - Medical expenses - Health insurance, accident insurance, life insurance - ATK test - 98 days Maternity Leave - Sports, and health promotion activities, etc. 	<ul style="list-style-type: none"> - Employees children's scholarships - Funeral allowance - Ordination allowance, etc. 	<ul style="list-style-type: none"> - Dharma in factories - Jit arun project 	<ul style="list-style-type: none"> - Donation to schools, temples, and communities. - Community engagement Project - Science scholarships - Forest planting projects, etc.

The Company and its subsidiaries place great importance on employee engagement in accordance with the Company's policy that respects every employee's right to express opinions and participate in collective bargaining. This is facilitated through elected employee welfare committees, employee engagement surveys, regular monthly morning meetings, and channels for suggestions and feedback. These mechanisms are used to review and improve practices continually.

The Company provides employee benefits aligned with job levels and necessities to support and uplift employee morale, enhance quality of life, and encourage continuous personal development. In addition, the Group Human Resources department and the HR departments of subsidiaries hold joint meetings to gather feedback and ensure that employee welfare policies are consistent with the overall HR policy. These policies are reviewed against the organization's medium- and long-term performance outlooks to ensure that they remain appropriate and aligned with the Company's overall direction.

3. Development of Human Capital and Organizational Culture

3.1 Promoting Organizational Culture and Collaboration for Sustainable Development (Culture – LIVE C & Collaborative Synergy)

1) EPG LIVE C Spotlight

Organizational culture serves as the foundation for driving the Company toward long-term sustainability. To support this, EPG has established a core competency framework known as LIVE C, which comprises Continuous Learning (L), Innovation (I), Valuing Differences (V), Empowerment (E), and Collaboration (C). This framework encourages employees to demonstrate the Company's core competencies in a clear and effective manner.

In the fiscal year 2024/2025, the Company launched the EPG LIVE C Spotlight project to tangibly instill organizational culture, inspire employees at all levels, and foster a positive and energized work environment. The program allowed employees to nominate individuals who consistently and clearly exemplified LIVE C behaviors. A total of 118 employees were nominated, from which 63 individuals were selected and recognized based on defined criteria.



2) Guru Short Talk

The monthly knowledge-sharing platform has been held continuously for the third consecutive year. Experts or individuals demonstrating LIVE C competencies are invited to share their experiences through interviews broadcast live via Zoom, allowing employees to watch and actively participate. This initiative aims to foster inspiration, promote shared learning, and serve as a communication channel for important organizational matters.



3.2 People Development

- In the fiscal year 2024/2025, the Company implemented the Employee Development and Training Program as follows:
Compulsory Development Program

Designed to build foundational knowledge in human rights, labor law, and collaboration skills while respecting diversity. This program comprises three courses, targeting employees at all levels. It is implemented as a long-term plan with systematic participation tracking. The program was executed according to the annual plan:

- 1) **DISC Course:** *“Unlocking the Keys to Understanding Yourself and Others for Happy Collaboration”*
Target group: Supervisors
Planned participants: 40
Actual participants: 42 (100% of the target group)
- 2) **Human Rights for Supervisors:** *Human rights in business and labor-related aspects for supervisors*
Target group: Supervisors
Planned participants: 100
Actual participants: 103 (100% of the target group). All participants passed the post-training knowledge assessment.

3) **Labour Law for Supervisors:** *Labor laws for supervisors*

Target group: Supervisors

Planned participants: 200

Actual participants: 205 (100% of the target group). All participants passed the post-training knowledge assessment.

- In the fiscal year 2024/2025, the Company implemented legally required training programs as follows:
 - **Aeroflex Co., Ltd.:**
 - 100% of employees promoted to supervisory level completed the Occupational Safety Officer Training for Supervisors.
 - 100% of employees promoted to executive level completed the Occupational Safety Officer Training for Executives.
 - **Aeroklas Co., Ltd.:**
 - 100% of employees promoted to supervisory level completed the Occupational Safety Officer Training for Supervisors.
 - 100% of employees promoted to executive level completed the Occupational Safety Officer Training for Executives.
 - **Eastern Polypack Co., Ltd.:**
 - 100% of employees promoted to supervisory level completed the Occupational Safety Officer Training for Supervisors.
 - 100% of employees promoted to executive level completed the Occupational Safety Officer Training for Executives.
- ISO Standards Training
 - **Aeroflex Co., Ltd. (AFC):**
 - 100% of the target group completed ISO 14001:2015 and ISO 45001:2018 training.
 - 98% completed ISO 9001:2015 training.
 - 90% completed ISO 50001:2018 training.
 - **Aeroklas Co., Ltd.:**
 - 100% of the target group completed training in “Introducing the IATF 16949 / ISO 14001 / ISO 45001 and ISO 50001:2018.”
 - **Eastern Polypack Co., Ltd.:**
 - 52% of the target group completed refresher training in ISO 9001:2015 and ISO 14001:2015.
 - 55% completed ISO 50001:2018 refresher training.

Note: As these are refresher courses, training is being conducted progressively until all target employees are covered.

- The average training hours per employee increased to 34 hours per year in FY2024/2025, up from 31 hours in the previous fiscal year, reflecting the Company’s continued commitment to employee development across all levels.

	FY 2022/2023	FY 2023/2024	FY 2024/2025
	(Hour / Person)	(Hour / Person)	(Hour / Person)
Average Training Hours per Person per Year	28	31	34

- **Collaborative Synergy Project: Advancing Toward an Innovative Organization**

In the fiscal year 2024/2025, the Company continued its **Collaborative Synergy** initiative for the third consecutive year. This program aims to foster cross-functional collaboration across business units to enhance production efficiency through shared resource utilization. A total of **35 employees** at the managerial and supervisory levels were selected from departments such as **Production, Engineering, Maintenance, Quality, and Technical** across subsidiaries to participate in the project. As a result, **five joint improvement projects** were identified and initiated.



- **Treasure Hunt Project: Discovering Internal Innovation**

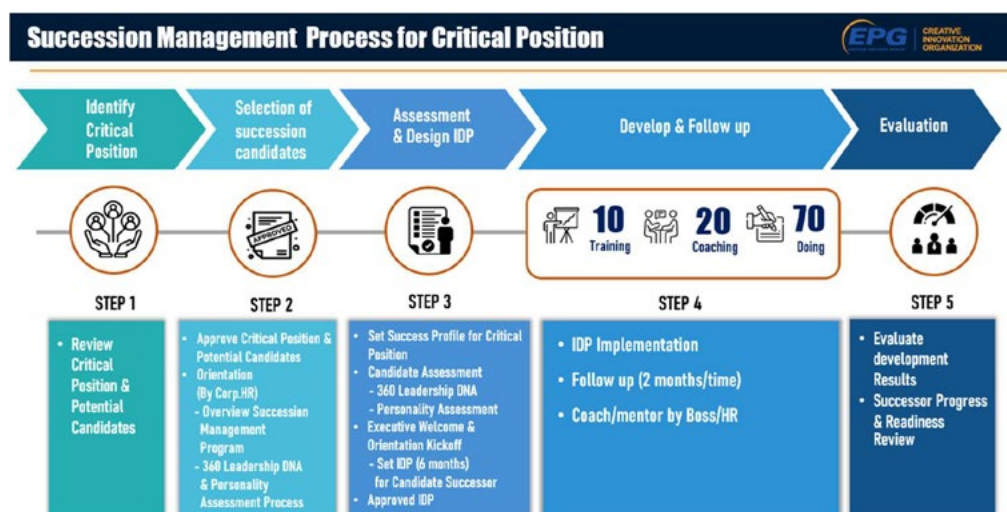
The company implemented the **Treasure Hunt Project** to uncover valuable innovations within the organization likened to “hidden treasures” that have yet to be fully utilized or applied in a tangible way. In this fiscal year, subsidiaries presented their project outcomes during the **EPG Management Town Hall** event.



3.3 Succession Development for Critical Positions

In alignment with the Succession Management Policy, the Company recognizes the importance of developing successors, particularly for critical positions, and promotes a systematic and continuous approach to succession planning. This ensures that the Company has a clear plan and process in place to develop the potential of identified successors, enabling them to be ready and capable of taking on key roles within the targeted timeframe.

Succession development process for critical positions includes the following steps:



1. Identification of Critical Positions

Critical positions refer to roles where incumbents are expected to retire within 5–8 years or those that are difficult to fill externally. The absence of personnel in such roles would significantly impact business capabilities. In FY2024/2025, a total of 21 critical positions were identified through collaboration between corporate and subsidiary HR departments, supervisors, and managing directors.

2. Defining Successor Profiles and Selection Criteria

HR teams from the Company and its subsidiaries, together with supervisors and managing directors, defined the required qualifications and selection criteria for successors. These included the success profile (key roles and competencies aligned with future needs), qualifications and experience, past performance, and motivation and willingness to grow professionally.

In FY2024/2025, 23 individuals were nominated for succession development—reflecting a 1:1 ratio with the number of critical positions identified.

3. Readiness Assessment of Successors

Successors underwent various assessments, such as personality tests and 360-degree leadership evaluations, to identify capability gaps. This informed the development of Individual Development Plans (IDPs). Senior executives also held orientation sessions to share leadership principles and provide an overview of the program. In FY2024/2025, 100% of critical positions had corresponding IDPs developed for potential successors.

4. Knowledge and Capability Development

Each nominated successor followed their personalized IDP, with progress monitored continuously. Direct supervisors acted as coaches/mentors, while the Group HR department closely supervised the development process.

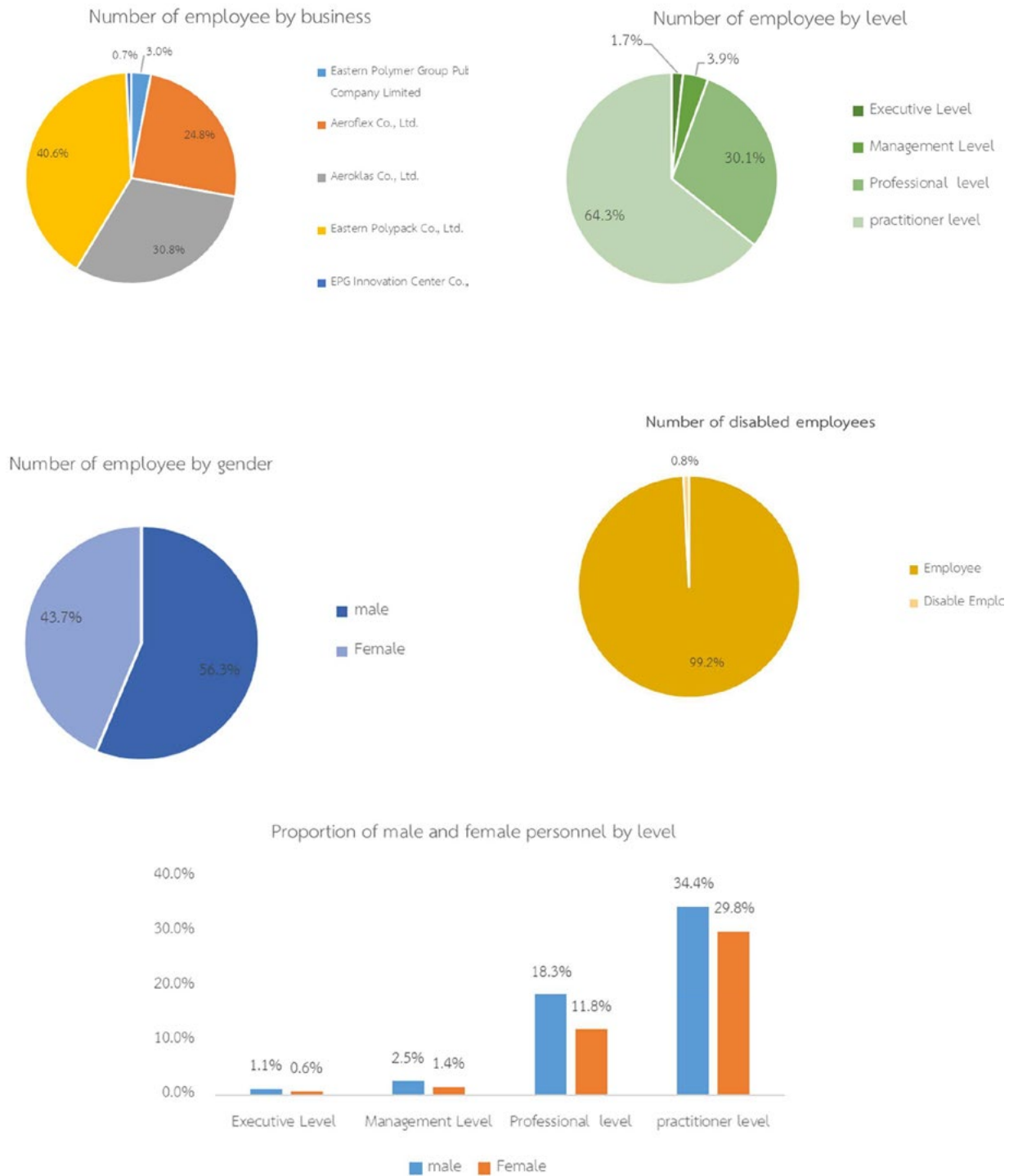
5. Monitoring and Evaluation

Successors' development was assessed through regular reviews of IDP progress, behavioral evaluations, **simulations**, and, when appropriate, job rotations into critical roles to test readiness. Evaluations were conducted jointly by supervisors, managing directors, and HR representatives from the Company and subsidiaries.

Throughout the process, the succession plan and its methodology were systematically presented to the Executive Committee for review and endorsement. If internal development cannot meet the organization's timeline or needs, suitable external candidates may be recruited. Their progress and performance will also be tracked and assessed in accordance with established procedures to ensure business continuity and effectiveness.

In FY2024/2025, 78% of critical positions had succession plans and preparations in place.

As of March 31, 2025, the company had a total of 3,022 employees.



Human Rights

Conducting business with respect for human rights is a key issue that the company prioritizes. The company is committed to managing its operations efficiently with integrity and social responsibility towards all stakeholders throughout the value chain. Recognizing the equal value and dignity of humanity, freedom, and equality for all, the company has established a human rights policy and guidelines. These are to be followed by directors, executives, employees, partners, and all stakeholders in their work.

Management Guidelines

Over the years, the company has placed great importance on and is committed to conducting business with integrity, social responsibility, and respect for human rights towards all stakeholders. The company strives to operate in accordance with legal principles and the United Nations Guiding Principles on Business and Human Rights (UNGP).

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

The three pillars of UNGP



The company and its subsidiaries have established a human rights framework, policies, and guidelines to ensure that all departments participate and collaborate in preventing human rights violations in all business activities throughout the supply chain. This information is communicated to relevant parties through various channels, such as training, bulletin boards, and online media.

ANNOUNCEMENT OF HUMAN RIGHT POLICY



Formulation of Human Rights and Social Responsibility Policies and Guidelines



Child/Minor Labor	The Company shall not be involved in or support the use of child labor under the age of 15.
Forced Labor and Fair Employment	The Company shall not be involved in or support any form of forced or involuntary labor.
Workplace Environment and Safety	The Company provides a safe and hygienic working environment and has procedures in place to prevent accidents, injuries, and health hazards arising from or related to work.
Freedom of Association and the Right to Expression	The Company respects all workers' rights to express their opinions and to engage in collective bargaining, in accordance with applicable laws.
Discrimination or Unequal Treatment	The Company does not support any form of discrimination in employment practices, including recruitment, compensation, training opportunities, promotion, termination, or retirement, based on age, gender, femininity, race, caste, nationality, religion, sexual orientation, disability, physical characteristics, political opinions, or other marginalized groups (such as migrant workers and persons with illnesses).
Disciplinary Measures, Harassment, and Physical Punishment	The Company shall not be involved in or support any form of corporal punishment, physical or mental harassment, or the use of abusive language.

Working Hours	The Company complies with all applicable laws and regulations regarding working hours, holidays, leave, and overtime.
Wages and Benefits	The Company pays wages and compensation in accordance with legal requirements, or at a level sufficient to meet workers' basic living needs, whichever is higher.
Fair Terms of Employment	The Company shall not be involved in or support the use of unfair employment contracts or deceptive training programs designed to avoid labor obligations.

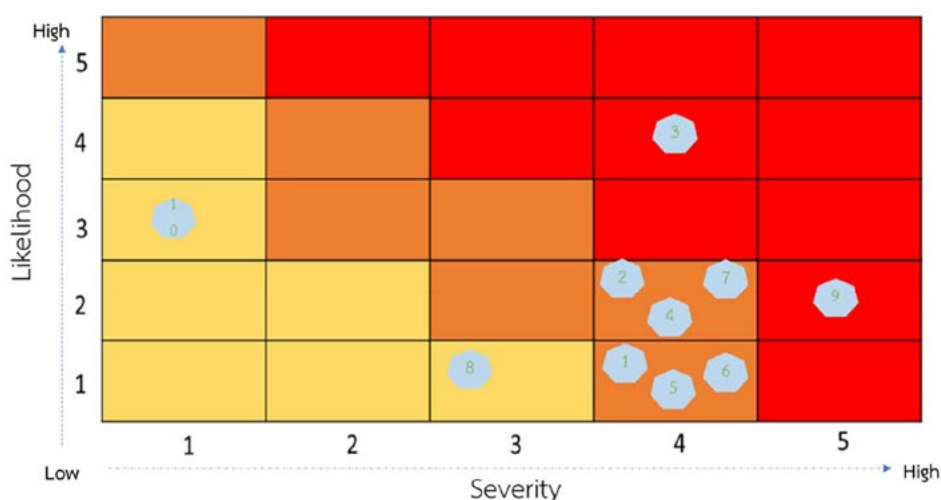
The Human Rights Policy and Guidelines are disclosed on the Company's website at the link below.

<https://www.epg.co.th/wp-content/uploads/2024/05/Human-rights-Policy-and-Practice-Guidelines.pdf>

Risk Assessment Along the Value Chain Operational Process

	Procurement	Transportation	Production	Logistic	Marketing and sale
Value Chain Process	<ul style="list-style-type: none"> Supplier selection Supplier evaluation (QCD SMEE) Supplier development 	<ul style="list-style-type: none"> Movement and storage of raw materials Transportation network preparation 	<ul style="list-style-type: none"> Production planning Raw material preparation Workforce preparation Production and inspection Product packaging and quality control 	<ul style="list-style-type: none"> Product storage Product issuance Transportation and logistics management 	<ul style="list-style-type: none"> Product advertising Target customer sales Promotional activities Customer relationship management Customer satisfaction evaluation Complaint handling for product improvement Customer visits
Stakeholder	<ul style="list-style-type: none"> Employee Supplier 	<ul style="list-style-type: none"> Employee Transport Personnel Communities Supplier 	<ul style="list-style-type: none"> Employee Labor Contractor Communities 	<ul style="list-style-type: none"> Employee Transport Personnel Communities 	<ul style="list-style-type: none"> Employee Customer
Human Right Issue	<ul style="list-style-type: none"> Employee Working conditions Data security Forced labor Workplace safety Working hours Hiring below minimum employment standards 	<ul style="list-style-type: none"> Employee rights Working conditions Data security Forced labor Working hours Hiring below minimum employment standards 	<ul style="list-style-type: none"> Employee rights Working conditions Data security Forced labor Discrimination (direct vs. subcontracted employees) Working hours Hiring below minimum employment standards 	<ul style="list-style-type: none"> Employee rights Working conditions Data security Forced labor Working hours Hiring below minimum employment standards 	<ul style="list-style-type: none"> Employee rights Working conditions Data security Working hours Hiring below minimum employment standards

Risk and Materiality Assessment



Remark: The numbers represent the following issues:

- | | | |
|---|-----------------------|---|
| 1. Employee rights and working conditions | 2. Forced labor | 3 Working hours / Holidays |
| 4 Discrimination | 5 Child / Minor labor | 6 Freedom of association and expression |
| 7. Harassment | 8. Wages / Benefits | 9. Personal data |
| 10. Driving behavior | | |

In the fiscal year 2024/2025, the Company assessed risks across its operational value chain and identified two human rights-related risk issues with a high likelihood of occurrence as follows:

3

Excessive Working Hours Beyond Legal Limits

Although the Company has policies in place to control working hours in line with its Human Rights Policy and legal requirements, there remains a high risk that overtime hours may exceed the legal limits.

Stakeholders Involved:

Employees / Labor contractor employees / Supplier employees

Risk Mitigation and Prevention Measures:

- Establish a strict policy prohibiting working hours beyond legal limits
- Communicate the policy to all relevant parties for implementation
- Monitor and audit compliance with the policy and applicable laws

9

Personal Data Breach

The Company has established policies and privacy notices for stakeholders regarding the collection, use, or disclosure of personal data. Responsible personnel have been assigned, and communication has been carried out. However, the risk remains high due to the potential severity of impact in the event of a data breach or violation.

Stakeholders Involved:

Employees / Labor contractor employees / Suppliers / Customers

Risk Mitigation and Prevention Measures:

- Establish a Personal Data Protection Policy and stakeholder privacy notices for data collection, use, or disclosure
- Implement and regularly review organizational, physical, and technical data protection measures
- Communicate policies and procedures to all relevant personnel
- Monitor and audit compliance with policies and applicable laws by IT officers, line managers, and Data Protection Officers
- Ensure strict adherence to policies by all employees

Human Rights Self-Assessment

- The Company and its subsidiaries conduct annual self-assessments related to labor practices to evaluate and review whether operations comply with the Human Rights and Social Responsibility Policy as well as relevant labor protection laws. If any non-compliance is identified, corrective and preventive measures are established to address and mitigate human rights violations.
- The self-assessment covers the following human rights and labor protection law topics:

- | | | |
|--|---|---|
| 1. Child / Minor Labor | 2. Forced Labor and Fair Employment | 3. Freedom of Association and the Right to Expression |
| 4. Discrimination or Unequal Treatment | 5. Disciplinary Actions, Harassment, and Physical Labor | 6. Working Hours |
| 7. Wages and Benefits | 8. Fair Terms of Employment | 9. Personal Data Protection |

Results of Human Rights Self-Assessment

In the 2024/2025 fiscal year, the Company and its subsidiaries were 100% compliant with human rights labor policies, laws, and related requirements. However, it was noted that some subsidiaries experienced an increase in overtime hours due to rising product demand and changes in customer project plans. The Company continues to monitor these cases closely to ensure legal compliance is maintained.

Summary table of Human Rights Self-Assessment results

Understanding of relevant regulations and legal requirements	Policies and communication	Operating procedures	Record Keeping	Operation
There is an understanding of applicable requirements and laws, with regular monitoring and updates to ensure alignment.	Policies have been established and communicated to employees.	Operating procedures are in place to ensure compliance with relevant requirements and laws.	Records and documentation are maintained to verify compliance.	<p>Operations are conducted in accordance with labor laws and regulations, as follows:</p> <ol style="list-style-type: none"> 1. No use of child labor. 2. No forced labor; employees have freedom and are not deprived of fundamental rights. 3. Freedom of association and expression is respected. 4. No discrimination. 5. No sexual or psychological harassment, corporal punishment, or verbal abuse. 6. Regular working hours, overtime hours, rest days, leave, and break times comply with legal requirements; however, overtime hours show an increasing trend and are approaching the legal threshold. 7. Payment of wages, overtime pay, holiday pay, paid leave, social security contributions, wage deductions, and frequency of payments comply with Thai labor laws. 8. Employees' personal data is protected and used only for necessary work-related purposes.

Actions to Mitigate and Prevent Risks Related to Increasing Overtime Hours and the Potential to Exceed Legal Limits

Stakeholders: Employees

Risk Mitigation and Prevention Measures:

- Conduct meetings with relevant departments to review production plans, raw material requirements, and workforce allocation
- Establish policies regarding working hours
- Communicate the policies to all relevant personnel
- Monitor and audit operations to ensure compliance with the established policies and applicable labor laws

Performance 2024/2025

The company and its subsidiaries are committed to conducting business with integrity, honesty, social responsibility, and respect for human rights towards all stakeholders, in accordance with the principles of good corporate governance and business ethics. They work to raise awareness and manage risks that could lead to human rights violations. To ensure that business operations can effectively manage these risks, the company has established human rights policies and practices.

Raising awareness

- To raise awareness of the importance of human rights and ensure that all employees treat each other appropriately and respect each other's rights, the company has incorporated rules, guidelines, and policies on human rights and social responsibility into the orientation program for all new employees.
- Conduct training sessions to promote knowledge sharing on human rights, social responsibility, and labor laws for department supervisors, following earlier sessions provided to management-level employees. The objective is to build understanding and awareness of human rights practices, enabling participants to apply these principles in their operations and ensure that the Company's activities align with human rights standards, social responsibility, and labor protection laws.

- Human Rights for Supervisor

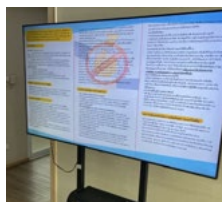


- Labor Law for Supervisor



- Various Communication channel

Announcement Board



Internet & Intranet



Internal seminar



EPG Facebook



Morning Talk



Human Rights Complaints

In the 2024/2025, the Company did not receive any significant human rights complaints from stakeholders; therefore, no remediation actions were required. Nevertheless, the Company continues to review human rights issues and assess human rights impacts across all activities throughout the supply chain. It also promotes human rights responsibility among its suppliers through the Supplier Code of Conduct, which outlines best practices in human rights.

In the event of a human rights violation, the Company has established a remediation plan. For example, in the case of child labor, the Company will immediately cease the employment of the child, coordinate with the parents to understand the situation, provide compensation, and implement appropriate remedial actions. This may include supporting the child's education at least through compulsory schooling until they are no longer classified as a child. In the interim, if the parents are unemployed, they may be offered employment in place of the child. If the parents operate a shop within the Company's premises, the Company will provide support to help them maintain a sustainable income.

	Long-term goals for FY 2025	Goal FY 2024/2025	Performance FY 2024/2025
number of Significant human rights complaints	0	0	0

Maternity Leave Benefits

Recognizing the importance of supporting employees during maternity leave, the Company aims to ensure that employees have sufficient time to care for their newborns. In the 2024/2025 fiscal year, the Company granted 98 days of maternity leave, along with an additional 8 paid leave days beyond the legal requirement. This initiative helps ensure continued income during the leave period. The Company also provides financial support for newborn gifts and welcome packages for the child.

Employment of Persons with Disabilities

The company promotes fair and equitable employment practices by prioritizing the qualifications and competencies required for each position. It also supports the employment of persons with disabilities to help them achieve self-reliance. In the 2024/25 fiscal year, the company employed 25 persons with disabilities, accounting for 0.8% of the total workforce.

Support and Employment of Persons with Disabilities

In line with the company's human rights and non-discrimination policy, fair and equitable employment is promoted by prioritizing the qualifications and competencies required for each role. The company also supports the employment of persons with disabilities to help them achieve self-reliance.

In the 2024/25 fiscal year, the company employed 25 persons with disabilities, in accordance with the legal ratio of one person with a disability per 100 employees. For the remaining quota, the company supported four additional cases by promoting occupational opportunities for persons with disabilities and contributing to the Fund for Empowerment and Development of the Quality of Life of Persons with Disabilities, in compliance with applicable laws.



Occupational Health and Safety Management

Employee health and safety is a critical factor that directly contributes to business success. Creating a safe work environment is not only a legal requirement but also a vital tool for enhancing work efficiency, fostering organizational commitment, and reducing costs related to accidents and work stoppages. In a highly competitive business landscape, retaining valuable personnel and cultivating a culture of care provide a competitive edge. The company is committed to implementing occupational health and safety policies and measures in a serious and comprehensive manner—ranging from accident prevention and promoting safe working behaviors to instilling a corporate culture that prioritizes employee life and well-being.

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 (Core business). 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). The company also reviews its policies, strategies, and annual targets regularly through the Sustainable Development Working Group. These are then implemented by the Occupational Health, Safety, and Environment Committees of each subsidiary.

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:



1.2 Workplace Risk Assessment

Through the assessment of occupational health and safety risks in operational procedures, the company has identified underlying risk factors in the working environment. However, the company remains fully committed to addressing these risks. The details are as follows:

No.	Employee and Contractor Risk Issues	Mitigation Measures	Type of Mitigation
1	Employee absence due to work-related accidents, which may lead to manpower shortages, delays in work plans, the need for work substitution, and legal compensation requirements	<ul style="list-style-type: none"> - Risk assessment and implementation of control and preventive measures - Workplace inspection and operational control - Implementation of programs such as BBS, KPI tracking for lost-time incidents, accident reporting and investigation systems, workers' compensation fund, and accident insurance 	Risk Prevention
2	Malfunction/deterioration of machinery or treatment systems, potentially impacting the environment through increased waste, higher energy consumption, noise, oil leakage, or reduced efficiency in air/wastewater treatment	<ul style="list-style-type: none"> - Regular preventive maintenance (PM); cease use of faulty machines, repair them, or replace with new equipment 	Risk Reduction
3	Injuries from workplace accidents	<ul style="list-style-type: none"> - Review of safe working procedures and pre-use inspection of equipment 	Risk Reduction
6	Accidents from working at height	<ul style="list-style-type: none"> - Mandatory training for working at height and proper use of personal protective equipment (PPE) before task execution 	Risk Prevention
7	Chemical-related accidents	<ul style="list-style-type: none"> - Mandatory training on safe handling of chemicals and use of PPE - Establish a system to ensure proper and orderly chemical storage to prevent hazards 	Risk Prevention

To achieve safety management objectives and maximize effectiveness, the company conducts regular monitoring, evaluation, and performance measurement of its occupational health and safety programs. It also mandates the development of Work Procedures and Work Instructions to guide employees in performing their duties safely. Equipment, tools, and machinery are regularly checked to ensure readiness and minimize accident risks. Additionally, employees receive training to enhance understanding before beginning work, with periodic refreshers to ensure accurate and safe work practices.

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 based on risk factors in each work area, including air quality, lighting, noise, and heat, to ensure a safe and appropriate working environment that does not pose a health risk to employees. The company also provides suitable and sufficient personal protective equipment (PPE) for all employees to ensure their safety while working.

Health services are provided to monitor work-related health risks, including pre-employment health check-ups and annual health examinations tailored to specific risk factors. These include lung function tests, hearing assessments, vision checks, occupational health screenings, and chemical exposure tests. If any abnormalities are detected, the company arranges for re-examination to confirm the results. In cases where health issues are found to be work-related, EPG works with medical professionals to identify the cause and determine appropriate treatment. The company may also reassign employees to alternative roles to reduce risk exposure and support recovery.

For contractors, particularly those performing tasks that may affect their health—such as work in confined spaces—the company requires compliance with legally mandated health check-ups and submission of a medical certificate. Contractors with abnormal health results will not be allowed to enter the worksite until they have received appropriate medical care. Additionally, contractors must be provided with effective and sufficient PPE to ensure safe working conditions.

In the fiscal year 2024/2025, EPG provided annual health check-ups for 100% of its employees and operated a health center offering consultations, basic medical treatment, and first aid services in emergencies, staffed by an on-site doctor and nurse.

Recognizing the importance of preventive care to reduce health risks related to lifestyle habits, such as poor diet and lack of exercise, the company organized a health and environmental campaign—“Run Together, Clean Together at Dok Krai Reservoir.” The event aimed to promote employee wellness while raising awareness about environmental stewardship. This initiative helps reduce health risks such as obesity, hypertension, diabetes, and heart disease, all of which affect daily life and work efficiency. It also contributes positively to the community and environment.



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 2024/2025. 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 as follow

Compliance with regulation	- Hearing Conservation Program
Improvement of safety system in the production line	<ul style="list-style-type: none"> - Installed guard covers on machines with rotating parts - Replaced with cut-resistant gloves - Installed personal HEPA filters for employees in high-risk groups

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 the fiscal year 2024/2025, recognizing the importance of familiarity with fire risk response, the Company organized basic fire safety training sessions in collaboration with Makham Khu Municipality in Rayong Province. One training session was conducted per subsidiary company, with a total of 1,780 participants. The objective was to ensure employees are well-informed and accustomed to emergency situations, enabling them to respond effectively and efficiently using the knowledge gained from the training.

Regarding contractors, the Company places a high priority on their occupational health and safety while working within company premises. Clear operational guidelines have been established, requiring all contractors to attend a mandatory orientation and safety briefing before commencing work. Only contractors who have completed this training and have been officially registered are permitted to operate on-site.

In addition, the Company supports the development of its partners by offering guidance and consultation to contractors seeking to improve their occupational health and safety systems, helping them elevate their practices to meet higher safety standards.



The Company also organized essential knowledge-sharing activities to enhance employees' competencies in the workplace, as outlined below:

1. Electric Stacker Operation Training

Objective: To train employees on the proper and safe operation of electric stackers for lifting and moving raw materials or products.



2. "Safety DOJO 2024" Competition

Objective: To promote creative ideas in simulating workplace hazards for safety training purposes. The initiative aims to enhance hands-on learning, helping employees understand potential risks and necessary precautions, and allowing for practical hazard simulation.



3. "Risk MAN Project" – Risk Assessment (Reducing Risk, Reducing Hazard)

Objective: To encourage and support employee participation in safety management. The project fosters employees' ability to anticipate potential hazards, think systematically, and develop sustainable problem-solving skills.



4. Lockout Tagout (LOTO) Safety Training

Objective: To ensure the safety of workers, this training program focuses on Lockout Tagout (LOTO) systems for those working with various energy sources. It aims to build knowledge, understanding, and awareness of the dangers associated with improper procedures and to emphasize each employee's responsibility when performing such tasks.



5. Mini Lifting Plan Project

Objective: To advance safety knowledge in lifting operations. This program offers courses related to crane operations, including lifting mechanics. It provides in-depth analysis and introduces less commonly known topics to the general public. Target participants include safety officers, engineers, technicians, planners, and managers, aiming to deepen their understanding of safe and efficient crane operation practices.



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

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

3.1 Employee engagement (Disclosure 403-4)

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

3.2 Raising awareness

Through the following actions in 2024/2025, EPG is committed to developing a safe working culture throughout the organization, both in offices and on production lines:

Promote the use of Personal Protective Equipment (PPE) Campaign	The Personal Protective Equipment (PPE) Awareness Campaign aims to raise awareness among all employees about the importance of wearing PPE while performing tasks. Employees must understand the risks associated with not wearing PPE and the importance of selecting appropriate equipment for each situation. Proper usage, maintenance, and care of PPE will significantly enhance workplace safety for employees.
Safety Mind Activity	Question and Answer Competition: Promoting Safety First. This competition aims to encourage everyone in the organization to develop awareness and consciousness about workplace safety (Safety First) before undertaking any tasks. Employees can participate by providing their opinions and suggestions on how to prevent and address incidents to avoid recurrence through this activity.
Behavior Base Safety Activity (BBS)	To serve as a tool to help reduce and address employees' risky behaviors, aiming to minimize or eliminate them altogether, by employing principles of behavioral science and statistics, along with collaborative efforts from all parties. This will lead to fostering positive attitudes and cultivating a safety culture within the organization.
Safety Day 2024	Under the concept of "Striving to Cultivate a Sustainable Safety Culture," the aim is to foster learning and raise awareness regarding safety and environmental concerns, leading to the establishment of a sustainable safety culture. Through various activities, individuals will be able to learn quickly and develop positive attitudes toward safety initiatives.
Workplace Safety Video Clip Contest	A safety awareness campaign through a video clip contest, aimed at creating accessible and engaging safety media that all employees can easily understand and relate to.

Safe Journey Home: Drive with Care, Show You Care, Feel Secure with EPP

A road safety awareness initiative featuring a video contest under the theme “Safe Driving” to raise awareness, reinforce mindfulness, and encourage employees to travel responsibly and attentively.

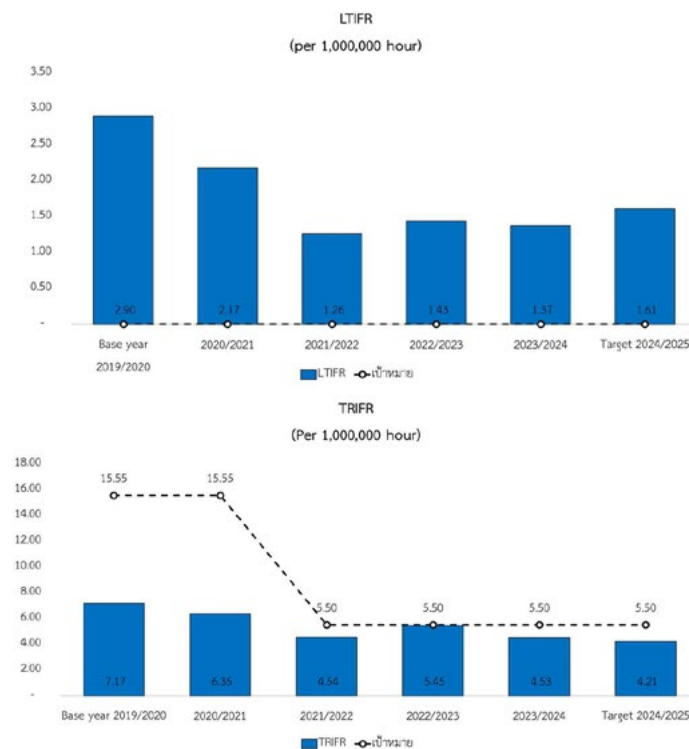


Performance

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 the fiscal year 2024/2025, the Company recorded a Lost Time Injury Frequency Rate (LTIFR) of **1.67** and a Total Recordable Injury Frequency Rate (TRIFR) of **4.21**, which are in line with the targets set by the Company. Based on the characteristics of incidents that occurred during the year, the primary causes were identified as both unsafe actions and unsafe conditions.

Following each incident, the Company promptly conducted an investigation to determine the root cause and implemented preventive measures to avoid recurrence. These measures were developed by both the department where the incident occurred and the Occupational Health and Safety Division. Additionally, the findings and lessons learned were communicated to other departments to foster organizational learning and enhance awareness, thereby minimizing the risk of future incidents.





Community Development

Community and social development are critically important to business. Beyond fostering strong relationships with surrounding communities, such efforts contribute to improved and stable economic growth at the national level. Moreover, when businesses consistently and transparently invest in community and social development, it enhances their ability to attract and retain talented employees whose values align with the organization's practices.

Management Guidelines (Disclosure 103-2)

EPG emphasizes all stakeholders' participation in promoting sustainable growth, establishing it as a sustainable development policy for society and community, and operates under the philosophy "Once received from the community, always give back to the society." EPG is dedicated to conducting business in a way that promotes good governance, social and environmental responsibility, and takes into account the needs of stakeholders, including its local community, which is one of the company's most important stakeholders. EPG also aims to be recognized, supported, and cooperated to be able to operate and be a part of the community and society in a happy way. EPG establishes the following guidelines for community and social operations



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

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

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



1. Area Survey

To align with the company's business philosophy of fostering community engagement, EPG conducts surveys within a 5-kilometer radius of its facilities to assess the satisfaction, needs, expectations, and attitudes of nearby communities. The objective is to evaluate the impact of the company's operations on local living conditions and the surrounding environment.

The survey area covers two sub-districts: Makham Koo Sub-district, Nikompattana District, and Mae Nam Khu Sub-district, Pluak Daeng District, in Rayong Province, with a total population of 31,430 people (Source: Department of Local Administration, Ministry of Interior, 2023 Population Statistics). These areas encompass residential communities, municipalities, hospitals, temples, schools, and government offices.

2. Community Engagement

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

3. Community Issue Analysis

Based on the survey of satisfaction, needs, expectations, and attitudes of nearby communities, along with discussions with community representatives conducted by the CSR Working Committee, it was found that the community has no concerns or negative impacts from the company's operations. However, the community expressed needs related to personal and family safety from drug abuse, as well as a desire for sales channels to support products made by underprivileged individuals, and for improvements in primary and secondary healthcare services to ensure broader accessibility and convenience for residents in the area.

Although the survey results indicated no concerns or negative impacts, the company continues to maintain its commitment to social responsibility. This includes ongoing engagement with the community through joint activities to address emerging needs and participation in community-led events.



4. Community Response

The company establishes methods and levels of responsiveness tailored to the appropriateness of each targeted community group, such as monitoring, providing information, conducting joint activities, involving the community in activity planning, and responding to community needs. This includes efforts to build better relationships and understanding, reduce negative impacts, provide urgent assistance for community issues, and develop community resilience. All of these activities are carried out through the CSR Working Committee and the annual budget allocated for social responsibility initiatives.

5 Performance Assessment

The company measures and evaluates the outcomes of its community-related activities in terms of overall satisfaction and the level of community engagement with the company. This is carried out through surveys that assess the satisfaction, needs, expectations, and attitudes of surrounding communities to evaluate the impact of the company's business operations. The results are reported to the company's Sustainable Development Working Group and the Department of Industrial Works (DIW) through the CSR-DIW Continuous Project, which aims to promote sustainable social and community responsibility within the industrial sector.

If the evaluation shows that a project not only meets community satisfaction but also generates a positive social impact, the company will continue that initiative in the following year. It will also adapt the development approach to align with the specific context of the community to ensure long-term collective benefit.

Performance

In the 2024/2025 fiscal year, the company implemented a total of 95 community and social development projects and activities, with 6,575 participants. Over 27,142 people benefited from these initiatives, either directly or indirectly.



Performance in Community Development

1. Local Economic Development



Local economic development is one approach to creating economic growth and increasing income for the local area, which is a micro-economy, in order to support the overall national economy. The company's significant activities related to local economic development include:

Dishwashing Liquid Making Workshop from Pineapples to Support Local Livelihoods

Recognizing that pineapple farming is a primary occupation in Makham Koo Sub-district, Rayong Province, where seasonal overproduction often leads to market oversupply and low prices, the company initiated a community-based value-added activity. A learning session was organized to teach residents how to produce dishwashing liquid from lower-grade pineapples. This initiative aimed to promote knowledge sharing and support income generation. The training specifically targeted elderly women's groups, enabling them to develop the product further as part of the Makham Koo elderly club's community enterprise.

Results:

A total of 13 representatives from the Makham Khu Subdistrict Elderly Club participated in the activity. Among them, 5 individuals applied the knowledge gained to produce bio-based dishwashing liquid, generating an average additional income of 3,853.00 THB per person per month by selling the product back to the company. The company, in turn, benefited from using high-quality, non-toxic dishwashing liquid while reducing procurement costs by 2,000.00 THB per month.

The remaining participants used the knowledge to produce dishwashing liquid for household use, helping reduce their family expenses. The project also contributed significantly to reducing food waste and promoting efficient resource utilization at the community level.

Overall, the project achieved a Social Return on Investment (SROI) of 2.22, indicating its positive social impact.



2. Community Well-Being



The company places importance on community well-being, which includes being satisfied with various aspects of living, having physical and mental safety, as well as people in the community having the knowledge and ability to deal with various problems appropriately and being able to use their personal potential to create self-development. Therefore, the company focuses on activities related to health, safety, and education of people in the community. The company's significant activities to enhance community well-being include:

Nikhom Phatthana Hospital Traffic Lane Improvement Project

The company recognized the importance of Nikhom Phatthana Hospital in Makham Koo Sub-district, Nikhom Phatthana District, Rayong Province, as a primary public health service provider heavily utilized by both company employees and local residents. The hospital's traffic markings had faded significantly, posing a safety risk and causing delays in emergency access. In response, the company initiated a project to repaint and improve the hospital's traffic lanes to enhance public safety and facilitate emergency services.



Donation of Survival Bags for the Underprivileged and Bedridden Patients (in collaboration with Makham Koo Subdistrict Municipality)

A municipal survey in Makham Koo Sub-district, Nikhom Phatthana District, Rayong Province, identified 54 vulnerable individuals—including the elderly, low-income residents, and bedridden patients. In partnership with the subdistrict municipality, the company donated survival bags containing rice and dry food items to help ease their cost of living.

Petanque Competition Support Project

To promote unity and healthy lifestyles across all age groups, the company launched a community sports initiative by supporting local petanque competitions—an activity widely favored in the community and suitable for all genders and ages.



Hydroponic Vegetable Garden Project for Wat Pathumawas School

Recognizing the importance of instilling entrepreneurial thinking and life skills in children—viewed as the seedlings of their families—the company initiated a hydroponic gardening project for Grade 3 students at Wat Pathumawas School in Rayong. The project introduced both nutrient film technique (NFT) and deep water culture (DWC) systems to cultivate vegetables. A total of 30 students participated, with the goal of encouraging self-sufficiency and creating supplementary income opportunities for their families.



3. Educational Support

Educational Support Activities

Learning Enhancement Activity at Nikom Sang Ton Eng Community School, Rayong Province 7

The company recognizes the importance of education in empowering youth, which forms a crucial foundation for long-term community development and national progress. To support this, the company organized a learning enhancement activity by sharing specialized knowledge from its skilled personnel. A basic electrical appliance repair class was provided to 70 Mathayom 2 (Grade 8) students, as part of the school's elective curriculum.

The project was designed by leveraging the expertise of professionals in building structure, mechanical systems, and electrical systems—fields closely aligned with the company's core business in thermal insulation for buildings. The initiative aimed to build students' basic life skills, reduce household expenses, and instill resource-conscious values, in line with the company's CSR and sustainable development goals.

Outcome:

All participating students gained a clear understanding of basic electrical appliance repair. This was measured through midterm and final exam results, with all students scoring above 80%, meeting the required standard.

Scholarship Award Activity

Recognizing that youth are the future of the nation, the company places high importance on education and supports access to quality learning opportunities for all levels. The goal is to foster physical and intellectual development, enabling youth to grow into knowledgeable and capable individuals who can contribute to their families, communities, and the country.

In the 2024/2025 fiscal year, the company allocated a total of THB 460,000 to support education through 275 scholarships and other assistance programs across 15 schools and educational institutions, including:

- Scholarships and special teacher funding for 8 schools located near the company's operations.
- Educational support for 7 technical colleges under the Eastern Vocational College Network.



4. Environmental Protection



Due to the ongoing issue of global climate change—largely driven by industrial economic development across nations, which accelerates the accumulation of greenhouse gases in the Earth’s atmosphere—this has intensified the greenhouse effect and climate-related disruptions. Thailand’s industrial sector is one contributor to national greenhouse gas emissions. As a part of this sector, the company expresses its intention to protect and preserve the environment, recognizing its responsibility by prioritizing emission reduction as a means to enhance quality of life and improve the well-being of surrounding communities.

Key Environmental Protection Initiatives:

Khao Chom Aey Community Forest Conservation and Restoration Project

The company recognizes the importance of preserving biodiversity while pursuing sustainable business operations. Since 2010, it has implemented the “Khao Chom Aey Community Forest Conservation and Restoration Project” for over 12 consecutive years. The initiative reflects a strong commitment to minimizing ecological impact and actively protecting biodiversity in areas surrounding its facilities.

Located in Nikhom Phatthana District, Rayong Province, the Khao Chom Aey community forest serves as a vital local watershed. The company supports the conservation of this area by reforesting with over 25,000 native trees, covering an area of 280 rai (approximately 110 acres), and constructing one check dam. It also organizes annual wildfire prevention training, volunteer fire patrols, and firebreak construction to maintain water sources and strengthen the local ecosystem.

In addition, the company works collaboratively with civil society and government agencies to integrate efforts in expanding green spaces, restoring natural richness, and capturing carbon dioxide (CO₂)—a key strategy in mitigating climate change impacts. This long-term and sincere commitment reflects the company’s intent to operate responsibly, create shared value with communities, and actively participate in biodiversity conservation for a sustainable natural balance in the future.

Outcomes:

The planting of 25,000 trees is estimated to reduce atmospheric CO₂ by 225 tons per year. Biodiversity in the Khao Chom Aey forest has clearly improved. According to site assessments and interviews with 20 community members living near the forest, traces and sightings of various wildlife species—such as porcupines, wild rabbits, and multiple bird species—have been increasingly reported, indicating a significant recovery of the ecosystem and improved forest health.

Seedling Cultivation, Seed Bombing, and Artificial Mineral Lick Projects

To uphold the principle of “Contribution toward better society,” the company places strong emphasis on forest resource restoration. It organized two key activities:

- **Mangrove seedling cultivation and walkway block making using recycled cement waste** at Samed Ngam Mangrove Forest in Chanthaburi Province
- **Seed bombing and artificial mineral lick construction** at Huai Sadong Forest Protection Unit in Kanchanaburi Province

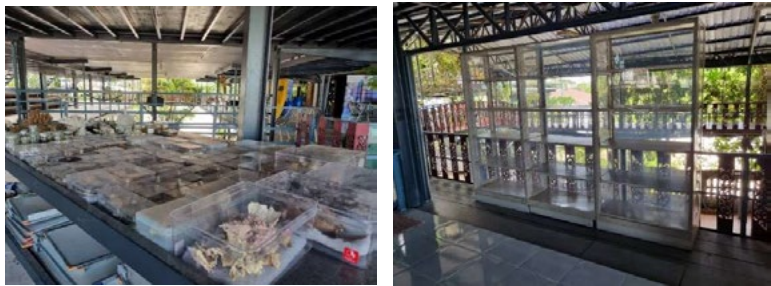
These initiatives aim to raise environmental awareness among **operational-level employees** and encourage their involvement in nature conservation. A total of **240 employees** participated in these two projects.



Coral Fossil Storage Box/Cabinet Project Using Company Products

The company places great importance on the restoration of marine and coastal natural resources. Recognizing the degradation of coral reefs caused by human activities—and leveraging its expertise in polymers and plastics—the company initiated a project to design and produce coral fossil storage boxes and cabinets using its own materials.

The purpose of this project is to preserve coral fossil samples for public benefit, making them available for educational and research purposes by the general public and academic institutions. The initiative is carried out in collaboration with the Eastern Marine Science and Conservation Center.



Community Satisfaction Survey

In the 2024/2025 , the company conducted a survey to assess the satisfaction, needs, expectations, and attitudes of surrounding communities, focusing primarily on Makhm Koo Sub-district and Mae Nam Khu Sub-district in Rayong Province, as well as other nearby areas within a 5-kilometer radius of the company's facilities. The survey sample size was determined using the Taro Yamane sampling formula, and a total of 461 local residents participated.

The results, analyzed using the Likert scale method, revealed an overall satisfaction rate of 86.48% with the company's community development initiatives. The three areas with the highest satisfaction levels were: improved quality of life for people in the community; the company's efforts in addressing and resolving environmental issues; and an increase in unity among local residents.

In terms of needs and expectations, the top three identified by the community were: ethical, transparent, and accountable business operations; active participation of the company in community development; and stronger relationships between the company and surrounding communities.

Additionally, throughout the 2024/2025, the company did not receive any significant complaints from local communities regarding social or environmental impacts caused by its operations.

	Long term goal FY 2024/2025	Goal FY 2024/2025	Performance FY 2024/2025
Community Development			
Significant number of complaints from the community	0	0	0

Performance Summary

Economic Performance

1.Finance	2022/2023	2023/2024	2024/2025
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)	4.25	4.46	4.50
Earnings per share (Baht)	0.39	0.43	0.25
Dividend per share (Baht)	0.25	0.22	0.14
Economic Performance ⁽¹⁾ (Million Baht)			
Revenue from sale	12,083.6	13,169.7	13,789.9
EBITDA	2,191.0	2,410.3	2,073.9
Net Profit	1,081.6	1,210.7	808.4
Financial ratio			
Return on Equity; ROE (%)	9.1%	9.2%	6.4%
Return on assets; ROA (%)	7.3%	7.4%	5.3%
Gross margin (%)	32.8%	31.8%	33.4%
Liquidity Ratio; (times)	2.32	2.08	1.79
Debt to Equity Ratio; D/E Ratio (times);	0.56	0.59	0.58
Distribution of value to stakeholders ⁽²⁾ (Million Baht)			
Interest and financing expenses to financial institutions	101.5	194.5	116.1
Dividends paid to shareholders	700.0	616.0	392.0
Employee Compensation ⁽³⁾	2,398.0	2,525.3	2,787.9
Remuneration of Directors	8.7	9.5	9.4
Operating Expenses ⁽⁴⁾	8,604.5	9,594.8	9,902.86
Taxes paid to governments and local authorities ⁽⁵⁾	41.3	41.7	73.49
Community and Social Development Expenses (excluding donations)	0.6	0.7	0.6
Donation ⁽⁶⁾	2.8	4.0	4.4

⁽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.

2.Supply chain management (Disclosure 204-1, 308-1, 414-1)	2022/2023	2023/2024	2024/2025
Local Procurement Value ⁽⁷⁾ (Million Baht)	2,856.9	3,064.0	3,168
Proportion of local purchasing of goods and services (%)	74	75	73
Total Number of Suppliers	490	503	483
Total number of suppliers assessed for ESG risks ⁽⁸⁾			
– Critical Supplier	79	81	77
– New Supplier	52	63	39

⁽⁷⁾ Procurement within Thailand

⁽⁸⁾ Data is initially collected in 2020/21

3.Business Code of Conduct	2022/2023	2023/2024	2024/2025
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	2022/2023	2023/2024	2024/2025
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)	2022/2023	2023/2024	2024/2025
Net total corporate energy consumption (megajoules) ⁽¹⁾	345,658,380	371,755,804	379,713,741
Non-renewable energy consumption (megajoules)	307,987,562	298,040,309	313,125,679
– Fossil Fuels ⁽²⁾	5,839,181	9,855,653	17,213,230
– External electricity purchased	302,148,381	288,184,656	295,912,449
– Heating/cooling steams	-	-	-
Renewable Energy (megajoules)	37,670,819	73,715,495	66,588,063
– Renewable fuels	-	-	-
– External electricity purchased	-	-	-
– Self-generated electricity	37,670,819	73,715,495	66,588,063
Non-renewable energy distribution	-	-	-
Renewable Energy Distribution	-	-	-
Energy intensity	6,218.37	6,161.20	5,603.16

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

⁽²⁾ Fossil fuels including liquefied petroleum gas and fuel

2. Water	2022/2023	2023/2024	2024/2025
Water use (Disclosure 303-3)			
Total amount of water withdrawal from all sources in all areas (m ³)	102,809	94,419	100,703
– Surface water ⁽³⁾	-	-	-
– Underground water ⁽⁴⁾	28,655	38,244	38,661
– Water from production process	-	-	-
– Water supply in production process	74,154	56,175	62,042
Total amount of water withdrawal from water stress area (m ³)	-	-	-
– Surface water	-	-	-
– Underground water	-	-	-
– Water from production process	-	-	-
– Water supply in production process	-	-	-

2.Water	2022/2023	2023/2024	2024/2025
Wastewater (Disclosure 303-4)			
Total amount of wastewater released to all areas by destination (m ³)	102,809	68,781	60,753
– Surface water	77,333	68,659	60,679
– Underground water	28,655	-	-
– Sea	-	-	-
– Water sent to third-party treatments	35	122	74
Total amount of water release from water stress area (water stress) (m ³)	-	-	-
Total amount of wastewater released to all areas by quality (m ³)	-	-	-
– Total Dissolved Solids ≤1,000 mg/L	-	-	-
– Total Dissolved Solids > 1,000 mg/L	-	-	-
BOD Loading (Mg/Year)	214	265	237
COD Loading (Mg/Year)	2,625	1,579	1,909
Water use in production process (Disclosure 303-5)	-	-	-
Total amount of water uses in production process (m ³)	25,476	30,695	31,537
Water Intensity (m ³ /ton of production)	0.46	0.51	0.47
Amount of reused and recycled water (m ³)	-	1	-

⁽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	2022/2023	2023/2024	2024/2025
Greenhouse gas emissions (Disclosure 305-1, 305-2, 305-3)			
Amount of greenhouse gas emissions (Ton CO ₂ e) ⁽⁶⁾⁽⁷⁾⁽⁸⁾	43,525	41,627	43,469
Scope 1	1,827	1,744	2,312
Scope 1 (Biogenic)	-	-	-
Scope 2	41,698	39,883	41,157
Scope 3	55,011	112,111	111,475
Greenhouse gas intensity (Ton CO ₂ e / production Tons) ⁽⁸⁾	0.78	0.69	0.64
Air pollution emissions (Disclosure 305-7)			
Amount of air pollution (tons)			
NOx	1.20	4.51	12.99
SOx	2.04	2.20	2.50
Persistent Organic Pollutants (POP)	-	-	-

3. Air pollution emissions	2022/2023	2023/2024	2024/2025
Volatile organic compounds (VOC)	-	101.05	44.64
Hazardous air pollutants (HAP)	-	-	-
Particulate matter (PM)	0.01	1.00	0.01
Carbon monoxide (CO)	297.81	8.69	6.65
Carbon dioxide (CO ₂)	-	-	-
Dichloromethane (CH ₂ Cl ₂)	0.36	-	-
PM 2.5	0.01	0.35	0.65
Ethyl Acetate	18.60	8.57	0.01
Particulate	2.29	3.66	1.06

⁽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)	2022/2023	2023/2024	2024/2025
Waste production			
Amount of total waste production (ton) ⁽⁹⁾	13,763	15,085	13,751
– Hazardous waste	373	880	428
– Non-hazardous waste	13,390	14,205	13,323
Recycle			
Amount of recycled waste (ton)	13,042	13,608	12,747
– Hazardous waste (ton)	49	48	38
– Reuse	25	30	26
- Onsite	-	-	-
- Offsite	25	30	26
– Recycle	24	18	12
- Onsite	-	-	-
- Offsite	24	18	12
– Non-hazardous waste (ton)	12,994	13,560	12,709
– Reuse	-	256	-
- Onsite	-	-	-
- Offsite	-	256	-
– Recycle	12,809	13,071	12,455
- Onsite	11,961	12,791	11,801
- Offsite	848	280	653

4. Waste (Disclosure 306-3, 306-4, 306-5)	2022/2023	2023/2024	2024/2025
Waste Disposal			
Amount of waste disposal (ton)	721	1,477	1,003
– Hazardous waste	325	832	390
– Non-energy-generating waste incineration	29	152	112
- Onsite	-	-	-
- Offsite	29	152	112
– Energy-generating waste incineration	199	206	241
- Onsite	-	-	-
- Offsite	199	206	241
– Landfill	80	20	14
- Onsite	-	-	-
- Offsite	80	20	14
– Physical chemistry treatment	17	453	22
- Onsite	-	-	-
- Offsite	17	453	22
– Non-hazardous waste	396	645	614
– Non-energy-generating waste incineration	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
– Energy-generating waste incineration	396	645	558
- Onsite	-	-	-
- Offsite	396	645	558
– Landfill	-	-	56
- Onsite	-	-	-
- Offsite	-	-	56

⁽⁹⁾ Total waste of all businesses

6.Environmental regulations compliance (Disclosure 307-1)	2022/2023	2023/2024	2024/2025
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)	2022/2023		2023/2024		2024/2025	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Total employees as of March 31	2,833	100	3,073	100	3,022	100
Number of employees by gender						
- Male	1,593	56.23	1,806	58.77	1,700	56.25
- Female	1,240	43.77	1,267	41.23	1,322	43.75
Number of employees by level						
Executive Level						
- Male	20	0.71	22	0.72	34	1.13
- Female	15	0.53	13	0.42	18	0.60
Management Level						
- Male	72	2.54	57	1.85	75	2.48
- Female	48	1.69	35	1.14	42	1.39
Professional and practitioner level						
- Male	1,499	52.9	1,727	56.20	1,593	52.71
- Female	1,179	41.6	1,219	39.67	1,260	41.69
Number of employees by age						
Under 30 years old						
- Male	442	15.60	637	20.73	540	17.87
- Female	361	12.74	393	12.79	428	14.16
between 30-50 years old						
- Male	1,022	36.07	1,036	33.71	998	33.02
- Female	761	26.86	762	24.80	770	25.48
Over 50 years old						
- Male	129	4.55	132	4.30	164	5.43
- Female	118	4.17	113	3.68	122	4.04

1.Employment (Disclosure 102-8, 401-1)	2022/2023		2023/2024		2024/2025	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Number of employees classified by contract category.						
Full-time employees						
- Male	1,529	53.97	1,549	49.76	1,569	51.92
- Female	1,226	43.28	1,253	40.77	1,296	42.89
Annual Contract Employee						
- Male	19	0.67	15	0.49	16	0.53
- Female	14	0.49	8	0.26	13	0.43
Outsource						
- Male	45	1.59	261	8.49	116	3.84
- Female	0	0.00	7	0.00	7	0.40
Number of employees by hire category.						
Full-time						
- Male	1,591	56.16	1,549	50.41	1,692	55.99
- Female	1,234	43.56	1,256	40.87	1,320	43.68
Part-time						
- Male	2	0.07	261	8.49	8	0.26
- Female	6	0.21	7	0.23	2	0.07
Number of employees by area						
EPG Headquarter	78	2.75	78	2.54	91	3.01
Thermal Insulation Business	704	24.85	727	23.66	750	24.82
Automotive & Accessories Business	867	30.60	1,010	32.87	931	30.81
Plastic & Packaging Business	1,163	41.05	1,237	40.25	1,228	40.64
Other Businesses	21	0.74	21	0.68	22	0.73
Number of employees by nationality						
- Thailand	2,823	99.65	3,072	99.97	3,015	99.77
- Foreign	10	0.35	1	0.03	7	0.23

1. Employment (Disclosure 102-8, 401-1)	2022/2023		2023/2024		2024/2025	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Number of disabled employees						
- Male	19	0.67	18	0.59	14	0.46
- Female	7	0.25	9	0.29	11	0.36

2. New Employment (Disclosure 401-1)	2022/2023		2023/2024		2024/2025	
	Number	Percent	Number	Percent	Number	Percent
New employees	373	13.17	365	11.88	227	7.51
By Gender						
- Male	211	56.57	160	43.84	139	61.23
- Female	162	43.43	205	56.16	88	38.77
By Age						
- Under 30 years old	291	78.02	242	66.30	169	74.44
- Between 30-50 years old	81	21.72	123	33.70	58	25.56
- Over 50 years old	1	0.27	0	0.00	0	0.00

3. Retirement (Disclosure 401-1)	2022/2023		2023/2024		2024/2025	
	Number	Percent	Number	Percent	Number	Percent
Employee Turnover Rate ⁽¹⁾	248	8.75	305	9.93	278	9.20
By Gender						
- Male	141	56.85	169	55.41	145	52.16
- Female	107	43.15	136	44.59	133	47.84
By Age						
- Under 30 years old	138	55.65	137	44.92	150	53.96
- Between 30-50 years old	98	39.52	146	47.87	109	39.21
- Over 50 years old	12	4.84	22	7.21	19	6.83
Voluntary employee leave rate	192	6.78	294	9.57	270	8.93

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

4. Maternity Leave (Disclosure 401-3)	2022/2023		2023/2024		2024/2025	
	Number	Percent	Number	Percent	Number	Percent
Employees who are eligible for maternity leave	24	0.85	23	0.75	43	1.42
Employees who return to work after maternity	19	79.17	21	91.30	35	81.00

5.Employee Development (Disclosure 404-1)	2022/2023	2023/2024	2024/2025
	Total (Hrs./person)	Total (Hrs./person)	Total (Hrs./person)
Average training hours per person a year	28.04	30.70	34.31
By Gender			
- Male	28.22	26.24	118.14
- Female	24.57	31.72	160.78
By Level			
- Executive Level	44.54	61.94	21.30
- Management Level	38.67	47.40	40.63
- Professional and practitioner level	49.17	56.71	68.18

6.Employee Management	2022/2023	2023/2024	2024/2025
Employee engagement score (percent)	58.0	43.0	49.0
Percentage of employee enroll in provident fund	58.2	54.7	57.0
Number of Labor and Human Rights Complaints (Subject)	0	0	0

Note: In the fiscal year 2023/2024, the questionnaire set has been changed according to the Thailand Best Employer standards.

2. Occupational Health and Safety ⁽¹⁾

Occupational Illness Rate (Disclosure 403-9)	2022/2023		2023/2024		2024/2025	
	Male	Female	Male	Female	Male	Female
Total working hours (hours)						
- Employee	6,977,961		7,290,491		8,077,202	
	4,293,848	2,684,113	4,316,242	2,974,249	5,092,940	2,984,262
- Contractor	88,450		130,970		305,593	
	61,119	27,331	99,687	31,283	255,104	50,489
work-related illness (persons)	0		0		0	
- Employee	0	0	0	0	0	0
- Contractor	0	0	0	0	0	0
Number of cases from injuries	38		33		34	
Injuries without work-absence	28		23		21	
- Employee	21	3	19	21	3	19
- Contractor	0	0	0	0	0	0
Injuries with work-absence	10		10		13	
- Employee	7	1	9	7	1	9
- Contractor	0	0	0	0	0	0

Occupational Illness Rate (Disclosure 403-9)	2022/2023		2023/2024		2024/2025	
	Male	Female	Male	Female	Male	Female
Number of cases from injuries	0		0		0	
- Injuries without work-absence	0	0	0	0	0	0
- Employee	0	0	0	0	0	0
Contractor	0		0		0	
- Injuries with work-absence	0	0	0	0	0	0
- Employee	0	0	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR) (Cases/1,000,000 work hours)						
- Employee	5.45		4.53		4.21	
	6.52	1.22	6.49	1.68	6.28	0.67
- Contractor	0		0		0	
	0	0	0	0	0	0
Lost-Time Injuries Frequency Rate (LTIFR) (Cases/1,000,000 work hours)						
- Employee	1.43		1.37		1.61	
	1.63	0.30	2.09	0.34	2.36	0.34
- 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	17.67		10.29		16.73	
	27.16	1.52	17.15	0.33	26.53	0
- 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)	2022/2023	2023/2024	2024/2025
The number of cases of violations of socioeconomic laws.	0	0	0
Significant fines in case of violation of socioeconomic law (Baht)	0	0	0

GRI content index

Statement of use	Eastern Polymer Group Public Company Limited has reported in accordance with the GRI standards for the period (reporting start and end dates)
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	Front Cover , 9 , 16-25	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.				
	2-2 Entities included in the organization's sustainability reporting	9					
	2-3 Reporting period, frequency and contact point	9					
	2-4 Restatements of information	No restatement					
	2-5 External assurance	9					
	2-6 Activities, value chain and other business relationships	12-13, 16-25					
	2-7 Employees	9, 143-146					
	2-8 Workers who are not employees	144					
	2-9 Governance structure and composition	56-1 One report page 155-167					
	2-10 Nomination and selection of the highest governance body	56-1 One report page143-145/ 162-163					
	2-11 Chair of the highest governance body	56-1 One report page 156-158					
	2-12 Role of the highest governance body in overseeing the management of impacts	54-60					
	2-13 Delegation of responsibility for managing impacts	44-48					
	2-14 Role of the highest governance body in sustainability reporting	9					
	2-15 Conflicts of interest	56-1 One report page 183-184					
	2-16 Communication of critical concerns	54-60					
	2-17 Collective knowledge of the highest governance body	56-1 One report page 172-174					
	2-18 Evaluation of the performance of the highest governance body	56-1 One report page 174-175					
	2-19 Remuneration policies	56-1 One report page 180-182					
	2-20 Process to determine remuneration	56-1 One report page 180-182					
	2-21 Annual total compensation ratio	56-1 One report page 180-182					
	2-22 Statement on sustainable development strategy	10-11					
	2-23 Policy commitments	26-29					
	2-24 Embedding policy commitments	26-29					
	2-25 Processes to remediate negative impacts	54-60					
	2-26 Mechanisms for seeking advice and raising concerns	49-53					
	2-27 Compliance with laws and regulations	49-53					
	2-28 Membership associations	8					
	2-29 Approach to stakeholder engagement	30-34					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	2-30 Collective bargaining agreements	56-1 One report page 112-113				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35-38	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	35-38				
Corporate Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	44-52				16.3/16.5
Ethics & Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	48-52				16.3/16.5
	205-2 Communication and training about anti-corruption policies and procedures	50-51				
	205-3 Confirmed incidents of corruption and actions taken	51				
Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	53-59				8.2/ 16.7
Product Quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	61-65				
Customer Relationship and Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	61-65				
Innovation for Sustainable Growth						
GRI 3: Material Topics 2021	3-3 Management of material topics	69-73				8.2/ 8.3/ 8.4/ 9b
Climate Resilience/Strategy						
GRI 3: Material Topics 2021	3-3 Management of material topics	77-80				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	83-85				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	85				
	302-3 Energy intensity	85				
	302-4 Reduction of energy consumption	85				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	92-95				6.3/ 6.4/ 12.2
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	94-95				
	303-3 Water withdrawal	94-95, 139-140				
	303-4 Water discharge	94-95, 139-140				
	303-5 Water consumption	94-95, 139-140				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	96-100				7.2/ 7.3/ 12.2/ 13.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	98-99, 140				
	305-2 Energy indirect (Scope 2) GHG emissions	98-99, 140				
	305-3 Other indirect (Scope 3) GHG emissions	98-99, 140				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	80, 140-141				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	96-91				12.4/ 12.5
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	86-91				
	306-3 Waste generated	89-90, 141-142				
	306-4 Waste diverted from disposal	89-90, 141-142				
	306-5 Waste directed to disposal	89-90, 141-142				
Sustainable Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75				5.2/ 8.3/ 8.7/ 8.8
GRI 204: Procurement Practice 2016	204-1 Proportion of spending on local suppliers	137				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	74-75,137				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	74-75,137				
	414-2 Negative social impacts in the supply chain and actions taken	74-75,137				
People Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	102-115				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	145				
	401-3 Parental leave	145				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	146				
	404-2 Programs for upgrading employee skills and transition assistance programs	110-114				
	404-3 Percentage of employees receiving regular performance and career development reviews	112				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	123-129				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	123-129				
	403-2 Hazard identification, risk assessment, and incident investigation	123-125				
	403-3 Occupational health services	125-126				
	403-5 Worker training on occupational health and safety	126-129				
	403-9 Work-related injuries	129, 146-147				
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	116-122				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	56-1 One report page 312-325				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	122				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	117-118				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	130-136				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	130-136				
	413-2 Operations with significant actual and potential negative impacts on local communities	132-136				
Product Responsibility						
GRI 3: Material Topics 2021	3-3 Management of material topics	61-65				
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	66				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	61-65				16.3/ 16.10
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	65				

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