



Sustainability Report  
31 March 2026



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

“Being a high moral organization with quality management.”  
“Contribution toward better 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.



# Contents

Membership .....	8
About this report .....	9
Message from the Board of Directors .....	10
EPG and Sustainable Development Goals .....	13
Target and operation performance.....	14
About EPG .....	16
EPG sustainable growth .....	26
Stakeholders .....	30
EPG sustainability topics .....	35
Materiality performance .....	39
<b>Corporate governance.....</b>	<b>43</b>
Corporate governance for sustainability .....	44
Code of conduct and regulatory compliance .....	49
Risk management .....	57
<b>Economic development.....</b>	<b>65</b>
Enhancing product and service to drive sustainable growth.....	66
Cyber security and data security .....	72
Innovation .....	76
Sustainable supply chain management.....	82
<b>Environment and resource responsibility.....</b>	<b>87</b>
Environmental impact management .....	88
Air pollution management.....	90
Resource management .....	92
Energy efficiency .....	94
Waste management .....	97
Water management .....	103
Greenhouse gas emission management.....	107
<b>Value creation for society.....</b>	<b>113</b>
Human resource management .....	114
Human Rights .....	128
Health and safety .....	136
Community development .....	144
Sustainability performance summary.....	150
GRI content Index .....	161



## Summary of Key Annual Performance 2025/2026



1

### Strengthening Corporate Governance

- ✓ Achieved an **"Excellent"** rating in the 2025 Corporate Governance assessment of Thai listed companies.
- ✓ Certified as a **3-Star CAC Change Agent** under the Thai Private Sector Collective Action Against Corruption (CAC).
- ✓ **No significant complaints** related to corporate governance or corruption.
- ✓ **100%** of business units had risk management plans covering ESG issues

2

### Driving Innovation and Economic Growth

- ✓ **34** innovation projects were submitted to competitions or developed by employees.
- ✓ **13** new patents and petty patents were registered by the Company.
- ✓ **100%** of business unit coverage for data leak prevention.
- ✓ **No** complaints related to product safety or impacts from product use.

## 3

## Environmental Stewardship and Sustainable Resource Utilization



- ✓ **No violations of environmental standards** under applicable laws and regulations.
- ✓ Reduced waste generation per production unit by **14.67%**.
- ✓ Reused or recycled **92.62%** of the Company's waste.
- ✓ Reduced groundwater and tap-water consumption by **6.50%**.
- ✓ Reduced greenhouse gas emissions (Scope 1 & Scope 2) by **17.30%**.
- ✓ Reduced greenhouse gas emissions by **9,700 tCO<sub>2</sub>e** through energy efficiency projects.
- ✓ Aeroflex Co., Ltd. was selected as a pilot company under the Corporate **Carbon Offset Promotion Program** organized by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO), in collaboration with VGreen Center.



## 4

## Creating Social Value and Responsibility

- ✓ **No significant complaints** related to labor practices or human rights.
- ✓ Achieved a Total Recordable Injury Frequency Rate (TRIFR) of **4.58**.
- ✓ Achieved an **86%** satisfaction score for the Company's community development projects.
- ✓ Conducted **109** community engagement activities.
- ✓ **100%** of critical positions had succession preparation and successor development plans in place.

## Awards Fiscal year 2025/2026 (April 2025 – March 2026)



**Eastern Polymer Group Public Company Limited and Eastern Polypack Co., Ltd., its subsidiary, receive a Royal Plaque of Recognition for supporting the Prostheses Foundation.**

Her Royal Highness Princess Maha Chakri Sirindhorn, Honorary President, graciously presided over the Board Meeting of the Prostheses Foundation under the Patronage of Her Royal Highness the Princess Mother and presented Royal Plaques of Recognition to organizations supporting the Foundation at the Prostheses Foundation Office, Mae Rim District, Chiang Mai Province.

On this occasion, executives of the Company and its subsidiaries were granted an audience to receive the Royal Plaques of Recognition as supporters of the Foundation, through the production and provision of plastic sheets used in the fabrication of prosthetic limbs for assisting persons with mobility disabilities. This reflects the Company’s commitment to creating shared value for society in a sustainable manner.



**Eastern Polymer Group Public Company Limited received the “Certificate for Excellence in Investor Relations South East Asia 2025” at the regional level at the Singapore Exchange.**

The Company received the Certificate for Excellence in Investor Relations South East Asia 2025, organized by IR Impact Awards – South East Asia at the Singapore Exchange (SGX). This award reflects the capability, expertise, and professionalism of the executives and EPG team in communicating information to stakeholders in a comprehensive, transparent, and consistent manner.

**received awards and achievements in corporate governance and sustainability.**

The Company received the SET ESG Ratings 2025 at the level of “AA”, organized by the Stock Exchange of Thailand,



reflecting strong capability in environmental, social, and governance management.

The Company received the Corporate Governance Report (CGR) 2025 rating at the level of “Excellent” (Excellent CG Scoring), organized by the Thai Institute of Directors Association, reinforcing operational standards based on good governance, transparency, and accountability.

**received ISO/IEC 27001:2022 certification, reinforcing leadership in information security.**

The Company was certified under ISO/IEC 27001:2022 by TÜV NORD, reflecting systematic information security management covering risk management, access control, and business continuity planning (BCP), to enhance confidence among customers, partners, and stakeholders, and to support sustainable growth.





## The Company and its subsidiaries

received CAC Change Agent certification at the 3-star level.

The Company and its subsidiaries, namely Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd.,

received certification as members of the “Collective Action Coalition Against Corruption of the Thai Private Sector” with the status of “Change Agent” CAC Change Agent (3 Stars), organized by the Private Sector Collective Action Against Corruption Committee. This reflects the Company’s intention to conduct business under good governance principles while promoting anti-corruption practices to business partners.

### Aeroflex Co., Ltd.

- Carbon Footprint for Organization certification (9th consecutive year) by Greenhouse Gas Management Organization (Public Organization)
- Carbon Footprint for Product certification
- Carbon Neutral certification for greenhouse gas offsetting in the event “Management Seminar 2025 ‘EPG BEYOND THE FUTURE’” by Greenhouse Gas Management Organization (Public Organization)
- Award and certificate under the CSR-DIW Continuous Awards 2023 project (12th consecutive year) by Department of Industrial Works

### Aeroklas Co., Ltd.

- FORD Q1 Certification by Ford Motor Company (Thailand) Limited
- Supplier Cost Reduction Achievement 2026 by Toyota Motor Asia Pacific Engineering & Manufacturing Co., Ltd.
- Award and certificate under the CSR-DIW Continuous Awards 2025 project (4th consecutive year) by Department of Industrial Works
- Outstanding Establishment in Labour Relations and Welfare at the national level (4th consecutive year) by Ministry of Labour
- Assessment of readiness of Thai industry under the Thailand 4.0 Index by Federation of Thai Industries
- Carbon Footprint for Organization certification (4th consecutive year) by Greenhouse Gas Management Organization (Public Organization)
- Carbon Footprint for Product certification by Greenhouse Gas Management Organization (Public Organization)
- Green Industry Level 3 certification (Green System) (Green System) by Department of Industrial Works

### Eastern Polypack Co., Ltd.

- Carbon Footprint for Organization certification (6th consecutive year) by Greenhouse Gas Management Organization (Public Organization)
- Award and certificate under the CSR-DIW Continuous Awards 2025 project (16th consecutive year) by Department of Industrial Works
- Outstanding Establishment in Labour Relations and Welfare for the year 2025 (4th consecutive year) by Ministry of Labour
- Industry 4.0 Recognition Award 2025 by National Science and Technology Development Agency
- T Mark Honour Award by Department of International Trade Promotion
- Green Industry Level 3 certification (Green System) by Department of Industrial Works

### EPG Innovation Center Co., Ltd.

- Listed as a provider of research and development in technology and innovation by Notification of the Director-General of the Revenue Department
- Ford Accreditation (Testing) 2026 – 2028 by FORD
- “Cooperation of Laboratory Materials Testing 9 items” crosscheck by Kobe Laboratory (Japan) 2026 by TOYOTA
- Certificate ISO 9001:2015 Valid from 10th August B.E.2566 (2023) – Until 9th August B.E.2569 (2026) by TÜV SÜD
- Accreditation ISO/IEC 17025:2017 Testing 0385 (Issue 10th October B.E.2566 (2023) [Scope valid from 25th July B.E.2568 (2025)] - Until 7th June B.E.2571 (2028))] by TISI
- Accreditation ISO/IEC 17025:2017 Calibration 0408 Issue 28th October B.E.2564 (2021) [Scope valid from 31th October B.E.2568 (2025) - Until 6th October B.E.2569 (2026)] by TISI

## Membership (Disclosure2-28)

### Eastern Polymer Group Public Company Limited

#### Member

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

### Aeroflex Co., Ltd

#### Member of the Advisory Committee/ Committee

- Air Conditioning Engineering Association of Thailand

#### Technical Subcommittee

- Subcommittee on Green Label Techniques in Insulation Products

#### Member

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Singapore Green Building Council
- Safety And Health At Work Promotion Association (Thailand)
- Employee confederation of Thailand
- 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
- Personnel Management Association of Thailand
- Technology Promotion Association (Thailand-Japan)
- Thai German Institute
- TAPMA-Thai AutoParts Manufacturers Association
- Automotive and Auto Parts Industry Human Resource Development Institute
- Eastern Region Industrial Relations Executives Club
- Sustainable Manufacturing Center (SMC)

### 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
- Employers' Confederation of Thai Trade and Industry

### 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, 2025, to March 31, 2026.

### 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 2025/2026, 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)

During fiscal year 2025/2026, the global economy continued to face challenges and uncertainties arising from various factors, including geopolitical tensions, volatility in energy prices, persistently high interest rates in many countries, and the escalating impacts of climate change affecting industries and global supply chains. At the same time, the world is entering a rapid technological and energy transition, particularly through the adoption of artificial intelligence (AI), automation systems, and the transition toward a low-carbon economy. These developments are becoming increasingly significant in shaping competitiveness, enhancing operational efficiency, and driving sustainable growth across industries worldwide.

Amid such circumstances, the Board of Directors recognizes the importance of sustainability governance and risk management by closely monitoring economic, technological, and Environmental, Social, and Governance (ESG) trends. This enables the Company to formulate strategic directions that strengthen resilience, competitiveness, and long-term sustainable growth. The Company remains committed to advancing technologies and innovations in polymer and plastic processing solutions to create value for customers, stakeholders, and society as a whole under its commitment of “Creating A World in Harmony with Technology and Innovation.”

In fiscal year 2025/2026 (1 April 2025 – 31 March 2026), the Company focused on driving sustainability through three key strategies as follows:

### 1. Take a Lead in Creating Innovative Products and Services

The Company places strong emphasis on continuous research and development to further enhance innovative products in response to global industrial trends focusing on energy efficiency, sustainability, and environmental impact reduction. The Company has developed innovative products to create new S-Curves while integrating technologies to improve manufacturing efficiency and operational flexibility. During this fiscal year, the Company registered 13 new patents and petty patents, launched 1 innovative product to the market, and implemented 34 innovation projects across all business groups.

- The insulation business under the Aeroflex brand continuously developed energy management solutions for buildings. Its AERO-ROOF insulation products further expanded collaboration with metal sheet roofing partners to develop prefabricated insulated roofing systems (EPDM cool rubber) under the “Smart Cool Roof System” concept, enhancing energy efficiency and supporting Green Building initiatives. In addition, the Company developed the innovative “AEROCOUSTIC-SP” sound absorption insulation product, which helps improve indoor environmental quality and enhances safety in building applications.

- The automotive parts and accessories business under the Aeroklas brand focused on developing Lightweight Polymer Solutions to support the transition toward the electric vehicle industry. During this fiscal year, the Company developed the innovative “New Sidestep” pickup truck side step, which enhances strength while reducing product weight. This innovation improves energy efficiency, reduces greenhouse gas emissions, and supports the development of environmentally friendly automotive industries.
- The plastic packaging business under the EPP brand invested in manufacturing technologies and automation systems to improve operational efficiency, enhance product quality, and increase production flexibility to better respond to customer demands.

## 2. Strive for an Innovative Organization

The Company believes that long-term competitiveness is driven by fostering an innovative organization and continuously developing employee capabilities to create value for stakeholders throughout the value chain while preparing for future industrial transformation.

During this fiscal year, the Company advanced toward becoming a Data-Driven Organization through the application of digital technologies and AI to enhance operational efficiency and internal knowledge management. In collaboration with the Institute of Field Robotics (FIBO), King Mongkut’s University of Technology Thonburi, the Company developed a Retrieval-Augmented Generation (RAG) system for knowledge management, enabling employees to access critical information more quickly and accurately while improving operational effectiveness. Aeroklas has been selected as the pilot company for the development and implementation of the RAG system, with plans to expand across the Group in the future.

In addition, the Company continues to promote an innovation-driven corporate culture through the “EPG Innovation Seeds Award,” now organized for the fourth consecutive year, providing employees at all levels with opportunities to participate in developing innovations that support business operations and the Company’s sustainability objectives.



Mr. Vachara Tuntariyanond  
Chairman of the Board of Directors

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

The Company places importance on conducting business responsibly toward the environment, society, and stakeholders throughout the supply chain. During this fiscal year, the Company collaborated with suppliers and business partners on Circular Economy and material recycling initiatives to promote efficient resource utilization and reduce environmental impacts. Furthermore, the Company encouraged suppliers to participate in the Thai Private Sector Collective Action Against Corruption (CAC) to strengthen governance standards and promote transparent business practices together.

The Company has reviewed and identified 19 material sustainability topics covering the entire value chain to align with the business context, stakeholder expectations, and global sustainability trends. Most environmental, social, and governance performance results achieved the Company’s targets, and there were no significant violations of laws, regulations, or material complaints related to governance, social, or environmental matters. The Company also remains committed to ethical business conduct while fostering an inclusive and non-discriminatory organizational culture that respects employee rights and freedoms and supports diversity, equality, and fair treatment of all personnel.

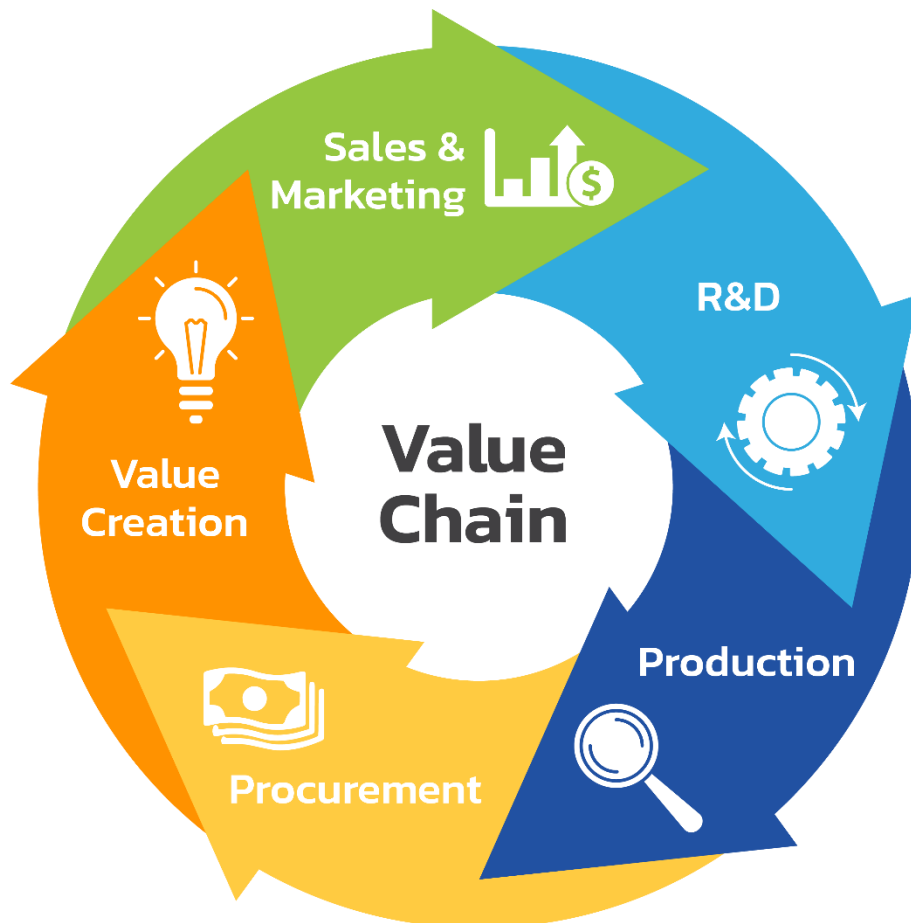
In addition, Aeroflex Co., Ltd., the Company’s subsidiary, continues to pursue its greenhouse gas emissions reduction targets and its commitment to achieving Net Zero Emissions by 2042 through improving energy efficiency, developing innovative products, and managing resources effectively to support long-term sustainable growth.

On behalf of the Board of Directors, we would like to express our sincere appreciation to all stakeholders for their continued trust and support. The Company remains committed to conducting business under the principles of good corporate governance while creating balanced economic, social, and environmental value to ensure stable and sustainable growth in the long term.



Mr. Pawat Vitoorapakorn  
Vice Chairman and Chief Executive Officer

## Value chain (Disclosure2-6)



## 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 2026 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 2026
<b>6</b> CLEAN WATER AND SANITATION 	6.3/ 6.4	- Water consumption per product unit decreased by 3.00% from fiscal year 2019/2020
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	7.2/ 7.3	- Energy consumption per product unit fell by 3.00% from fiscal year 2019/2020
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	8.2/ 8.3/ 8.4/ 8.7/ 8.8	<ul style="list-style-type: none"> <li>- The total frequency of injuries is less than 5.50.</li> <li>- The frequency of injury to stop work is 0.</li> <li>- Human rights complaints are 0.</li> <li>- 60 innovation projects initiated from employees per year.</li> </ul>
<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.4/ 9.5/ 9b	- 30 lists of patented or award-winning innovations per year
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.2/ 12.4/ 12.5	- Waste rate per product unit reduced by 12% from fiscal year 2019/2020
<b>13</b> CLIMATE ACTION 	13.1	<ul style="list-style-type: none"> <li>- Greenhouse gas emissions (Scope 1 &amp; 2) decreased by 4.00% compared to the 2021/2022 fiscal year.*</li> <li>- Greenhouse gas emissions per unit of product decreased by 2.00% compared to the 2021/2022 fiscal year.*</li> </ul>
<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.3/ 16.5/ 16.7/ 16.10	<ul style="list-style-type: none"> <li>- All business units with a comprehensive risk management plan</li> <li>- All business units are protected from leakage of personal information.</li> <li>- No violation of laws and regulations.</li> </ul>
<b>17</b> PARTNERSHIPS FOR THE GOALS 	17.16	- There are community and social development projects that support sustainable development in the country.

Note: The base year was changed from the 2019/2020 fiscal year to the 2021/2022 fiscal year. In the 2022/2023 fiscal year, Aeroklas Co., Ltd. conducted its first organizational greenhouse gas emissions assessment.

## Target and Performance

## Corporate Governance

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
<b>Code of Conduct and Laws and Regulations Compliance</b>			
Significant number of corporate governance complaints		0	0
Number of corruption complaints		0	0
<b>Risk Management</b>			
Proportion of business units with ESG risk factors	100%	100%	100%
Proportion of business units with ESG risk management plan	100%	100%	100%

## Economic Development

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
<b>Enhancing Products and Services to Drive Sustainable Growth</b>			
Customer satisfaction score			
- Aeroflex Co., Ltd. (Thermal Insulation Business)		97%	99%
- Aeroklas Co., Ltd. (Automotive & Accessories Business)		85%	88%
- Eastern Polypack Co., Ltd. (Plastic Packaging Business)		93%	93%
The number of product safety complaints or the impact of product use		0	0
<b>Cybersecurity and data security</b>			
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0
<b>Innovation</b>			
Number of patented or award-winning innovations per year	30	30	13
Number of innovative projects obtained from contests or inventions of employees per year	60	60	34
<b>Sustainable Supply Chain Management</b>			
Critical supplier's code of conduct evaluation		100%	99%
ESG critical suppliers risk assessment		100%	82%

## Environmental and Resource Care

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
<b>Environmental Impact Management</b>			
Number of standard values violations	0	0	0
<b>Air Pollution Management</b>			
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0
<b>Greenhouse Gas Emissions Management</b>			
Greenhouse gas emissions (scope 1&2) compared to base year (2021/2022)	Decreased by 4.00%	Decreased by 4.00%	Decreased by 17.30%
Greenhouse gas emission rate per product unit compared to base year (2021/2022)	Decreased by 2.00%	Decreased by 2.00%	Decreased by 24.68%
<b>Energy efficiency</b>			
Energy intensity compared to base year (2019/2020)	Decreased by 3.00%	Decreased by 3.00%	Increased by 8.62%
<b>Waste Management</b>			
Waste Generation Intensity (tons per ton of products) compared to base year (2019/2020)	Decreased by 12.00%	Decreased by 12.00%	Decreased by 14.67%
<b>Water Management</b>			
Water Intensity Compared to base year (2019/2020)	Decreased by 3.00%	Decreased by 3.00%	Increased by 32.37%

## Creating Value for society

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
<b>Employee Care and Development</b>			
Proportion key positions with a succession plan	100%		100%
Proportion of employees who complete mandatory training	> 85%		99%
Employee engagement	> 74%	> 74%	65%
<b>Human Rights</b>			
Number of significant complaints regarding Human Right violation	0	0	0
<b>Occupational Health and Safety Management</b>			
Total Recordable Injury Frequency Rate (TRIFR)	<5.50	<5.50	4.58
Lost Time Injury Frequency Rates (LTIFR)	0	0	1.53
<b>Community Development</b>			
Number of significant 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).

### 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

Our headquarter is located at 770 Moo 6 Theparak Road, Muang District, Samutprakarn 10270. (Disclosure 2-3) As of March 31, 2026, there were 3,064 employees in total (Disclosure 102-7).

## 1978



**AEROFLEX**<sup>®</sup>  
CLOSED CELL EPDM INSULATION FOR HVAC & R

Founded Eastern Polymer Industry Co., Ltd.

## 1995



Invest in Joint Venture

## 1996



Operate the business of Automotive parts and accessories



## 2001



Operate the business of plastic and packaging

## 2006



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



## 2014

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



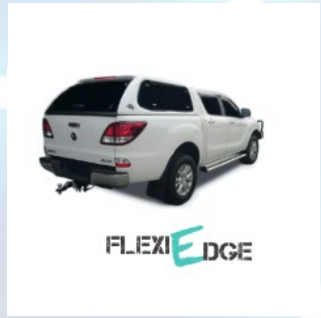
1<sup>ST</sup> TRADING DAY

## 2015



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

## 2016



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

## 2016



Aeroklas Co.,Ltd invest in Faraero

## 2021

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



## 2022

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

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



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

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.



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.

## 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.



In August 2025, the Board of Directors approved an investment by Aeroflex USA Inc., a subsidiary in the United States, to acquire land and a factory building located near its existing manufacturing facility

in Sweetwater, Tennessee, USA. The investment aims to support capacity expansion and the development of new products to meet increasing customer demand, as well as to broaden the company's international market presence. Commercial operations at the new facility are expected to commence within FY2026/27.



**EPG Core businesses**

**Thermal Insulation Business**  
**"Aeroflex"**

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

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

**AEROFLEX®**   **AEROCEL®**   **Cellflex®**

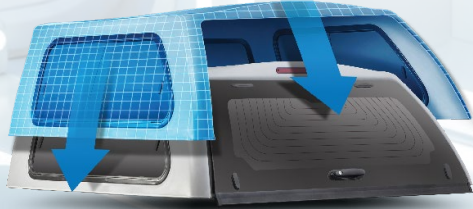
EPG have 100%-owned Aeroflex Co., Ltd. for the manufacture and distribution of thermal insulation business.

**Manufacturer**  
**in EPDM**  
**Insulation**



**We are  
Aeroklas Canopy**  
The 1<sup>st</sup> 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**

Asian's  
number

**1**





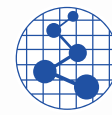
### Other supporting business

## Aeroflex Polymer Technology (Shanghai) Company limited (China)

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

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



**EPG INNOVATION  
CENTER (EIC)**

EPG Innovation Center Company Limited

**Research and Development business**

## Research and Development

### Business” EPG Innovation Center Co., Ltd.

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

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





#### 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)



100%



Manufacture & Distribution  
of Thermal Insulation



AEROFLEX CO., LTD. (AFC)



100% Aeroflex USA Inc. (AUS)



100% APS Co., Ltd. (APS)



40% ALP Aeroflex  
India Private Ltd. (AAI)



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

100%



Manufacture & Distribution  
of Automotive Parts & Accessories



AEROKLAS CO., LTD. (AEROKLAS)



100% Aeroklas USA Inc. (Aeroklas-USA)



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



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



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



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



46% ATD Alliance (Pty) Ltd



100% Aeroklas Automotive  
South Africa Pty. Ltd.



51% Faraero Co., Ltd. (Faraero)



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

100%



Manufacture & Distribution  
of Plastic and Packaging



EASTERN POLYPACK CO., LTD. (EPP)



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



100% Flexiglass Challenge Pty.  
Ltd. (AU)



60% Aeroklas Europe BV  
(Aeroklas-EU)



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

# EPG Business Structure

as of March 31, 2026

100%



Other Supporting Business

**APT**

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

100%



Research & Development



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



Joint-Venture Companies



30% **SUMIRIKO EASTERN RUBBER\*  
(THAILAND) CO., LTD. (SRK-ER)**



27% **ZEON ADVANCED  
POLYMIX CO., LTD. (ZAP)**

## EPG Business Overview

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

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

### Remark:

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

## EPG Sustainability Development

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

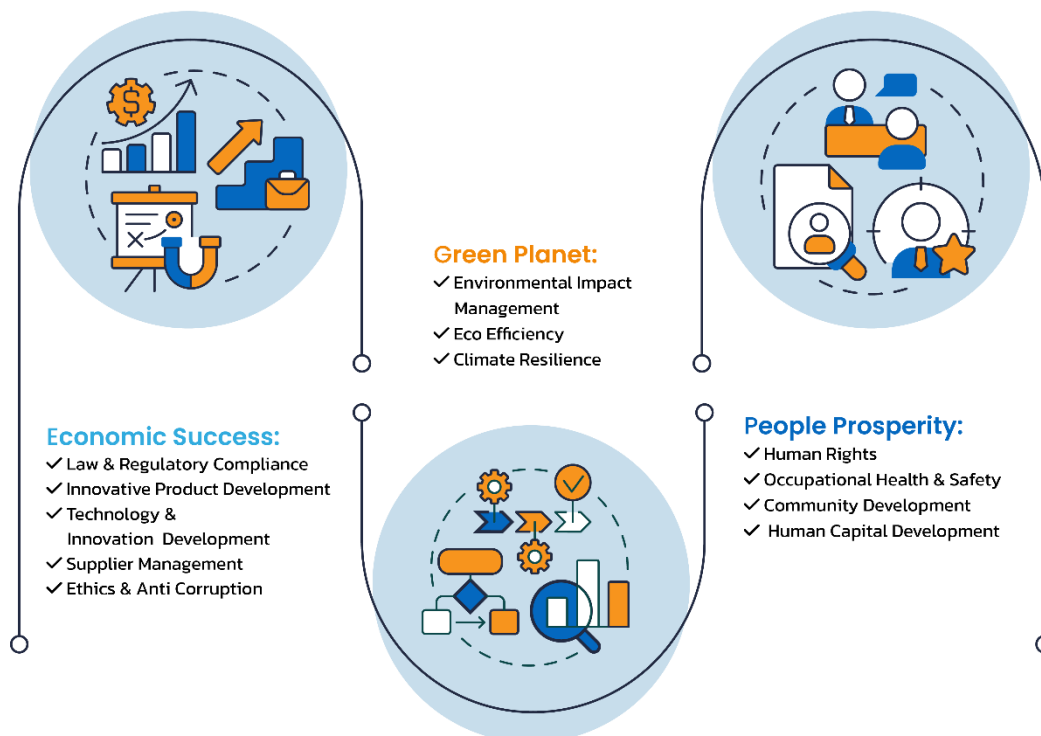
stakeholders, society, and the environment in a fair and balanced manner, in accordance with the "Once received from society, always give back to the community" resolution, so that the company can grow steadily and sustainably. The Company has announced EPG Sustainability Framework as follow;

<https://epg.co.th/wp-content/uploads/2021/10/epg-sustainable-development-policy-en-1.pdf>

# CORPORATE GOVERNANCE

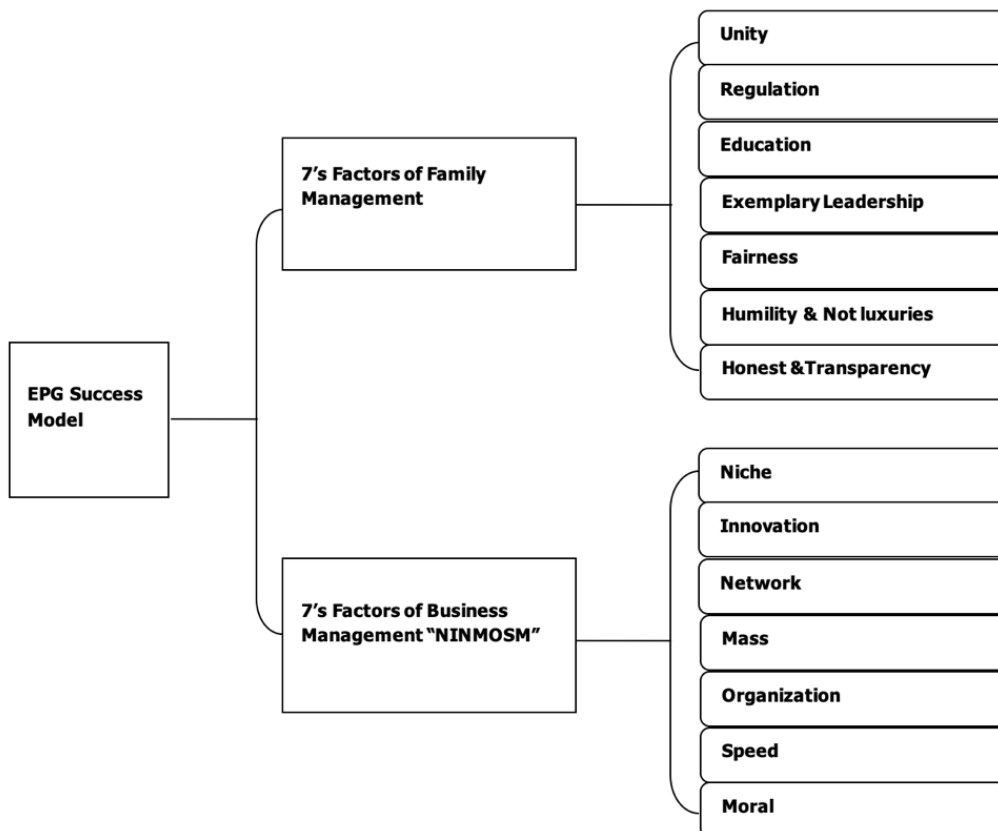
Creating A World In Harmony with Technology and Innovation

## EPG SUSTAINABILITY FRAMEWORK



### Sustainable Growth Principles and Guidelines (Disclosure 102-16)

For more than 48 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 integrates 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 trust and confidence 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).

Sustainability Strategy



<p><i>Take a lead in Creating Innovation Products and Service</i></p>	<p><i>"Focus on creating futuristic products using innovations in manufacturing and information management, as well as modern technologies to improve people's quality of life while reducing their impact on society and the environment."</i></p> <p>EPG believes that innovation is a key driver for sustainable success for the organization. We value and invest in research and innovation development, information management system and the development of innovative products and services of the core business to effectively analyze and address the needs of changing customers and consumers in order to gain competitive advantage by inventing innovative products that are unique to the company, with outstanding features and international recognition of quality and standards. As a result, EPG is prepared to deal with any risks that may arise in the future.</p>
---	---

<p><b><i>Strive for Innovative Organization</i></b></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><b><i>Enhance Partnership to Establish Co-Value Creation for Sustainable Business</i></b></p>	<p><i>“ Enhance relationships with key stakeholders such as partners, customers, employees and 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 value 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)

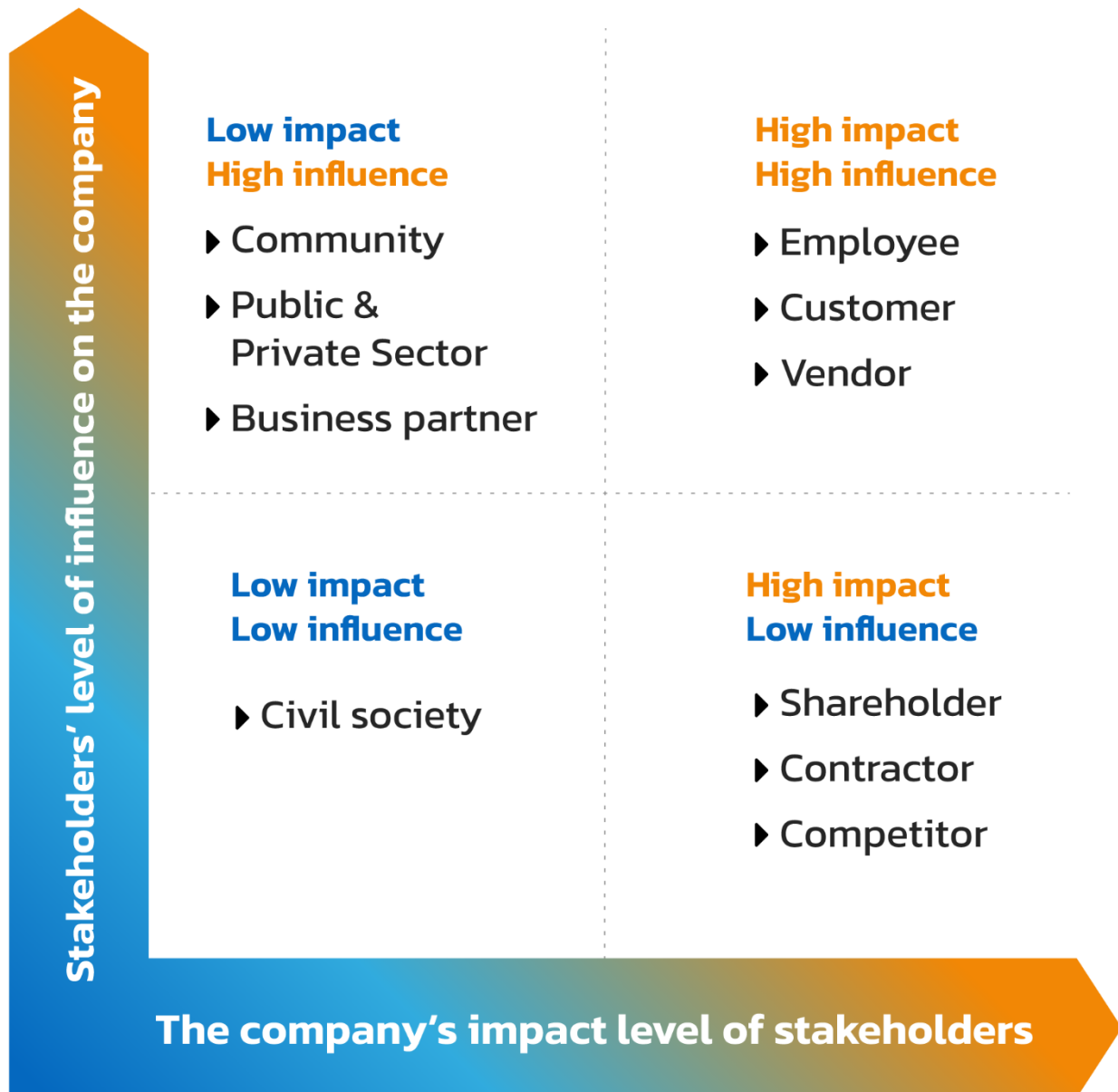
#### 1. Stakeholder analysis

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

- Stakeholder identification, EPG considers 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 2025/2026, EPG classified 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 responds to stakeholders in various forms in a balanced and reasonable manner.

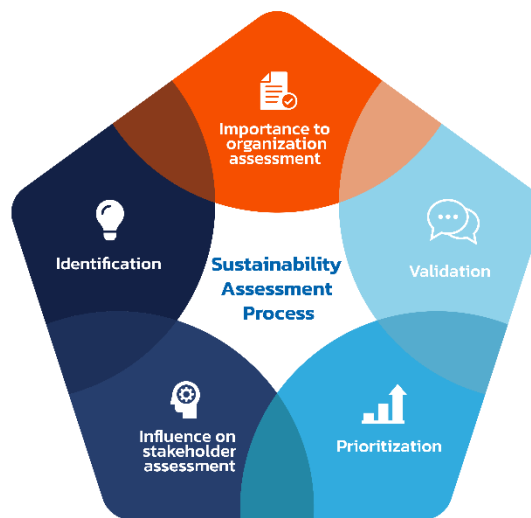
Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business responses
Employee	1. Annual employee meeting 2. Annual employee satisfaction and engagement survey 3. Annual performance assessment 4. Monthly employee meeting 5. Communication via email and social media 6. 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, 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.
		– Compliance with laws and regulations	– Responsible for customers and products with laws and regulations
Vendor	1. Vendor meeting 2. Communication via email, website and 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.

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business responses
			<ul style="list-style-type: none"> <li>– Collaborate in research and development of innovative products.</li> </ul>
Business partner	<ol style="list-style-type: none"> <li>1. Business partner meeting</li> <li>2. Subsidiaries and associates' companies' directors' meeting</li> <li>3. Communication via email, website and social media</li> <li>4. Publication on website</li> </ol>	<ul style="list-style-type: none"> <li>– Protect business confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>– Protect business confidentiality and business partner information.</li> </ul>
		<ul style="list-style-type: none"> <li>– Conduct business with integrity, fairness, and transparency.</li> </ul>	<ul style="list-style-type: none"> <li>– Comply with business ethics.</li> <li>– Create transparent and fair joint venture agreements</li> </ul>
		<ul style="list-style-type: none"> <li>– Compliance with the terms of loan and debenture agreements</li> </ul>	<ul style="list-style-type: none"> <li>– Strictly comply with the terms of loan and debenture agreements.</li> <li>– Disclose accurate and complete financial information.</li> </ul>
		<ul style="list-style-type: none"> <li>– Effective risk management</li> </ul>	<ul style="list-style-type: none"> <li>– Manage corporate risks economically, socially, and environmentally.</li> </ul>
Contractor	<ol style="list-style-type: none"> <li>1. Contractor meeting</li> <li>2. Communication via email, website and social media</li> <li>3. Complaint channels</li> </ol>	<ul style="list-style-type: none"> <li>– Treat contractors with human rights principles.</li> </ul>	<ul style="list-style-type: none"> <li>– Treat contractors fairly and equally according to human rights principles.</li> </ul>
		<ul style="list-style-type: none"> <li>– Transparent, fair, and accountable procurement</li> </ul>	<ul style="list-style-type: none"> <li>– Conduct business with good governance and business ethics.</li> <li>– Improve procurement policies and practices to ensure sustainability in the supply chain.</li> </ul>
Public & private sector	<ol style="list-style-type: none"> <li>1. Occasional meeting</li> <li>2. Support on government initiatives</li> <li>3. Government working group participation</li> <li>4. Company visit</li> <li>5. Communication via email, website and social media</li> <li>6. Publication on website</li> <li>7. Information disclosure upon request</li> </ol>	<ul style="list-style-type: none"> <li>– Compliance with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>– Strictly comply with laws and regulations.</li> </ul>
		<ul style="list-style-type: none"> <li>– Good Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>– Conduct business transparently with good governance.</li> <li>– Transparent disclosure of all operational information</li> </ul>
		<ul style="list-style-type: none"> <li>– Social and environmental impact management from the company's business operations</li> </ul>	<ul style="list-style-type: none"> <li>– Minimize the negative social and environmental impacts from business operations.</li> </ul>
		<ul style="list-style-type: none"> <li>– Corporate Greenhouse Gas Emissions Disclosure</li> </ul>	<ul style="list-style-type: none"> <li>– Prepare greenhouse gas emissions data and certified by international standards.</li> </ul>

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, website and 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 accordance 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, website and 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 legal compliance	– Conduct business with integrity and business ethics, and compliance with laws and regulations.
Civil society	1. Communication via email, website and 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 Materiality 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 and external issues, which embraced stakeholders' importance and influences, economic, social, environmental and corporate governance.



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

In 2025/2026, 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 Issues)	Environment (5 Issues)	Society (6 Issues)
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 at 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 at 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

Following the assessment of the significance and impacts under Item (2), the Company prioritized all 19 sustainability topics using the Double Materiality principle and mapped them into a Materiality Matrix in accordance with the Global Reporting Initiative (GRI Standards) guidelines, comprising the following dimensions:

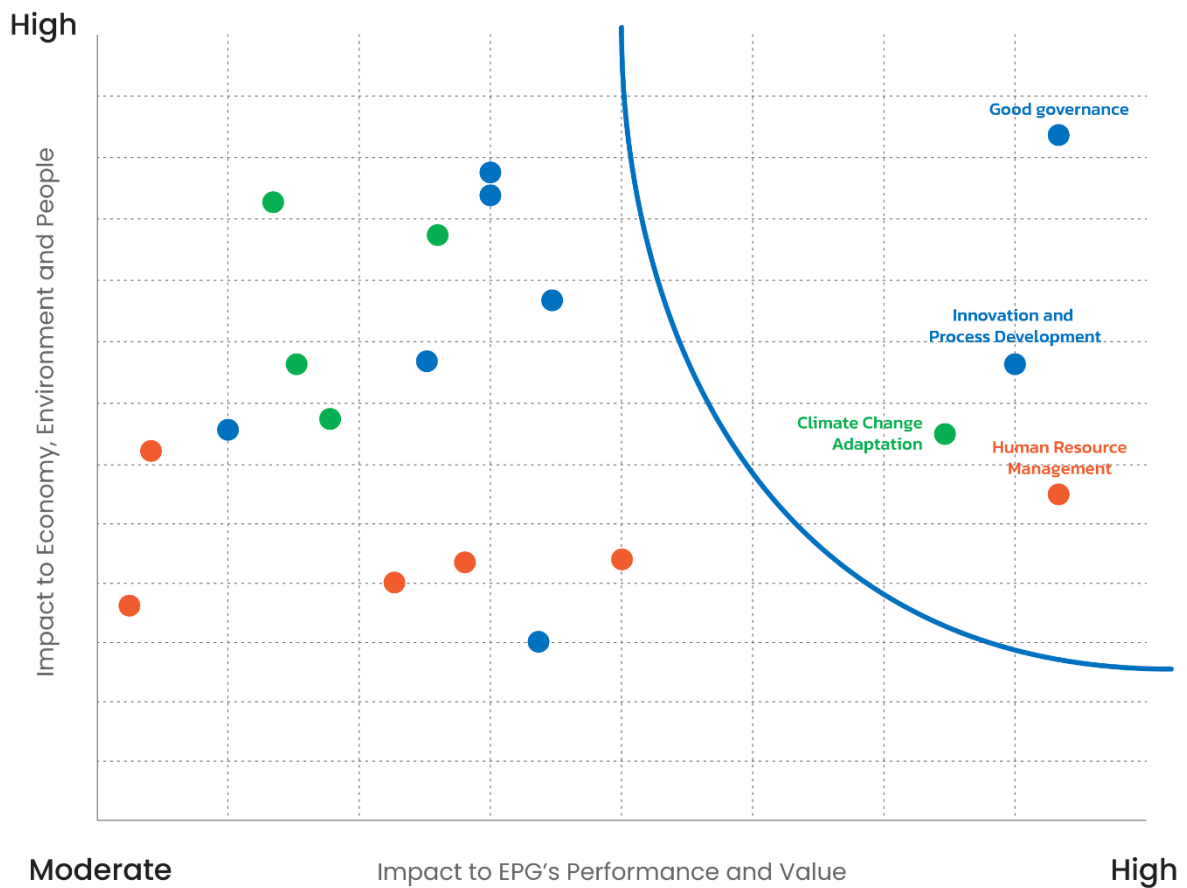
- The vertical axis (Y-axis) represents the level of impact that the Company's business operations have on the economy, environment, and people (including stakeholders).
- The horizontal axis (X-axis) represents the level of impact that sustainability issues have on the Company's business operations and its ability to deliver value in line with its sustainability commitments.

## 4. Reasoning

The 19 key materiality issues have been approved by the Sustainability and Corporate Governance committee/ the Executive Committee 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)

Materiality Topic	Reported Chapter	Impact Boundary	GRI Topic	Topic-Specific Disclosure	SDGs	Page	
Corporate Governance and Economic	- Corporate Governance for Sustainability - Code of Conduct and Regulatory Compliance	Employees / Shareholders	GRI 102: General Disclosure	102-18	Governance Structure and Composition	16.3/16.5	44-56
				102-20			
				102-27	Highest Governance Body's Competencies and Performance Evaluation		
				102-28			
	Ethics and Anti-corruption	Employees / Shareholders / Business Partners / Contractors	GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies	16.3/16.5	49-56
				205-3	Confirmed incidents of corruption and actions		
	Risk Management	Employees / Shareholders	Risk Management	EPG Indicator	Proportion of business units with ESG risk management plan	8.2/16.7	57-64
				418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		72-75
	Innovation and Process Development	Employees / Suppliers / Customers / Business Partners	GRI 418: Customer Privacy 2016	EPG Indicator	จำนวนผลิตภัณฑ์นวัตกรรมที่ออกจำหน่ายต่อปี	8.2/8.3/8.4/9.b/12	76-81
	Quality of Products and Services	Employees / Customers	Enhancing Products and Services to Drive Sustainable Growth	EPG Indicator	Quality assurance and standards of products and services	3/9/12	66-71
Customer Engagement	Employees / Customers	Enhancing Products and Services to Drive Sustainable Growth	EPG Indicator	Customer Satisfaction Score		66-71	
Supply Chain Management	Employees / Suppliers / Business Partners	GRI 204: Procurement Policy	204-1	Proportion of spending on local suppliers	5.2/8.3/8.7/8.8	82-85	
			308-1	New suppliers that were screened using environmental criteria			
			414-1	New suppliers that were screened using social criteria			

Materiality Topic	Reported Chapter	Impact Boundary	GRI Topic	Topic-Specific Disclosure	SDGs	Page
Value Creation for Society	- Human Resource Management	Employees	GRI 401: Employment	401-1 New employee hires and employee turnover 401-3 Parental leave	5.1/8.5/10.5	114-127
	- Human Resource Development	Employees	GRI 404: Training and Education	404-1 Average hours of training per year per employee	4.4/8.2/8.5	114-127
	- Human Rights	Employees / Customers / Suppliers / Communities and Society	GRI 412: Human Right Assessment	412-2 Employee training on human rights policies or procedures	8.7/8.8/10.2/10.3	128-135
	- Health and Safety	Employees / Suppliers / Contractors / Communities and Society	GRI 403: Occupational Health and Safety	403-9 Work-related injuries	3.4/3.9/8.8/16.1	136-143
	- Community Development	Employees / Communities and Society	GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	3.4/3.6/4.4/4.5/4.b/6.6/8.3/15.2/15.4/17.17	144-149
	- Customers' Responsibility and Product Stewardship	Employees / Customers	GRI 416: Customer Health and Safety	EPG indicator The number of product safety complaints or the impact of product use.		66-71

Materiality Topic	Reported Chapter	Impact Boundary	GRI Topic	Topic-Specific Disclosure	SDGs	Page
Environment and Resource Responsibility	- Risk Management - Environmental Impact Management - Resource Efficiency	Employees / Communities and Society	Risk Management Environmental Impact Management	EPG indicator Proportion of business units with ESG risk management plan Number of standard values violations		57-64 , 87-93
	- Energy Efficiency	Employees / Communities and Society	GRI 302: Energy	302-1 Energy consumption within the organization 302-3 Energy Intensity	7.2	94-96
	- Sustainable Waste Management	Employees / Suppliers / Communities and Society	GRI 306: Waste 2020	306-3 Waste generation 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	12.4/12.5	97-102
	- Water Management	Employees / Communities and Society	GRI 303: Water and Effluents 2018	303-3 Water Withdrawal 303-4 Water discharge 303-5 Water Consumption	6.3/6.4/ 12.2	103-106
	- Greenhouse Gas Emission Management	Employees / Communities and Society	GRI 305: Emission 2016	302-3 Energy Intensity 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions	7.2/7.3/12.2/13.1	107-112





Governance

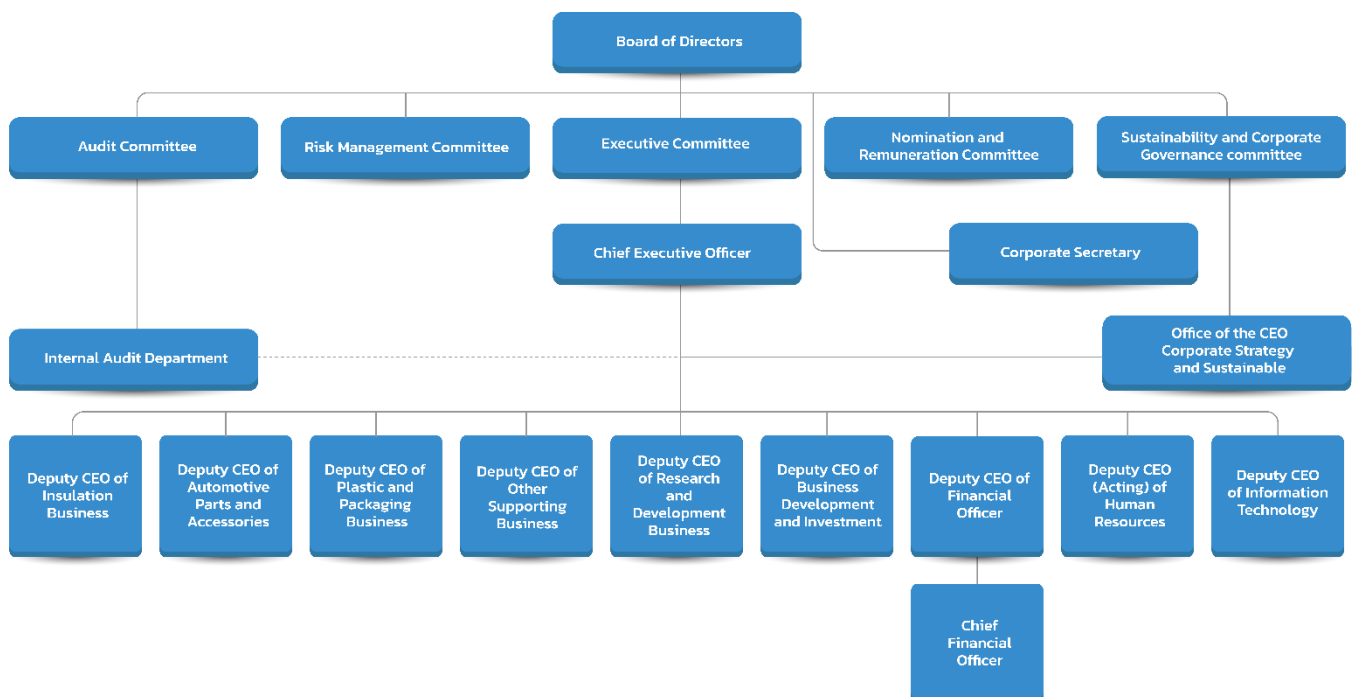


## Corporate Governance for Sustainability

The Company regards good corporate governance as a fundamental foundation and a key mechanism for achieving stable, long-term growth. It places strong emphasis on conducting business within an effective governance framework, adhering strictly to ethical principles, and complying with applicable laws, regulations, the Code of Conduct, and related policies. To this end, the Company has integrated its governance structure, management processes, and internal control systems to ensure that operations are efficient, transparent, and verifiable. This approach takes into account responsibilities toward stakeholders throughout the value chain, while simultaneously creating shared value for society and ensuring comprehensive environmental governance, thereby supporting the Company’s journey toward becoming a truly sustainable organization.

### Corporate Governance Guidelines

The Company is committed to conducting its business responsibly, transparently, and fairly toward all stakeholder groups, while also taking responsibility for environmental impacts. It has clearly defined the roles and responsibilities of the Board of Directors, management, and relevant functions, supported by structured governance and performance monitoring mechanisms. This includes effective risk management and internal control systems to prevent and mitigate risks that may affect the organization. The Company has established a Corporate Governance Policy based on the Corporate Governance Code for Listed Companies (CG Code 2017) issued by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand. This policy serves as a unified guideline for the Board of Directors, executives, and employees to ensure consistent practices across the organization. It also fosters an efficient, transparent, and accountable management system, while encouraging all employees to perform their duties with a strong sense of responsibility toward stakeholders and a commitment to continuous improvement—thereby enhancing the credibility and sustainability of both the business and society as a whole. The Company has established a sustainability governance structure as follows (Disclosure 2-9):



The Board of Directors serves as the leader of the organization, with roles and responsibilities in setting the vision, direction, mission, and strategies, as well as overseeing business operations to achieve the Company’s objectives and key goals. The Board also supervises the management of economic, social, and environmental risks to ensure appropriateness and effectiveness, thereby promoting sustainable growth, value creation, and strengthening confidence and credibility among all stakeholder groups.

The Board comprises a total of nine directors, including four independent directors and five executive directors. The Chairman of the Board is an independent director. The number and qualifications of independent directors are in compliance with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand. All directors are appointed through a nomination process that considers legal qualifications and criteria prescribed by the SEC. The Nomination and Remuneration Committee has established effective selection criteria and processes to ensure that the Board consists of individuals with diverse qualifications, knowledge, expertise, and experience, enabling them to perform their governance duties effectively and deliver maximum benefits to the organization and all stakeholders. The Board of Directors meets regularly on a quarterly basis to monitor the Company’s performance.

#### **The Board of Directors’ Performance Assessment** (Disclosure 2-18)

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

	The Board of Directors		Sub-Committee	
	Each team	Individual	Each team	Individual
Performance Assessment 2025/2026	“Excellent”	“Excellent”	“Excellent”	“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 2025/26, there was development in the capabilities of the company's board of directors as indicated in Form 56-1 One Report dated March 31, 2569, 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, 2569, which is available at <https://investor.epg.co.th/en/home> in the investor documents section.

## Corporate Governance for Sustainability



The Company places strong importance on the participation of all sectors within the organization in driving its sustainability agenda. Accordingly, it ensures that the Board of Directors, management, and employees work collaboratively, while fostering awareness, understanding, and a strong organizational culture that supports the effective implementation of sustainability practices.

The Board of Directors establishes sustainability policies, goals, and development frameworks, oversees their implementation, and monitors progress and performance to ensure that the Company achieves its defined objectives. The Executive Committee is assigned to supervise key sustainability-related functions and ensure that operations are carried out in alignment with the established framework. In addition, the Company has appointed a Sustainability Development Working Committee to further drive sustainability initiatives in a concrete and effective manner. This committee comprises executives and representatives from all business units across the Company and its subsidiaries. The Office of Corporate Strategy and Sustainability is responsible for implementing policies from the Board and the Chief Executive Officer, overseeing and working in coordination with the Sustainability Development Working Committee, and reporting progress to the Chief Executive Officer and the Board, respectively.

The roles and responsibilities of the Sustainability Development Working Committee are as follows:

- To establish processes for sustainability development, collect performance data from the Company and its subsidiaries, and conduct stakeholder and materiality analyses. This enables the Company to communicate, build understanding, and learn about key issues important to stakeholders, ensuring appropriate management to maintain competitiveness.
- To enhance employees' knowledge and understanding, enabling them to implement sustainability initiatives in accordance with international standards.
- To propose sustainability targets and report performance outcomes to the Executive Committee and the Board of Directors, respectively, including analyzing and evaluating sustainability data against set targets. This supports the Company in improving operational efficiency, reducing risks, and identifying opportunities to increase revenue or reduce costs.

- To prepare the Company's sustainability report, as well as monitor, review, and continuously plan improvements in sustainability performance.

## Performance

The Sustainability and Corporate Governance Committee convened a total of four meetings, while the Board of Directors held one meeting to monitor sustainability performance and to review and enhance the effectiveness of corporate governance mechanisms for sustainability.

During the fiscal year, the Board of Directors reviewed the Code of Conduct and revised the Corporate Governance Policy. The Board subsequently approved the updated Code of Conduct on 17 March 2025 and the revised Corporate Governance Policy on 12 February 2026, with the aim of further strengthening the Company's ability to develop and create sustainable value in the future.

In addition, the Board reviewed the Anti-Corruption Policy and resolved to continue using the Company's Anti-Corruption Policy (1st revised edition, dated 10 February 2023), as it remains appropriate and aligned with the Anti-Corruption Assessment Framework Version 4.0.

Revised Policy 2025/2026
Code of Conduct
Corporate Governance Policy
Anti-Corruption Policy
Corporate Sustainability Policy
Supplier Code of Conduct

In addition, the Company encourages regular training and refresher programs on topics related to corporate sustainability development.

In the fiscal year 2025/2026, the Company undertook the following actions:

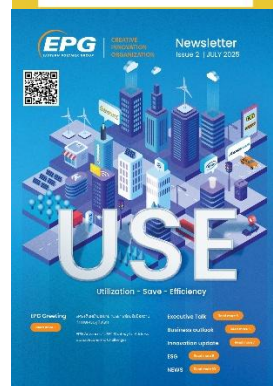
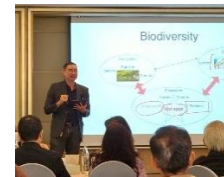
- The Board of Directors' meeting included an agenda item to acknowledge a circular regarding guidelines to enhance and strengthen the roles of internal auditors and internal control systems.
- To ensure that directors remain informed of up-to-date developments, the Company Secretary reported significant regulatory updates, including circulars from the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand regarding revisions to rules on material transactions and related party transactions for listed companies.
- Members of the Nomination and Remuneration Committee attended the **Board Nomination and Compensation Program (BNCP)** organized by the Thai Institute of Directors Association.



- Members of the Sustainability and Corporate Governance Committee attended the “ESG in the Boardroom: A Practical Guide for Board” program organized by the Thai Institute of Directors Association.
- The Company organized its Annual Academic Seminar 2025.
- The Company conducted internal training on “PDPA for Management” (Personal Data Protection Law) for directors, executives, and employees.
- The Company conducted internal training on “IFRS: Sustainability & Financial Risk for Executives” for directors, executives, and employees to enhance preparedness in sustainability management and disclosure in accordance with the relevant standards, namely IFRS S1 and IFRS S2.
- Employees were assigned to participate in the ESG Scholarship Program 2025 organized by the Stock Exchange of Thailand.
- The Company disseminated knowledge on corporate sustainability development through its Facebook page and newsletters.



ตามพระราชบัญญัติคุ้มครองข้อมูลส่วนบุคคล พ.ศ. 2562 (PDPA) กำหนดให้องค์กรต้องเก็บ รวบรวม ใช้ และเปิดเผยข้อมูลส่วนบุคคลอย่างถูกต้องและปลอดภัย เพื่อปกป้องสิทธิของเจ้าของข้อมูลและลดความเสี่ยงทางกฎหมาย ด้วยเหตุนี้ จึงได้จัดอบรมสำหรับผู้บริหาร ซึ่งเป็นผู้มีความสำคัญอย่างยิ่ง ในการกำหนดนโยบาย แนวปฏิบัติ การตรวจสอบ ตลอดจนสนับสนุนให้เกิดการพัฒนาพนักงาน เพื่อสร้างความตระหนักรู้เกี่ยวกับการคุ้มครองข้อมูลส่วนบุคคลภายในองค์กร





## Code of Conduct and Laws and Regulations Compliance

The Company recognizes business ethics governance, anti-corruption, and legal compliance as integral components of its operations. These are embedded within its management systems and internal control processes to effectively manage governance risks, enhance transparency, and maintain stakeholder confidence throughout the supply chain.

	Goal FY 2025/2026	Performance FY 2025/2026
<b>Code of Conduct and Laws and Regulations Compliance</b>		
Significant number of corporate governance complaints	0	0
Number of corruption complaints	0	0

### Management Guidelines



The Company's management approach emphasizes the establishment of clear policies and practices covering anti-corruption, prevention of conflicts of interest, and compliance with applicable laws. Continuous communication and awareness-building are conducted for employees, business partners, and stakeholders to ensure clear understanding and practical implementation. In addition, assessments are carried out to evaluate knowledge and understanding, ensuring that all parties can comply accurately and in alignment with relevant requirements.

The Company has established and disclosed its Corporate Governance Policy, Code of Conduct, and Anti-Corruption Policy, which are aligned with the business environment and consistent with widely accepted standards and regulatory requirements. These policies are based on the principles of good corporate governance for listed companies, in accordance with the Securities and Exchange Act B.E. 2535 (1992). They define the standards of conduct and expected behavior for the Board of Directors, executives, and employees of the Company and its subsidiaries in conducting business and performing their duties.

These policies are reviewed annually by the Sustainability and Corporate Governance Committee and the Board of Directors. In the fiscal year 2025/2026, the Sustainability and Corporate Governance Committee Meeting No. 4/2025, held on 11 December 2025, reviewed the Corporate Governance Policy, Code of Conduct, Anti-Corruption Policy, and other related policies, and subsequently proposed them for consideration at the Board of Directors Meeting No. 1/2026 on 12

February 2026. Following approval, the Company disseminated these policies via its intranet and corporate website to ensure that executives and employees of the Company and its subsidiaries understand and apply them as operational guidelines, while also enabling stakeholders—such as business partners, customers, and communities—to be informed of the Company’s business practices.

The Company requires the Board of Directors, executives, and employees of both the Company and its subsidiaries to strictly comply with these policies and the Code of Conduct. Executives at all levels are expected to act as role models, emphasizing ethical conduct and strict adherence to applicable laws and regulations. The Company conducts its business with responsibility toward all stakeholders, promotes integrity, and actively opposes corruption, thereby fostering a strong organizational culture.

Further details of the Corporate Governance Policy, Code of Conduct, and Anti-Corruption Policy can be found on the Company’s website under the Corporate Governance section via the link below.

#### **Corporate Governance Policy**

<https://www.epg.co.th/wp-content/uploads/2026/03/EPG-CG-Policy-12-02-2026-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](https://www.epg.co.th/wp-content/uploads/2024/03/Anti-CorruptionPolicy_EN.pdf)

#### **Communication and Awareness Building**

- The Company requires all departments to monitor changes and emerging trends in laws and regulations relevant to its business operations. This includes gathering information and analyzing potential risks and impacts arising from such changes. Each department is required to conduct corruption risk assessments and review risk activities on an annual basis.
- The Company communicates its Corporate Governance Policy, Code of Conduct, and Anti-Corruption Policy through its intranet and corporate website. These are also incorporated into new employee orientation programs and refresher training sessions conducted at least once a year. In addition, the Company has established policies on giving and receiving gifts, assets, sponsorships, and other benefits, as well as anti-corruption control measures and guidelines on acceptable value thresholds. These measures ensure that executives and employees are kept informed of up-to-date requirements and help mitigate risks of non-compliance with the Code of Conduct, Anti-Corruption Policy, and applicable laws and regulations.
- The Company provides guidance and consultation to relevant personnel within the Company and its subsidiaries to ensure consistent understanding and proper implementation of policies and practices.
- The Company has developed a Supplier Code of Conduct to encourage its suppliers and business partners to operate responsibly with respect to economic, social, and environmental considerations, in alignment with the Company’s Code of Conduct and Anti-Corruption Policy. This supports sustainable and high-quality growth together. Further details of the Supplier Code of Conduct can be found on the Company’s website under the Corporate Governance section via the link below.

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

## Anti-Corruption Measures

- Anti-Corruption Governance Structure

### Board of Directors

### Management

### Employee

- **Create and revise policies and procedures in a timely and effective manner.**
- **Control internal processes, risk management and regulations compliance and preventative procedures**
- **Monitor performance on regular basis**

- **Establish anti-corruption guidelines**
- **Supervise communication and educate employee at all levels**
- **Supervise employee compliance and report violations or incidents of corruption to supervisors.**

- **Follow the company's policies, rules regulation and guidelines**
- **In case of any violations or noncompliance with policies and regulations report via EPG whistleblowing Channels.**

- The Company conducts organization-wide corruption risk assessments by requiring all departments to assess fraud risks across all activities. This covers corruption, asset misappropriation, financial statement manipulation, and risks involving intermediaries. Each assessment evaluates likelihood, impact, and risk level, with appropriate control measures established. High-risk areas are subject to comprehensive controls to reduce risks to an acceptable level and are reviewed annually. In parallel, the Internal Audit function reviews the effectiveness of internal control systems and risk management, examines relevant data and documentation, and provides recommendations while reporting to the Audit Committee.
- The Company and its subsidiaries continuously communicate and build awareness of anti-corruption policies and practices among executives and employees. Communication is conducted through multiple channels, including new employee orientation programs, annual refresher training, pre- and post-training assessments, e-learning platforms, video media, internal signage, desktop display communications, HR Weblive, intranet, LINE application, email, corporate website, EPG Facebook, departmental/ monthly management meetings, and informational brochures. These efforts aim to ensure that employees are aware of and committed to anti-corruption practices, fostering a strong organizational culture.
- Compliance with anti-corruption practices is monitored and evaluated by the Internal Audit function, which assesses internal controls, risk management, and corporate governance processes. Audits are conducted in accordance with the annual audit plan approved by the Audit Committee, and findings are reported to the Audit Committee along with appropriate recommendations.
- The Company disseminates and communicates its Anti-Corruption Policy, No Gift Policy, and guidelines on giving and receiving gifts—particularly during festive seasons and other occasions—to executives, employees, and relevant external parties such as business partners, customers, and government agencies. This ensures awareness

of the Company’s policies and proper practices, helps prevent conflicts of interest, and promotes fairness and transparency in business dealings.



- The Company communicates its Anti-Corruption Policy to new business partners or agents by requiring acknowledgment through the signing of an “Anti-Corruption Policy Acknowledgment Form,” as well as through procurement-related communications. This reinforces the Company’s commitment to conducting business with integrity and transparency, and ensures strict adherence to the policy.
- Aeroklas Co., Ltd. and Eastern Polypack Co., Ltd. have organized training sessions to communicate and enhance understanding of anti-corruption policies and practices among suppliers and contractors.



- The Company also disseminates anti-corruption information and awareness through EPG Facebook.



**Whistleblowing and Complaint Handling Process**




The Company has established a **Whistleblowing Policy** and provides multiple secure communication channels for employees and external parties to seek advice, report concerns, provide suggestions, or lodge complaints regarding any suspected

misconduct or violations of laws, regulations, corporate governance principles, the Code of Conduct, Anti-Corruption Policy, or other Company policies. This includes all forms of corruption involving directors, executives, and employees.

The Company ensures the protection of the rights and safety of whistleblowers. Information provided is treated with strict confidentiality and accessible only to authorized personnel responsible for investigating the reported issues. Clear disciplinary measures are established for violations. All complaints are processed in accordance with the procedures defined in the Anti-Corruption Policy, as disclosed on the Company's website under the Corporate Governance section.

In the fiscal year 2025/2026, management reported to the Executive Committee that there were no significant corporate governance complaints and no cases of corruption reported.

#### 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 " <b>confidential document</b> ".
	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



Further details of the Whistleblowing Policy and the complaint handling process are provided in the Anti-Corruption Policy, as disclosed on the Company’s website under the Corporate Governance section.

**Performance Highlights in FY 2025/2026**

- The Company received the “**Certificate for Excellence in Investor Relations South East Asia 2025**” at the regional level from the IR Impact Awards – South East Asia, held at the Singapore Exchange (SGX). This recognition reflects the capability, expertise, and professionalism of the Company’s management and team in delivering comprehensive, transparent, and consistent communication to stakeholders, covering operational performance, business strategy, and future growth direction—key factors in strengthening confidence among shareholders and both domestic and international institutional investors.
- The Company achieved a **SET ESG Ratings score of “AA”** for 2025 from the Stock Exchange of Thailand.
- The Company received an “**Excellent**” rating in the **Corporate Governance Report (CGR) 2025** from the Thai Institute of Directors Association.
- The Company achieved a score of **97 out of 100** in the **2025 Annual General Meeting (AGM) Quality Assessment (AGM Checklist)** conducted by the Thai Investors Association.

These awards and assessment results reflect the Company’s commitment to good corporate governance, transparency, accountability, and responsibility toward all stakeholders, as well as its ongoing dedication to advancing sustainable business practices.



## Summary of Anti-Corruption Training and Knowledge Assessment

Fiscal Year 2025/2026

Company	Target Group	Target (%)	Performance (%)	Employees Completing Training/Assessment (%)	Status
Eastern Polymer Group Public Company Limited	Employees in high-risk functions (Procurement)	100%	100%	100%	Achieved
Aeroflex Co., Ltd.	Employees and executives at all levels	100%	100%	100%	Achieved
Aeroklas Co., Ltd.	Employees and executives at all levels	70%	75%	100%	Achieved
Eastern Polypack Co., Ltd.	Employees and executives at all levels	100%	85%	100%	Near Target

## Notes:

- Assessments are conducted in multiple formats to ensure alignment with employees' job functions, including written examinations and testing via the Company's intranet and e-learning systems. A passing score of 100% is required. The training content covers the Anti-Corruption Policy, guidelines for handling suspected misconduct, and secure whistleblowing channels.
- Eastern Polypack Co., Ltd. achieved an overall performance rate of 85%, close to its target. Departments exposed to higher corruption risks, such as procurement and sales, achieved 100% training completion.
- All new employees (100%) completed training on Corporate Governance, the Code of Conduct, and Anti-Corruption as part of the orientation program. This ensures proper understanding of the Company's policies, business ethics, anti-corruption control measures, and appropriate practices (Disclosure 205-2).
- The Company requires employees in high-risk functions, particularly procurement, to complete anti-corruption training and pass knowledge assessments at 100%. All employees in these functions successfully met the required criteria.

In addition, the Company reports updates on regulatory changes related to corporate governance to the Board of Directors and provides relevant training, as follows:

- The Company reported to the Board of Directors to acknowledge a circular letter regarding guidelines to enhance and strengthen the roles of internal auditors and internal control systems.
- The Company organized training on the roles and responsibilities of executives (4-Level framework) and executive reporting obligations for directors, executives, and relevant personnel, conducted by the Company's legal advisor. This aims to enhance knowledge, understanding, and awareness of executive responsibilities, particularly for the first four executive levels, and to ensure proper compliance with applicable laws.

- The Company did not receive any whistleblowing reports or complaints related to corporate governance, violations of the Code of Conduct, or corruption (Disclosure 205-3). There were no incidents of non-compliance with economic and social laws and regulations (Disclosure 419-1), nor environmental regulations (Disclosure 307-1). No significant fines were imposed on the Company or its subsidiaries. The Company maintains a whistleblower protection policy, ensuring confidentiality of personal information and restricting access to authorized personnel only, except where disclosure is required by law. Details of the Anti-Corruption Policy are available on the Company's and subsidiaries' websites ([www.epg.co.th](http://www.epg.co.th) / [www.aeroflex.co.th](http://www.aeroflex.co.th) / [www.aeroklas.com](http://www.aeroklas.com) / [www.eppcup.com](http://www.eppcup.com)).
- The Company and its subsidiaries—Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd.—have been certified as members of the Thai Private Sector Collective Action Against Corruption (CAC) at the “Change Agent” level (3-star). This reflects their role in expanding transparent business practices across the supply chain by promoting anti-corruption systems, reducing risks, and fostering sustainable supply chains. The Company communicates its Anti-Corruption Policy to all business partners, requiring acknowledgment and adherence prior to engaging in transactions, and strictly prohibits the giving or receiving of any benefits in exchange for undue advantages



- The Company and Aeroklas Co., Ltd. are among the first 50 companies to participate in the “Speak Up Against Corruption” initiative. This program aims to raise awareness among companies, executives, and employees regarding appropriate whistleblowing channels, as well as the roles and importance of reporting corruption-related misconduct. Participation in this initiative contributes to tangible efforts in reducing corruption at the national level.



- Eastern Polypack Co., Ltd. received a certificate for the renewal of its membership in the Thai Private Sector Collective Action Against Corruption (CAC) from the CAC Council (4th renewal cycle).
- The Company and its subsidiaries have also applied for renewal of their CAC membership. The Company has completed its 3rd renewal, while Aeroflex Co., Ltd. and Aeroklas Co., Ltd. have completed their 4th renewal, reflecting their strong commitment and determination to operate as anti-corruption organizations.



## Risk Management

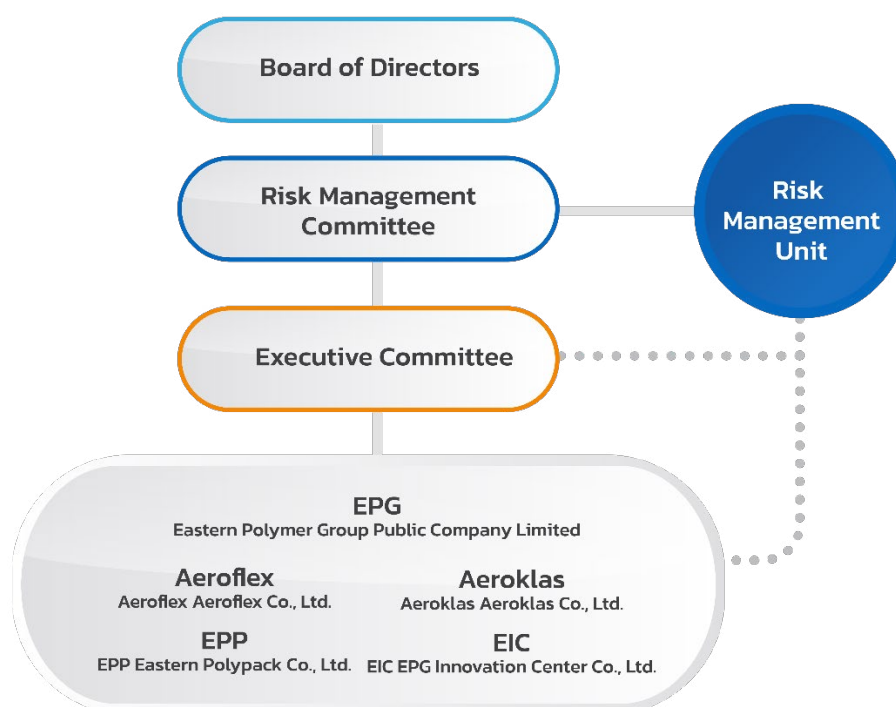
To fulfill its goals, vision, mission, and goals, risk management is an important component of corporate governance. In response to rapid changes in the current environment and future problems, systematic and effective risk management reduces the possibility of risks and their impact on enterprises, 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 6 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 from each subsidiaries totaling 4 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 department 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 department of EPG.

The following are the company's risk management procedures:



The company conducts regular reviews and assessments of the likelihood 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 uncertainties in both domestic and international situations across 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**

During fiscal year 2025/2026, Thailand and countries around the world faced significant events and changes in social, environmental, technological, and global economic conditions that inevitably affected the Company. These included geopolitical conflicts in several regions worldwide, rapidly rising global temperatures and natural disasters resulting from global warming, waste management issues that have intensified environmental and natural conservation movements, government policies promoting electric vehicle adoption to reduce air pollution, uncertainties in economic and trade policies, and rapid technological advancements and transformations.

In response, the Company implemented risk management practices by comprehensively analyzing potential risks and their impacts on the Company and all stakeholder groups. The Company also established business continuity management plans to ensure that business operations could continue effectively under current circumstances. In addition, the Company adopted the ISO/IEC 27001 standard for information security management to strengthen the effectiveness and comprehensiveness of information security risk management.

Furthermore, the Company promotes employee awareness and understanding of organizational risks (Risk Awareness), including potential changes that may arise, in order to support effective Enterprise Risk Management (ERM) throughout the organization. This encourages employees at all levels to collaborate in helping the Company successfully navigate challenging situations experienced during the past year.

In the fiscal year 2025/2026, the Company organized the “IFRS: Sustainability & Financial Risk for Executive” training program for directors, senior executives, and related personnel. External experts were invited to provide knowledge and practical guidance. The program aimed to enhance understanding of management structures and operational processes related to risk identification, assessment, and management, including sustainability and climate change risks, in alignment with the requirements of IFRS S1 and IFRS S2. Participants also engaged in workshop activities designed to strengthen practical understanding of risk management approaches.

### **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 2025/2026, the Company continuously monitored both domestic and international developments to assess potential risks and their impacts on 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 2025/2026 under the "Risk Management" section.

[One Report / Annual Report | Eastern Polymer Group \(EPG\)](#)

Type of Risk (Disclosure 102-29)	Economic risks	Environmental risks	Social risks	Corporate governance risks
Strategic Risk	<ul style="list-style-type: none"> <li>- Risks from dependence on industry doing business</li> <li>- Risk from expansion of investment and production capacity in foreign countries</li> <li>- Risks from the use of competitive pricing strategy to compete by competitors</li> </ul>			
Operational Risk	<ul style="list-style-type: none"> <li>- Risks from raw material supply and fluctuating raw material prices</li> <li>- Risk from termination of contracts or not receiving new contracts from major partners</li> <li>- Risks from damages as a result of problem in product's quality.</li> <li>- Risks from expiration of subsidiaries / associated companies' patents.</li> <li>- Risks from changing of technologies</li> </ul>	<ul style="list-style-type: none"> <li>- 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</li> </ul>		<ul style="list-style-type: none"> <li>- Risks from Dependency on Executives and personnel with professional expertise in specific field</li> </ul>
Financial Risk	<ul style="list-style-type: none"> <li>- Risks from currency exchange volatility</li> </ul>			
Emerging Risk	<ul style="list-style-type: none"> <li>- Risks from Geopolitical tension</li> <li>- Economic Recession Risk</li> </ul>	<ul style="list-style-type: none"> <li>- Risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant</li> <li>- Risks from the intensity of regulatory changes or laws due to climate change can be substantial</li> </ul>		

**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**

In the future, geopolitical conflicts between countries may intensify through both full-scale warfare and the use of economic measures, resulting in increased uncertainty in the global financial and economic systems, as well as broader business operations. Such events may affect the Company's operations, supply chain, business continuity, or lead to higher production costs, all of which could adversely impact the Company's operating performance.

**Management Guidelines**

The Company manages such risks by closely monitoring global developments and analyzing situations that may affect its business operations in order to prepare appropriate mitigation plans. These measures include maintaining a diversified supplier base both domestically and internationally, as well as expanding sourcing from multiple regions around the world to reduce reliance on any single supplier or geographic area. The Company also manages raw material inventories in alignment with pricing trends and supply conditions during each period, while continuously expanding its customer base across various countries to reduce customer concentration risk by 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**

At present, environmental issues have become a major global concern, particularly climate change, which has significantly impacted society and industrial sectors worldwide. Issues relating to plastic waste and greenhouse gas emissions from industrial activities, which are among the key drivers of global warming, are now widely recognized as critical challenges requiring urgent action. Governments and organizations around the world, including those in Thailand, have therefore established greenhouse gas reduction targets and promoted the reduction and elimination of single-use plastic packaging, encouraging the adoption of environmentally friendly alternatives. Furthermore, some countries have introduced regulatory measures, including new legislation and increased taxes on single-use plastics, to reduce plastic consumption and protect the environment. These developments may directly affect the Company's business in the production and distribution of single-use plastic packaging for beverages and food, particularly through potential impacts on sales revenue.

In addition, the European Union (EU), one of the regions most committed to greenhouse gas reduction efforts, has implemented the Carbon Border Adjustment Mechanism (CBAM), which is a key measure under the European Green Deal. Effective from 1 January 2026, CBAM is intended to prevent the import of products with high greenhouse gas emissions into the EU. This measure impacts the automotive industry and may affect the Company's automotive parts and accessories business. If the Company is unable to control and reduce greenhouse gas emissions in accordance with the applicable requirements, it may lose the ability to sell products within the European Union market.

Moreover, the rapid advancement of electric vehicle (EV) technology and the growing demand for EVs, driven by the need to reduce reliance on fossil fuels and lower air pollution, may also affect the Company's automotive parts and accessories business in the long term if the Company does not adapt its products to align with changing market demands and industry trends.

**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 products in both domestic and international markets. Economic recession may arise from various factors, including the prolonged impacts of geopolitical conflicts in multiple regions around the world, trade wars and uncertainties in trade policies, slower consumption and investment in major economies, and uncertainty surrounding monetary policies of central banks in several countries. These factors may result in higher commodity prices, rising household debt, tighter lending conditions, disruptions to supply chains, and slower demand growth, causing the global economy to decelerate and potentially enter into recession. Such conditions may adversely affect the Company's sales performance and the liquidity of customers and business partners.

##### Management Guidelines

The Company has established plans to manage economic volatility by controlling operating costs and adjusting sales strategies in line with changing market conditions and competitive environments. The Company focuses on maintaining its existing customer base, expanding new customer segments, and increasing sales of new products. In addition, the Company closely monitors customer credit limits and debt repayment, while working collaboratively with customers and business partners to identify mutually beneficial solutions in cases of liquidity constraints. The Company also places importance on maintaining financial liquidity and will avoid conducting trade or making investments in countries facing severe economic conditions or where payment system reliability is considered weak.

#### **Business Continuity Management**

The Company has developed a Business Continuity Management System to ensure that business operations can continue uninterrupted even in the event of emergencies or crises. During fiscal year 2025/2026, various significant events and challenges occurred as previously mentioned. In response, the subsidiaries organized meetings to develop Business Continuity Plans (BCP) and strengthen preparedness for potential situations that may arise in various areas, including raw material procurement, production processes, inventory management for raw materials and finished goods to ensure adequacy for production and sales, as well as production process optimization and cost management to maximize operational efficiency, including sales and product delivery management.

In addition to implementing the USE policy (Utilize, Save, Efficiency) and the 4C principles (Change, Chance, Collaboration, Challenge), promoting innovation, and identifying hidden potential within each business unit, the Company also drove its strategies through the FOCUS Framework (Fact Finding, Objectives, Choices, Unified Roadmap, Steering) together with the concept of Resilience, emphasizing flexibility and the ability to recover from challenges. These approaches enabled the Company to navigate crises and maintain business continuity effectively.

Furthermore, the Company adopted the ISO/IEC 27001 standard for information security management, which further supports the continuity and stability of business operations.

### Promoting risk management culture

During the fiscal year 2025/2026, 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.
- Present key risks and Key Risk Indicators (KRIs) to the management of subsidiary companies for consideration of the likelihood and impact of significant risks, determination of risk appetite, as well as assessment of risk ratings and discussion of appropriate risk mitigation measures.
- The risk analysis findings are utilized to guide the organizational strategy plan, annual budgeting, investment, new product development, and corporate operational plans.
- Conducted refresher training on Enterprise Risk Management for directors and senior executives through the "IFRS: Sustainability & Financial Risk for Executive" program to enhance understanding of management structures and operational processes, including risk identification, assessment, and management, as well as sustainability and climate change risks, in alignment with the requirements of IFRS S1 and IFRS S2.
- Conducted information security training in accordance with the ISO 27001 standard to enhance employees' knowledge and awareness at all levels, with emphasis on identifying, preventing, and managing risks related to information and information systems in order to ensure secure operations and compliance with international standards.



Economic



## Enhancing Products and Services to Drive Sustainable Growth

The Company places strong emphasis on research and development to create innovative products from polymers and plastics, and to further develop them into smart materials that can substitute various types of conventional materials. This leads to the creation of high-quality products that generate economic value for the Company. The Company ensures effective control and oversight across the entire production process throughout the supply chain to ensure that all products meet quality standards, are safe, and respond to customer needs. At the same time, the Company takes into consideration environmental and social impacts throughout the product life cycle. In this regard, the Company has established guidelines on product and customer responsibility, covering all stages from product design, raw material selection, manufacturing processes, product usage, to post-consumer management. These practices aim to build long-term trust and confidence among customers and all stakeholders in a sustainable manner

	Goal Fiscal 2025/2026	Performance Fiscal 2025/2026
<b>Enhancing Products and Services to Drive Sustainable Growth</b>		
Customer Satisfaction Score		
Aeroflex Co., Ltd. (Thermal Insulation Business)	97%	99%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	85%	88%
Eastern Polypack Co., Ltd. (Plastic Packaging Business)	93%	93%
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"> <li>- The Company operates under internationally recognized quality management systems. Its subsidiaries have obtained relevant certifications, ensuring that product quality complies with safety requirements, legal regulations, and customer expectations.</li> <li>- The Company has established product quality inspection processes at every stage prior to delivery to ensure that products are efficient, safe, and consistent.</li> <li>- The Company fosters collaboration and builds trust in jointly developing products and services with stakeholders.</li> </ul>
Service Quality	<ul style="list-style-type: none"> <li>- Treating customers with politeness, friendliness, and professionalism (Being Professional).</li> <li>- Building trust through honest, transparent, and accountable service (Integrity).</li> <li>- Being prepared to address and resolve customer issues and situations promptly and efficiently (Responsiveness).</li> </ul>
Relationship Management	<ul style="list-style-type: none"> <li>- Creating diverse and accessible communication channels for customers that are efficient and easy to access.</li> <li>- Conducting continuous customer satisfaction surveys to gauge their level of satisfaction.</li> <li>- Maintaining and protecting customer data and confidentiality.</li> </ul>

**Performance**

**1. Quality assurance and standards of products and services**

Subsidiaries require that all products undergo quality and safety testing prior to market release. This includes product risk assessments, verification of technical specifications, and real-world usage testing to mitigate potential risks to users. They also emphasize designing products that are safe for both users and the environment, taking into consideration the use of non-hazardous

raw materials, reducing the use of harmful chemicals, and enhancing product recyclability. These efforts support the circular economy concept and help minimize long-term environmental impacts.

The details are as follows:

#### “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.
- 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
- Aeroflex Co., Ltd. has adopted the Circular Economy concept in its product development and quality management processes to optimize resource utilization, reduce waste, and enhance the value of materials throughout the value chain—from product design and raw material selection to manufacturing and material reuse. The company focuses on using recycled materials, minimizing production waste, and developing environmentally friendly products. Under this approach, Aeroflex has developed products such as Protape, which has been awarded the Circular Mark label. The product incorporates 50% recycled content and is manufactured using environmentally friendly processes. In addition, the company has been certified under a Circular Economy management system for organizations, reflecting the integration of Circular Economy principles into product quality and safety management. This enhances resource efficiency, reduces environmental impact, and builds long-term customer confidence.

#### “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 label 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 follow of 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 (CO<sub>2</sub>) 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 Co., Ltd. places importance on quality, safety, and environmental management both within the factory premises and surrounding areas. The Company controls its manufacturing processes in accordance with international standards to ensure product quality, consumer safety, and the continuous reduction of environmental impacts. The Company has obtained certifications under internationally recognized standards, including GHP, HACCP, BRCGS Packaging Materials, ISO 9001, ISO 14001, ISO 45001, and ISO 50001, as well as Thai Industrial Standards TIS 655 Part 1-2553 and TIS 2493 Part 2-2556. In addition, the Company received the Green Industry Award Level 3 (Green System) from the Ministry of Industry and has conducted and verified its Carbon Footprint for Organization (CFO) data through a verifier registered with the Thailand Greenhouse Gas Management Organization.
- Eastern Polypack Co., Ltd. has the capability to develop and manufacture environmentally friendly plastic packaging across various categories, including:
  - 1) Petroleum-based biodegradable plastics, which are biodegradable plastics produced from petrochemical-based raw materials;
  - 2) Bio-based biodegradable plastics, produced from renewable plant-based raw materials such as tapioca, which are capable of biodegrading under appropriate conditions; and
  - 3) Plastics manufactured from recycled materials such as rPET and rPP, which undergo appropriate recycling and quality control processes and comply with legal requirements and relevant safety standards for food-contact materials. Currently, the Company has commercially produced and distributed rPET products.

Eastern Polypack's packaging products are friendly with environment by concerning the principle of 3R

  - Reduce: Reduce the decomposition period of certain types of plastic packaging products and reduce energy consumption within the manufacturing process.
  - Reuse: Although Eastern Polypack's products are primarily designed as disposable packaging and are therefore not suitable for repeated food-contact use, certain packaging types such as PP, PS, and PET can

be reused for alternative purposes, such as storing small office supplies or being repurposed as plant pots for seedlings.

- Recycle: Eastern Polypack's products can be recycled and processed for further use in the production of new products. In addition, unused plastic packaging can be processed into alternative fuel for use in the cement manufacturing industry or further processed through de-polymerization technology to convert into oil.

In fiscal year 2025/2026, 100% of the Company's product portfolio was assessed and verified for health and user safety to ensure continuous quality improvement. No products across any business segment were found to be in violation of, or non-compliant with, product safety laws and regulations (Disclosure 416-2).

Furthermore, the Company reported no product recalls and no significant incidents related to product safety.

## **2. Building relationships and trust with customers**

In fiscal year 2025/2026, the Company undertook the following activities: Aeroflex Co., Ltd. organized product exhibition booths and participated in activities with customer groups, air-conditioning engineering associations, and various trade exhibitions to introduce Aeroflex insulation products and strengthen customer confidence in product standards and safety. Aeroklas Co., Ltd. organized activities in collaboration with customers on various occasions to further enhance brand awareness and promote the Company's products to a wider audience. Meanwhile, Eastern Polypack Co., Ltd. focused on organizing sales promotion activities with retail stores nationwide in order to continuously attract consumers to select the Company's products.

## **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 2025/2026, EPG received no product safety complaints from customers.

## **5. Customer Satisfaction Survey**

The Company has established a policy requiring each subsidiary to conduct annual customer satisfaction surveys. These are carried out through questionnaires and direct customer engagement by staff, with the objective of collecting feedback and insights to address areas for improvement, as well as to support data analysis for innovation development and the creation of new products and services. This approach aims to further enhance customer satisfaction and confidence.

The results of the customer satisfaction survey for fiscal year 2025/2026 indicate a high overall satisfaction level across all business segments. All subsidiaries were able to maintain product and service quality standards comparable to the previous fiscal year. Specifically: The thermal insulation business achieved a customer satisfaction rate of 99%, reflecting an improvement from the prior year. The automotive parts and accessories business improved its satisfaction level to 88%. The plastic packaging business recorded a satisfaction score of 93%, a slight decrease attributed to intensified market competition.

Customer Satisfaction Score	Fiscal Year 2023/2024	Fiscal Year 2024/2025	Fiscal Year 2025/2026
Aeroflex Co., Ltd. (Thermal Insulation Business)	97%	97%	99%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	85%	85%	88%
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	92%	92%	93%

## 6. Information security and customer confidentiality protection

The Company has established policies and practices to ensure the secure handling of customer data and the protection of customer confidentiality. Customer information is not disclosed or shared with third parties without the explicit consent of the data owner. In fiscal year 2025/2026, the Company and its subsidiaries conducted comprehensive, hands-on training on data protection to enhance employee awareness and ensure operational practices are fully aligned with the Personal Data Protection Act B.E. 2562 (PDPA).

Furthermore, neither the Company nor its subsidiaries received any complaints related to customer privacy during the fiscal year 2025/2026.

Thermal insulation Business	Fiscal Year 2023/2024	Fiscal Year 2024/2025	Fiscal Year 2025/2026
Product safety complaint	0	0	0
Product recall	0	0	0
Data privacy incident	0	0	0

Automotive parts and accessories Business	Fiscal Year 2023/2024	Fiscal Year 2024/2025	Fiscal Year 2025/2026
Product safety complaint	0	0	0
Product recall	0	0	0
Data privacy incident	0	0	0

Plastic and packaging Business	Fiscal Year 2023/2024	Fiscal Year 2024/2025	Fiscal Year 2025/2026
Product safety complaint	0	0	0
Product recall	0	0	0
Data privacy incident	0	0	0



## 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 2025/2026	Goal Fiscal 2025/2026	Performance Fiscal 2025/2026
<b>Cyber security and data security</b>			
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0

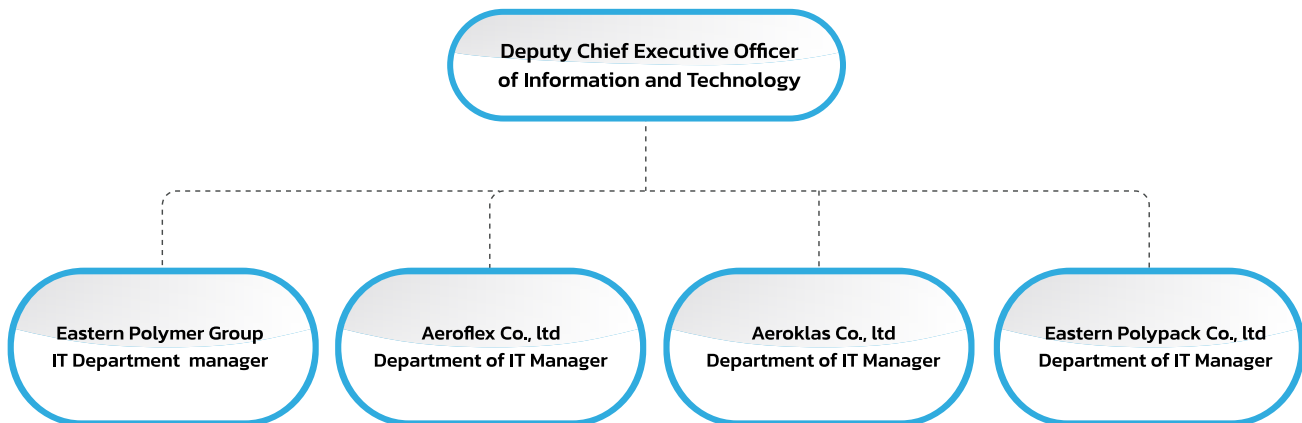
### Management Guidelines

EPG places strong emphasis on the development of cybersecurity to safeguard the company's information and that of all relevant stakeholders, including employees, customers, business partners, suppliers, contractors, and government agencies. The Company focuses on reducing risks in terms of both likelihood and impact arising from cyber incidents and attacks on its information technology systems. To achieve this, a dedicated task force has been established to regularly review the security architecture, conduct system testing, and provide training, ensuring that all vulnerable points are continuously monitored and managed. This enables effective and ongoing Threat and Vulnerability Management.

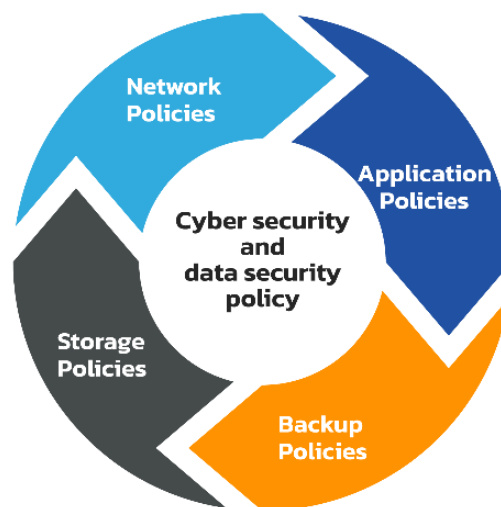
The Company has implemented a collaborative approach across all relevant departments to manage information security, personal data, and information systems under the Information Security Management System (ISMS). This is guided by the core principles of information security (C.I.A.), encompassing confidentiality (ensuring data is accessible only to authorized individuals), integrity (maintaining accuracy and completeness of information), and availability (ensuring timely and reliable access to information). In addition, the Company emphasizes accuracy, authenticity (verifying the reliability and origin of information), and privacy, in compliance with personal data protection requirements.

EPG has been certified under ISO/IEC 27001, the international standard for information security management systems, which supports the organization in systematically identifying risks and vulnerabilities related to data protection. Compliance with ISO/IEC 27001 strengthens the Company's information security framework, reduces risks, and protects information from unauthorized access or breaches. Furthermore, Aeroklas Co., Ltd., a subsidiary of the Company, has obtained TISAX (Trusted Information Security Assessment Exchange) certification, a recognized standard for information security in the automotive industry, ensuring secure data exchange and handling across the value chain.

## 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.

	Fiscal Year 2023/2024	Fiscal Year 2024/2025	Fiscal Year 2025/2026
Proportion of trained employees	100%	100%	100%

	Fiscal Year 2023/2024	Fiscal Year 2024/2025	Fiscal Year 2025/2026
Network Down Time (Times/Month)	0	0	0
Server Down time (Times/Month)	0	0	0
Cyber security (Times/Month)	0	0	0

In the fiscal year 2025/2026, the Company achieved its targets of zero downtime and zero cybersecurity incidents. This was supported by periodic risk assessments conducted by the central IT team in collaboration with system administrators across all business units, ensuring continuous monitoring and effective risk management.

For data security, relevant stakeholders are able to provide feedback through internal satisfaction surveys, customer satisfaction assessments, and partner satisfaction evaluations. In addition, stakeholders may submit complaints through the Company's formal complaint handling process in cases where operations do not comply with established procedures, or where personal data breaches or data leakage incidents occur.

During the fiscal year 2025/2026, the Company did not receive any complaints related to personal data breaches or stakeholder data leakage. Furthermore, no incidents of data leakage or cybersecurity attacks affecting the Company were identified.

In the same fiscal year, the Company obtained certification under ISO/IEC 27001:2022, the international standard for information security management systems (ISMS). This reflects the Company's commitment to protecting the data of customers, business partners, and stakeholders through robust risk management, access control, and effective security incident detection and response. The Company has also implemented a Business Continuity Plan (BCP) to ensure operational resilience in emergency situations. EPG remains committed to continuously improving its systems in line with international standards to strengthen information security and support sustainable growth.

In addition, the Company has enhanced its internal Knowledge Management by entering into a Memorandum of Understanding (MOU) with the Institute of Field Robotics (FIBO), King Mongkut's University of Technology Thonburi (KMUTT), to jointly research and develop a Retrieval-Augmented Generation (RAG) project, an advanced AI technology. This system functions as an intelligent close-loop AI platform designed specifically to store, analyze, and process internal organizational data. It enables employees to access knowledge more accurately and efficiently, contributing to cost reduction and strengthening long-term competitiveness. The Company places the highest priority on information security standards to ensure that critical organizational data remains protected and is not exposed externally.





## Innovation

Innovation is a key driver of the Company's long-term success and sustainable growth. It enhances competitiveness and creates new business opportunities through the continuous development of products and services. Amid rapid technological advancements, evolving market dynamics, and changing economic, social, and environmental conditions, the Company places strong emphasis on innovation and ongoing process improvement.

These efforts aim to enhance operational agility, strengthen the ability to respond effectively to challenges, and develop new S-Curve products and services that generate long-term value for society and the environment. At the same time, innovation is embedded as a core element of the Company's organizational culture.

	Long-term goal FY2025/2026	Target FY2025/2026	Performance FY2025/2026
<b>Innovation</b>			
Number of patented or award-winning innovations per year	30	30	13
Number of innovative projects obtained from contests or inventions of employees per year	60	60	34

### Management Approach

The Company focuses on building a structured innovation organization to drive growth through systematic technology and innovation development. Knowledge is continuously leveraged and transformed into high-quality products that enhance people's quality of life, in line with the Company's commitment: "Creating a World in Harmony with Technology and Innovation." The innovation strategy is driven through two key approaches:

#### 1. Innovation for the Future

This strategy focuses on driving business performance by allocating 2% of the Company's sales toward technology development, research and development (R&D), and data management to support the creation of new products and the development of new S-Curves. It also aims to enhance cost efficiency on a continuous basis.

Research activities are carried out through both internal subsidiaries (Closed Innovation) and collaborations with external institutions (Open Innovation), with a focus on three key areas: material science, product design, and manufacturing processes. In addition, EPG Innovation Center Co., Ltd. (EIC) provides testing and research services to support subsidiaries, complementing their internal R&D capabilities.

#### 2. Innovative Organization

The Company fosters an environment that encourages continuous innovation across people, knowledge, and organizational culture. Employees at all levels are encouraged to contribute ideas and transform them into practical outcomes, forming a strong foundation for sustainable growth.

Innovation development is systematically managed—from idea generation and development to selection and implementation—aligned with the Company's change management process and business direction. This is supported by three strategic pillars:

##### 1) People

The Company develops employees' innovation capabilities, focusing on critical thinking, creativity, and idea development to deliver solutions aligned with business needs and market demands.

## 2) Knowledge

Knowledge management is promoted under the Build–Share–Use concept:

- Building knowledge from operational experience
- Sharing knowledge across the organization
- Applying knowledge to create tangible value

Key activities include internal training, knowledge documentation, Guru Sharing sessions, and Communities of Practice (CoPs).

## 3) Culture

The Company promotes an open and collaborative culture that encourages idea exchange, experimentation, and continuous improvement. Activities such as Idea Tank, Innovation Roadshow, and Innovation Seeds Award support employee participation and foster innovation at all levels.

### Innovation Performance (FY 2025/2026)



### Key Innovation Highlight (Innovation for the Future)

#### “Aerocoustic-SP Sound Absorption Insulation”

The rubber-to-sound-absorption product development project originated from an employee innovation proposal at Aeroflex Co., Ltd., which won first place in the EPG Innovation Seeds Award 2023/2024. What began as an employee-driven idea to improve rubber processing techniques, reduce costs, and maximize resource utilization was subsequently developed into a commercialized innovative product now available in the market under the name “Aerocoustic-SP Sound Absorption Insulation.”

Aerocoustic-SP is a non-flame-propagating sound absorption insulation material that does not spread fire when exposed to heat or flames. The product is manufactured from specially engineered synthetic rubber (EPDM Rubber Cube), laminated with seam-lock aluminum foil and reinforced with strengthening fibers. It is designed to absorb sound across high, medium, and low frequencies while also enhancing sound diffusion and reducing reverberation. The product achieves a Noise Reduction Coefficient (NRC) of 0.85.

Aerocoustic-SP can be installed on both walls and ceilings. It is dust-free, odorless, mold-resistant, and does not cause allergies, skin irritation, or adverse health effects. The product is suitable for a wide range of applications, including residential houses, condominiums, home theaters, music rehearsal rooms, karaoke rooms, meeting rooms, generator rooms, and various industrial facilities. It can also be used in conjunction with decorative finishing materials to enhance aesthetics.

Table 1: Sound Absorption and Sound Transmission Performance of Aerocoustic-SP

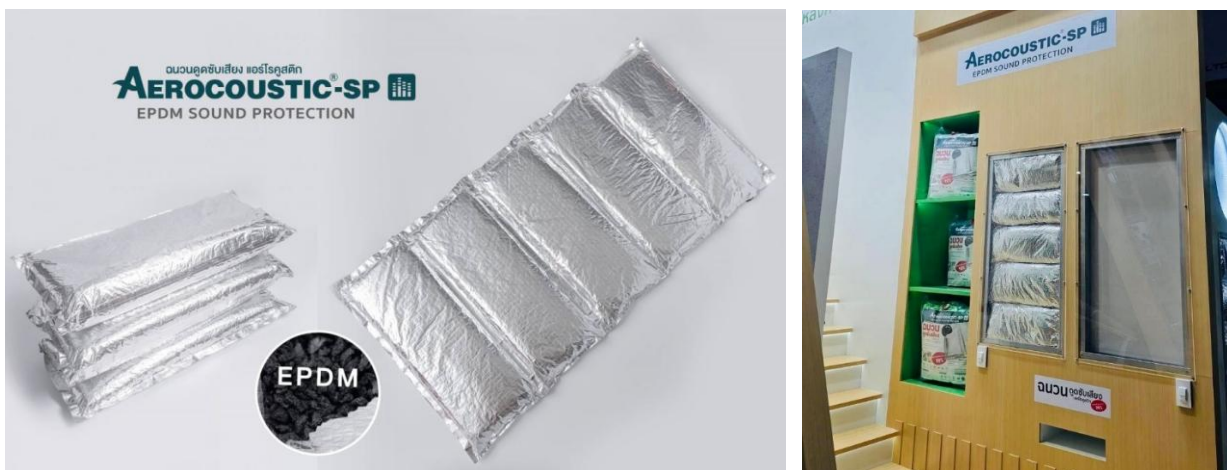
Property	Aerocoustic-SP (50 mm Thickness)					Test Method
	250 Hz	500 Hz	1000 Hz	2000 Hz	4000 Hz	
Sound Absorption Coefficient (SAC)	250 Hz	500 Hz	1000 Hz	2000 Hz	4000 Hz	ASTM C423
	0.52	1.10	0.81	0.89	0.65	
Sound Transmission Loss (TL)	250 Hz	500 Hz	1000 Hz	2000 Hz	4000 Hz	ISO 15186
	41 dB	48 dB	63 dB	56 dB	67 dB	

In addition, Aerocoustic-SP has been granted a petty patent for the invention titled “ Sound Absorption and Thermal Insulation Panel”, Petty Patent No. 27185, issued on 21 January 2026. The product is fully aligned with the Company’s business strategy of developing environmentally friendly products and supporting its Net Zero commitment. Aerocoustic-SP is also a tangible example of the Circular Economy concept in practice, with several key highlights:

1. 100% Recycled Materials – The product is manufactured entirely from recycled materials.
2. Certified Circular Economy Product – The product has received the Circular Economy Label (CE-CFP: Carbon Footprint of Circular Economy Product) from the Thailand Greenhouse Gas Management Organization (TGO).
3. Low Carbon Footprint:
  - 25 mm thickness: Carbon footprint of 9.44 kgCO<sub>2</sub>e
  - 50 mm thickness: Carbon footprint of 6.42 kgCO<sub>2</sub>e

Through the successful commercialization of Aerocoustic-SP, the Company has demonstrated its ability to transform employee-driven innovation into market-ready solutions that create business value while advancing environmental sustainability and resource circularity.

In fiscal year 2025/2026, Aerocoustic-SP acoustic insulation generated approximately THB 65,000 in sales during the initial market trial phase. Following the product’s market introduction, the Company received increased interest from customers and expects that this product will create greater value and contribute to higher sales in the years ahead.



Aerocoustic-SP Sound Absorption Insulation and Installation Applications

**Innovation Culture Development (FY 2025/2026)**

**Innovative Organization**

The Company continues to translate its innovation strategy into practice through integrated initiatives across people, processes, and business performance, with a focus on delivering tangible outcomes. These efforts cover employee

capability development, knowledge management systems, and the promotion of an open and innovation-driven organizational culture.

The objective is to ensure that innovation concepts can be effectively transformed into practical applications, creating added value for products and services, enhancing long-term competitiveness, and generating positive impacts on society and the environment.

## 1) People

In FY 2025/2026, the Company conducted innovation training programs to strengthen understanding of innovation roles and responsibilities across the organization. These programs foster an environment that encourages idea sharing, experimentation, and the transformation of ideas into actionable outcomes.

Based on capability assessments, two key innovation training programs were developed:

- From Initiative to Innovation & Knowledge Management: Building a Sustainable Innovation Culture Focuses on innovation processes, including the Stage-Gate approach, and the transformation of ideas into practical innovation outcomes.



- Innovation Management and Project Governance for Future Creative Innovation Organization: Enhances understanding of innovation frameworks, policies, and governance tools, enabling employees to manage innovation projects more effectively.



In addition, the Company promotes learning-by-doing to strengthen practical innovation skills and improve the success rate of commercialization.

## 2) Knowledge

- Knowledge Collection and Consolidation

The Company collects and consolidates knowledge from training programs in video format (VDO) to serve as an accessible learning resource for continuous review and unlimited learning. This is implemented under the Build-Share-Use framework, which involves creating knowledge from training (Build), disseminating and sharing knowledge across

the organization (Share), and encouraging the application of knowledge in day-to-day operations (Use). This approach fosters continuous learning and supports the long-term development of employee capabilities.



Guru Sharing

The Company organizes Guru Short Talk sessions, where internal experts share knowledge and innovation experience, promoting cross-functional learning and continuous innovation development.



3) Culture

Idea Tank

The Company has developed the Idea Tank platform, a digital application that enables employees at all levels to submit and share ideas freely, including new concepts, problem-solving approaches, and process improvement suggestions. To date, more than 500 ideas have been submitted, reflecting strong employee engagement and serving as a foundation for practical innovation development.



#### SD Innovation Roadshow

The SD Innovation Roadshow has been conducted for the third consecutive year to strengthen organization-wide understanding of sustainability. The initiative aims to enable employees at all levels to clearly connect the 17 Sustainable Development Goals (SDGs) and the Company's sustainability targets with their respective roles and day-to-day operations. The program has been implemented across all group companies and has received strong engagement from employees at every location. In addition, the initiative is integrated with the Idea Tank platform to promote creativity and encourage employee participation in proposing ideas, which can be further developed into practical sustainability-driven innovations.



#### EPG Innovation Seeds Award

The Innovation Working Team has organized the EPG Innovation Seeds Award for the fourth consecutive year to promote innovation within the organization and support employee development in driving sustainable growth. In FY 2025/2026, the competition was conducted under the theme of the Sustainable Development Goals (SDGs), with the objective of encouraging innovation projects that address business, social, and environmental dimensions. A total of 59 participants from five subsidiaries submitted 34 projects, of which 15 high-potential projects were shortlisted by the selection committee to advance to the final round on 7 May 2026. The shortlisted projects have demonstrated tangible outcomes, including improvements in operational efficiency, cost reduction, waste minimization, and more efficient resource utilization, in alignment with the Company's business direction and sustainability objectives.

This competition serves as a key mechanism in fostering an innovation-driven organizational culture by providing employees at all levels with the opportunity to showcase their capabilities and translate creative ideas into practical applications. It contributes to value creation across economic, social, and environmental dimensions, while establishing a strong foundation for the Company's long-term sustainable growth.





## Sustainable Supply Chain Management

EPG integrates sustainable development principles throughout its supply chain to ensure that the operations of the Company and its subsidiaries align with environmental, social, and governance (ESG) principles. The Group’s Sustainable Development Policy, Supplier Code of Conduct, and Human Rights Policy serve as key frameworks that establish standards for responsible sourcing, ethical business conduct, and the management of environmental and social impacts across the supply chain.

	Target FY2025/2026	Performance FY2025/2026
<b>Sustainable Supply Chain Management</b>		
Assessment of compliance with the supplier code of conduct among critical suppliers	100%	99%
ESG risk assessment of critical suppliers	100%	82%

Note: The revised Supplier Code of Conduct became effective on 10 December 2024.

### Management Guidelines

The Company has assigned the Supply Chain Management Department to oversee supply chain management across the Company and its subsidiaries, with regular performance reporting to the Deputy Chief Executive Officer and monthly summary reports presented to the Executive Committee. The scope of responsibility covers procurement, warehouse management, and logistics operations throughout the Group.

In addition, the Company established the Supplier Code of Conduct to ensure that operations across the Group align with ethical standards and international best practices. The objective is to conduct business with transparency, accountability, and responsibility toward stakeholders throughout the supply chain in both social and environmental dimensions. To monitor supplier compliance, the Supply Chain Management Department implemented the Supplier Self-Assessment Questionnaire (SAQ) for critical suppliers. The Company also promotes supplier engagement through communication of expectations, risk assessments, and continuous performance monitoring to elevate operational standards and support long-term sustainable growth.

The Company has established sustainable supply chain management guidelines as follows:



## Performance

During FY 2025/2026, the Company communicated and reinforced understanding of the revised Supplier Code of Conduct and ESG requirements among employees in relevant functions to strengthen internal operational alignment. In addition, selected employees participated in external supply chain management training programs to enhance knowledge and sustainable procurement practices in line with international standards.

To support effective implementation, the Company prepared key supply chain documents in both Thai and English, including the Supplier Code of Conduct, ESG assessment forms, and information security requirements. Standardized procurement contracts, service agreements, and Non-Disclosure Agreements (NDAs) were also revised and implemented across the Group to enhance consistency, transparency, and alignment among business units.

## Supplier Selection and Evaluation

The Company standardized new supplier selection through common new supplier's checklist along with suppliers' process assessment check list. These suppliers are also required to undergo an ESG self-assessment during the selection period. During FY 2025/2026, the Company added 57 new vendors. This align with the Company's strategy to ensure sustainable and resilient supply chain through sourcing both domestically and overseas sources. Domestic spending accounted for 80% of spending in supply chain, slightly up from the previous year.

## Supplier Risk Management

During FY 2025/2026, the Company implemented supplier risk management processes as follows:

- Critical Tier 1 Supplier Analysis over the last 3 Fiscal year

	Critical Tier 1 Supplier (%)	Critical Tier 1 Supplier Spending (%)
FY2023/2024	16	82
FY2024/2025	16	83
FY2025/2026	13	82

Over the past three fiscal years, Critical Tier 1 Suppliers represented approximately 13–16% of the total supplier base and accounted for approximately 82–83% of total procurement spending. In FY 2025/2026, Critical Tier 1 Suppliers represented 13% of total suppliers and accounted for 82% of total procurement value. The Company maintained its existing supplier management criteria and increased monitoring efforts to ensure supply chain continuity. Risk mitigation measures were implemented across all critical supplier groups.

- Critical Non-Tier 1 Supplier Analysis

In FY 2025/2026, the Company established criteria and identified 2 Critical Non-Tier 1 Suppliers, which are suppliers not directly engaged with the Company but operating under the supervision of Critical Tier 1 Suppliers. The Company continues to monitor these suppliers as part of its broader supply chain risk management efforts.

The Company applies a systematic supplier risk management approach covering both new and existing suppliers. Suppliers are required to complete self-assessments on ESG and information security topics. During FY 2025/2026, critical suppliers achieved a response rate of more than 80%.

In addition, the Company conducted 13 on-site audits and 260 suppliers conducted self-assessments using standardized checklists. During FY 2025/2026, no significant ESG non-compliance issues were identified. However, certain operational improvement opportunities were identified, and corrective actions, follow-up measures, and continuous improvement initiatives were implemented collaboratively with suppliers. At the same time, the Company continuously sourced alternative suppliers and raw materials to reduce procurement risks, particularly for critical raw materials where sourcing has been diversified across multiple suppliers and/or alternative materials.

### **Supplier Monitoring and Engagement**

The Company places emphasis on building strong relationships and engagement with suppliers through continuous communication and operational collaboration throughout the supply chain.

During FY 2025/2026, the Company conducted on-site visits to key suppliers to improve understanding and operational effectiveness of the Vendor Managed Inventory (VMI) system. These activities improved inventory management and delivery accuracy, reduced excess inventory, and enhanced operational efficiency between suppliers and the Company. In addition, the VMI system was continuously improved based on feedback from suppliers and internal stakeholders to address operational limitations and improve system effectiveness. These enhancements strengthened demand planning, inventory management, and overall supply chain efficiency.

### **Responsible Procurement and Transparency**

The Company promotes transparency and fairness in procurement through its e-bidding system, which covers more than 1,000 suppliers. The platform is widely used for the procurement of office supplies, production materials, and services to ensure fair competition and equal access to procurement opportunities. To further strengthen governance, business units have collaborated to standardize procurement practices, including the sourcing, evaluation, selection, review, and consolidation of high-spend product and service categories. This initiative ensures consistent contract standards, improves pricing benchmarks, enhances cost and time efficiency in procurement and enables better control over supplier performance.

### **Environmental Supply Chain Management**

The Company integrates environmental considerations into supply chain operations by promoting waste management and efficient resource utilization. Business units across the Group jointly established approved waste management vendor lists to ensure compliance with legal requirements and environmental standards. The Company also conducted audits of selected waste management vendors to verify compliance with environmental and legal requirements. In addition, the Company collaborated with suppliers and business partners on circular economy and recycling initiatives to support waste reduction and resource reuse throughout the supply chain. These initiatives contribute to reducing environmental impacts and enhancing sustainability awareness among suppliers.

### **Social Responsibility and Ethical Business Conduct**

The Company conducts business in accordance with ethical principles and social responsibility throughout the supply chain. Suppliers are required to comply with applicable labor laws, fair compensation standards, appropriate employment conditions, and human rights principles, including freedom of association and collective bargaining rights. The Company

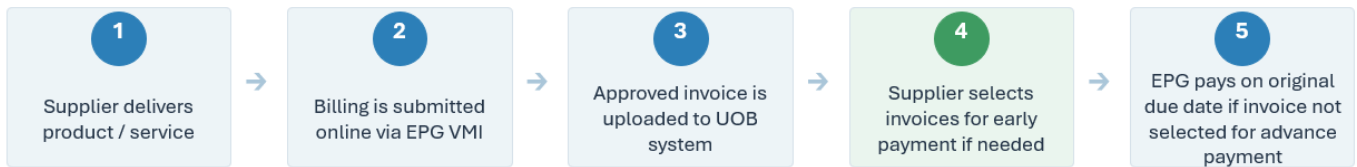
also continuously promotes anti-corruption practices by encouraging suppliers to participate in Thailand's Private Sector Collective Action Against Corruption (CAC). This reflects the Company's commitment to transparency and good corporate governance.

### Supplier Support and Value Chain Development

The Company continues to strengthen supply chain resilience and sustainability through collaborative initiatives with suppliers and business partners.

The Supplier Financing Program, implemented in collaboration with financial institutions, enables suppliers to access early payment options through a digital platform. This improves supplier liquidity and reduces working capital constraints, thereby supporting inclusive and responsible supply chain management.

#### How it works



In parallel, EPG participates in recycling initiatives that promote a closed-loop system for material reuse, contributing to waste reduction and resource efficiency. These initiatives strengthen environmental performance while fostering supplier engagement in circular economy practices.

### Continuous Improvement

The Company remains committed to continuously improving its sustainable supply chain management practices. Going forward, the Company plans to enhance disclosure of supplier performance metrics, expand sustainability training programs, and strengthen participation in international initiatives and standards to further align supply chain management with global best practices.



Environment and resource responsibility



## Environmental Impact Management

The Company has established environmental impact management as an integral part of its corporate management framework to support sustainable business operations. In the context of climate change risks and resource constraints, the Company systematically identifies, assesses, and mitigates environmental impacts arising from its operations. This is undertaken in parallel with efficient resource utilization, compliance with relevant laws and standards, and the enhancement of organizational readiness to address environmental risks and transitions over the long term.

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
<b>Environmental Impact Management</b>			
Number of standard values violations	0	0	0

### Management Guidelines

The Company systematically manages environmental impacts across its operations, encompassing the establishment of policies and operational guidelines. It has announced an Environmental Sustainability Policy, which is strictly adhered to by both the Company and its subsidiaries. The Company focuses on controlling and reducing environmental impacts arising from its operational processes, alongside continuous monitoring and improvement of environmental performance. All entities within the Group are required to conduct their business with environmental responsibility in accordance with the Sustainability Policy, taking into account environmental impacts arising from their operations. They must also comply with all applicable environmental laws, regulations, and requirements, while adopting internationally recognized environmental management standards as a framework for operations. In addition, the Company continuously monitors changes in environmental laws and regulatory requirements to ensure appropriate adjustments to its practices and to mitigate the risk of non-compliance. At the same time, the Company promotes the adoption of clean technologies in its business operations to reduce waste, energy consumption, and pollution.

Across the value chain, the Company places importance on sustainable supply chain management by promoting ethical sourcing practices in accordance with its Supplier Code of Conduct, while considering environmental risks. Furthermore, the Company supports the use of renewable energy to reduce dependence on fossil fuels and to lower overall greenhouse gas emissions across its business activities.

The Company has adopted the environmental management system in accordance with ISO 14001:2015 as a key mechanism for governance and performance monitoring. The system is reviewed and audited annually. Environmental Working Teams within each subsidiary are assigned responsibility for driving implementation, monitoring performance, and coordinating actions in alignment with the Company's established guidelines.

The scope of environmental data disclosed in this Sustainability Report covers Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd., located in Rayong Province only. It excludes operations in Samut Prakan, Bangkok, and overseas business units, as the Company is currently in the process of developing data collection systems to ensure alignment with its internal standards and international reporting frameworks.

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



**Performance**

**Rules and regulations compliance**

In FY 2025/2026, the Company focused on controlling operational impacts in alignment with its policies, applicable laws, and the environmental management standards adopted within the organization. The Company conducted risk assessments to identify potential events that could lead to non-compliance with environmental requirements in its core businesses, using these assessments as a mechanism to systematically monitor, control, and mitigate risks. The results indicated that the Company passed all assessed risk areas.

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

The Company requires all business units to recognize the importance of environmental governance and to closely monitor their operations in order to control risks identified through assessments. This approach also ensures that the Company maintains adequate and appropriate internal control systems covering key business activities, thereby reducing the likelihood of non-compliance with applicable laws, regulations, and relevant standards.

**External Assurance and Verification**

In addition to internal monitoring and audits, the Company allows credible external parties, including government authorities and internationally recognized certification bodies, to regularly inspect and assess the operations of the Company and its subsidiaries. This enhances transparency, builds stakeholder confidence, and ensures that operations are conducted properly, prudently, and in compliance with relevant requirements.

**1. Government Inspections**

In FY 2025/2026, the Company was inspected by the Department of Industrial Works under the Ministry of Industry, covering environmental, safety, and potential impacts on the environment and surrounding communities. The results indicated that the Company was fully compliant with all applicable requirements, with no violations of environmental laws or regulations identified (Disclosure 307-1).

## 2. Audits by Accredited External Agencies

The Company and its subsidiaries have been certified by external organizations and are subject to regular surveillance audits. These certifications cover compliance with applicable laws, regulations, and environmental requirements. Key standards adopted by the Company include ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System), ISO 50001 (Energy Management System), ISO 14064 (Organizational Carbon Footprint), ISO 14046 (Water Footprint), and the Circular Economy Management System for Organizations (TIS 2 Part 2).

Certification and ongoing surveillance under these standards reflect the Company's commitment to enhancing its management systems in line with internationally recognized best practices, while supporting effective, transparent, and verifiable environmental performance.

Core Business	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 14064-1	ISO 14046	มตช.2 เล่ม2
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.

In fiscal year 2025/2026, 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.

	Performance FY2023/2024	Performance FY2024/2025	Performance FY2025/2026
Number of environmental impact complaints	0	0	0



## Air Pollution Management

The Company recognizes that air pollution management is a critical issue for both business operations and the quality of life of society. Amid the challenges of air quality at both national and global levels, the Company is committed to controlling and reducing air pollutant emissions from its operations in compliance with applicable laws, regulations, and standards. Meanwhile, it continuously enhances its management practices to align with best practices and the expectations of stakeholders.

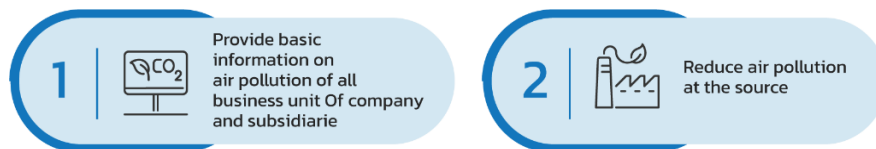
	Long-term Goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0

### Management Guidelines

The Company has established a systematic approach to managing air pollution arising from its business operations, with a focus on controlling emissions at the source. This begins with defining air quality indicators relevant to its operations, including sulfur oxides (SO<sub>2</sub>), nitrogen oxides (NO<sub>2</sub>), and particulate matter (PM), which serve as a framework for monitoring and measuring air quality in operational areas. The Company conducts regular monitoring, measurement, and assessment of air quality to ensure that emissions from production processes remain within legally prescribed limits or at levels better than such standards. In developing its air pollution management system, the Company adopts the principles of ISO 14001:2015, together with other relevant practices tailored to the specific characteristics of each business segment. This ensures that control measures, monitoring, and performance evaluation are carried out effectively and in alignment with internationally recognized standards.

All business units have established measurement, monitoring, and verification processes in accordance with relevant standards. Aeroflex Co., Ltd. and Aeroklas Co., Ltd. have their data verified by TÜV NORD (Thailand) Ltd., while Eastern Polypack Co., Ltd. has its data verified by SGS (Thailand) Ltd. These third-party verifications enhance the credibility of the data and support transparent and verifiable air pollution management practices.

### Main Strategy for Air pollution management



To ensure that air pollution management is directionally aligned and can be effectively implemented, the Company has established operational approaches that focus on both developing accurate and sufficient data for management purposes, and controlling and reducing pollution at the source. These serve as key mechanisms to enhance operational efficiency and mitigate environmental impacts over the long term.

#### 1. Development of Air Pollution Baseline Data Across All Business Units

The Company places importance on establishing and enhancing baseline air pollution data for each business unit to support situation assessment, trend monitoring, and effective management planning. This includes data related to pollution sources. In FY 2025/2026, the Company developed its baseline database based on annual air emission calculations and conducted performance testing of air pollution control systems, including Wet

Scrubbers and Dust Collectors. These efforts support appropriate preventive maintenance planning and enable comprehensive monitoring of air quality in response to stakeholder concerns across all subsidiaries. Air emission data is subsequently monitored and reviewed by management at least once per year to mitigate risks associated with air pollution impacts.

## 2. Reduction of Air Pollution at the Source

The Company focuses on reducing air pollution directly at the source through improvements to air pollution control systems and by increasing the frequency of maintenance to ensure emissions from stacks consistently meet regulatory standards. In FY 2025/2026, the Company expanded its Dust Collector systems to support future production capacity and assigned its engineering teams to enhance preventive maintenance plans by increasing maintenance frequency for air pollution control systems.

### Key Initiative: Installation of Air Pollution Capture Equipment at Exhaust Stacks

All of the Company's operations are in industries without combustion-based stacks; emissions arise solely from production processes. The Company has implemented measures to capture air pollutants prior to their release from emission stacks in order to monitor and control gas and pollutant levels effectively. Details are presented in the table below.

Type of Air Pollutant	Method for Capturing Air Pollutant Before Release from Exhaust Stacks
NOx	Wet Scrubber System
SOx	Wet Scrubber System
Persistent Organic Pollutants (POP)	Activated Carbon System
Volatile organic compounds (VOC)	Activated Carbon System
Hazardous air pollutants (HAP)	Activated Carbon System
Particulate matter (PM)	Dust Collector System
Carbon monoxide (CO)	Wet Scrubber System
Carbon dioxide (CO <sub>2</sub> )	Activated Carbon System
Dichloromethane (CH <sub>2</sub> Cl <sub>2</sub> )	Activated Carbon System
Total Suspended Particulate (TSP)	Dust Collector System

## Performance

In FY 2025/2026, the Company required all subsidiaries to measure air pollutant emissions that are of concern to stakeholders, in order to build confidence in the Company's air pollution management. In addition, the Company regularly monitored air pollutants within its facilities from all emission sources by engaging standardized and internationally recognized external laboratories for testing and analysis. The Company also calculated its overall air pollutant emissions to support effective source-level management and enhance operational efficiency in air pollution control. All measured air pollutant levels from every emission source remained within legal limits throughout the year. The Company's operations were also subject to verification in accordance with international standards. Aeroflex Co., Ltd. and Aeroklas Co., Ltd. had their data verified by TÜV NORD (Thailand) Ltd., while Eastern Polypack Co., Ltd. was verified by SGS (Thailand) Ltd.

	Goal FY2025/2026	Performance FY2025/2026
Sulfur Dioxide (SO <sub>2</sub> ) Emissions (unit: ppm)	< 60	2.5
Nitrogen Dioxide (NO <sub>2</sub> ) Emissions (unit: ppm)	< 200	12.99
Fine Particulate Size (unit: micron)	≤ 2.5	0.65

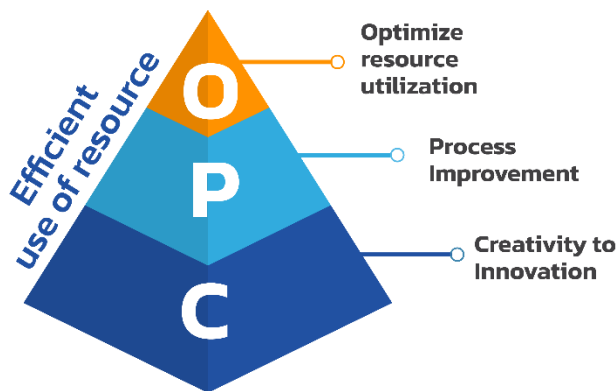


## Resource Efficiency

The Company places strong emphasis on efficient resource utilization across all stages of its operations, aiming to minimize waste, maximize resource value, and continuously reduce environmental impacts from its activities. Amid a global and national context where greater importance is being placed on resource efficiency and sustainable growth, the Company believes that prudent resource management not only enhances production efficiency and reduces operational costs, but also serves as a key driver in strengthening competitiveness and supporting the Company’s long-term sustainable growth.

### Management Guidelines

To ensure efficient resource utilization in alignment with sustainable growth objectives, the Company has established a management approach that balances business growth with environmental impact reduction. In the context of a rapidly changing and uncertain global environment, the Company has adopted the OPC framework as a unified approach across all business units, comprising Optimize Resource Utilization, Process Improvement, and Creativity to Innovation. This framework is intended to guide all business units in enhancing operational efficiency, minimizing losses, and creating added value through the effective and responsible use of resources.



The Company adopts the **Eco-Efficiency** concept, in line with the framework of the World Business Council for Sustainable Development (WBCSD), as a key approach to evaluate the relationship between the economic value of its products and the environmental impacts arising from its operations. This approach reflects the Company’s ability to generate economic value while maintaining environmental impacts and the use of natural resources at an appropriate level. The results of Eco-Efficiency assessments are applied to improve products and production processes, enhance efficiency, reduce costs, and optimize energy and resource consumption. This also enables the Company to strengthen its competitive advantage through benchmarking against peers with similar operational characteristics.

Eco-Efficiency is assessed by comparing the value or volume of products with the associated environmental impacts, where higher Eco-Efficiency indicates more efficient production with lower environmental impact. The improvement is further measured through the Eco-Efficiency Factor (Factor X), which compares the Eco-Efficiency performance of the reporting year against the base year, with a Factor X greater than 1 indicating improvement. The overarching objective of Eco-Efficiency is to balance economic growth with improved resource efficiency and reduced environmental pollution, thereby

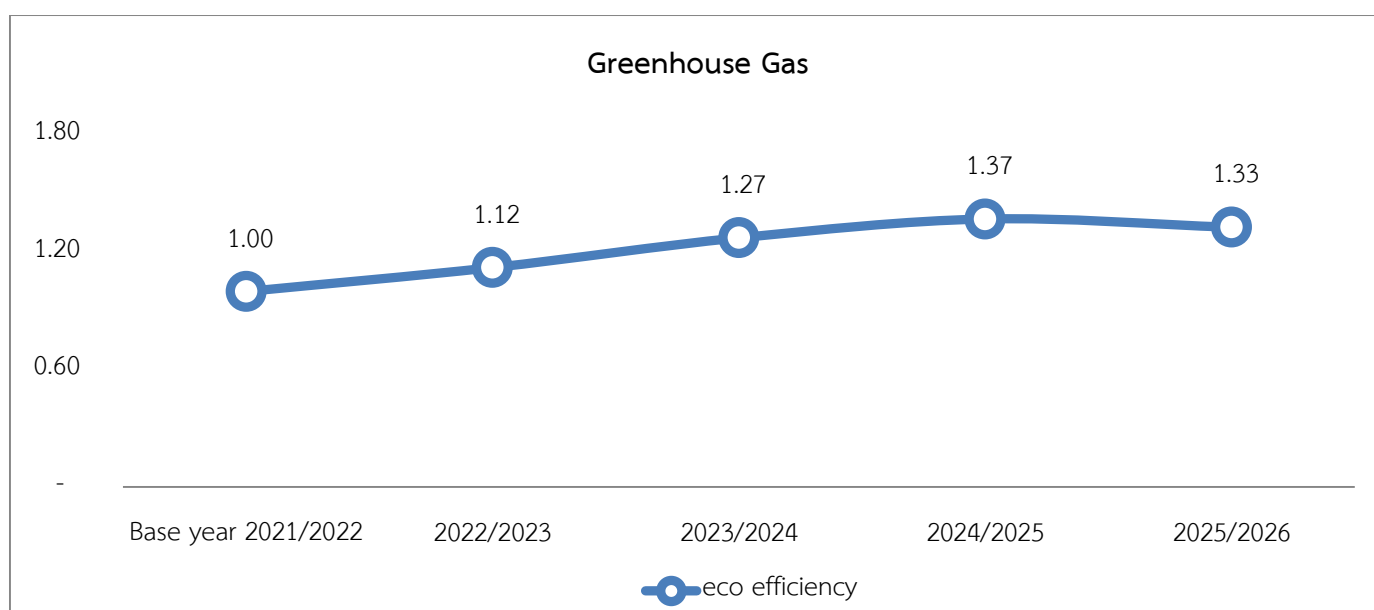
supporting Sustainable Consumption and Production (SCP). This includes optimizing production, product usage, and services to meet basic human needs and enhance quality of life, while minimizing resource use, emissions, and waste throughout the product life cycle—from production and use to reuse, recycling, and disposal.

In calculating Eco-Efficiency, the Company follows the international standard **ISO 14045**, using production volume as a proxy for economic growth and greenhouse gas (GHG) emissions as a representative environmental impact, given their direct relevance to the Company's operations. The reporting boundary covers Scope 1 (direct) and Scope 2 (indirect) GHG emissions from Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd., specifically for operations located in Rayong Province. Operations in Samut Prakan, Bangkok, and overseas business units are excluded from this scope.

### Performance

	FY2021/2022 (Base Year)	FY2025/26
<b>Eco-efficiency</b> (tons of product per ton of CO <sub>2</sub> equivalent)	1.00	1.33
Environmental Impact (tons of CO <sub>2</sub> equivalent per ton of product)	1.00	0.75

*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 FY2025/2026, the Company reported an Eco-Efficiency performance with a Factor X of 1.33, representing an improvement compared to the FY2021/2022 base year, despite a decline from the previous year. The primary cause of this decrease was refrigerant leakage from the compressed air system within the insulation business unit. In response to this risk, the Company has assigned all business units to strengthen and implement more rigorous preventive maintenance plans to minimize such leakage and reduce Scope 1 greenhouse gas emissions.



## Energy Efficiency

The Company places importance on improving energy efficiency throughout all stages of its business operations by supporting the use of renewable energy and promoting responsible energy consumption practices in alignment with Thailand’s and the global community’s energy transition direction. The Company believes that efficient energy utilization not only helps reduce costs and mitigate the impacts of global warming, but also plays an important role in enhancing energy security, reducing risks from future energy cost volatility, and supporting long-term business sustainability.

	Long-term goal FY 2025/2026	Goal FY 2025/2026	Performance FY 2025/2026
<b>Energy Efficiency</b>			
Energy intensity compared to base year	Decrease by 3.00%	Decrease by 3.00%	Increase by 8.62%

Note: The base year refers to fiscal year 2019/2020.

### Management Approach

The Company has established energy management approaches across all stages of its business operations, with a focus on continuously improving and enhancing operational processes. The Company places importance on reducing energy consumption in significant areas identified through energy usage assessments conducted by each business unit, while maintaining product quality standards and operational efficiency. In addition, the Company promotes the use of renewable and clean energy to help reduce energy consumption, lower operating costs, and decrease greenhouse gas emissions.

The Company has also developed operational guidelines to ensure efficient energy utilization while minimizing impacts on products and employees. The process begins with identifying significant energy consumption areas through energy assessments, followed by the implementation of energy efficiency improvement projects based on the assessment results. The Company continuously monitors, measures, and reports performance outcomes, while further improvements are implemented where appropriate to enhance operational efficiency on an ongoing basis.

The Company’s energy management approaches are as follows:



The Company has adopted internationally recognized energy management systems as a framework for measuring, monitoring, and auditing energy performance to ensure systematic energy management and continuous improvement. Currently, Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. operate under the ISO 50001:2011 Energy Management System standard, and the energy management system information disclosed in this report has been verified by TÜV NORD (Thailand) Co., Ltd.

At the same time, the Company continues to encourage all business units to enhance their energy management practices in line with the same international standard, with the goal of achieving ISO 50001:2011 certification across all business units. In fiscal year 2025/2026, Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. successfully maintained certification under the ISO 50001:2011 standard, while Aeroklas Co., Ltd. is currently preparing for certification in the next phase.

## Performance

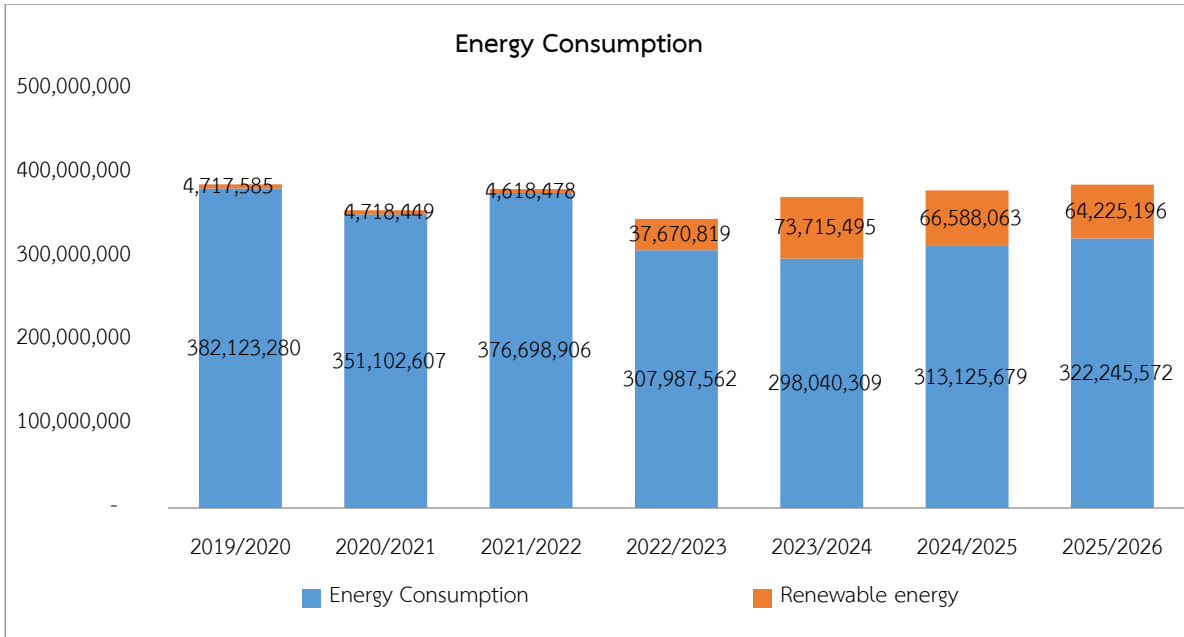
### Enhance Energy efficiency

In fiscal year 2025/2026, the Company implemented a total of 7 energy efficiency improvement projects, resulting in total energy savings of 70,324,405 megajoules, equivalent to cost savings of THB 80,091,683. These projects also contributed to a reduction of 9,748 metric tons of carbon dioxide equivalent emissions (Disclosure 302-4).

Business Unit	Energy Efficiency Improvement Projects	Energy Savings (MJ/year)	Cost Savings (Baht/year)	GHG Emission Reduction (tCO <sub>2</sub> e)
Eastern Polymer Group Public Company Limited	Compressed Air System Loss Reduction Project	2,610,431	2,972,991	362
	Chiller System Loss Reduction Project	303,308	45,434	42
	Oven System Loss Reduction Project	1,163,834	1,325,478	161
	Forming Process Loss Reduction Project	1,075,180	1,224,510	149
	Air Conditioning System Loss Reduction Project	309,240	352,190	43
	Lighting System Loss Reduction Project	637,216	725,719	88
	Solar Power Generation System Installation Project	64,225,196	73,145,362	8,902
<b>Total</b>		<b>70,324,405</b>	<b>80,091,683</b>	<b>9,748</b>

### Energy Consumption

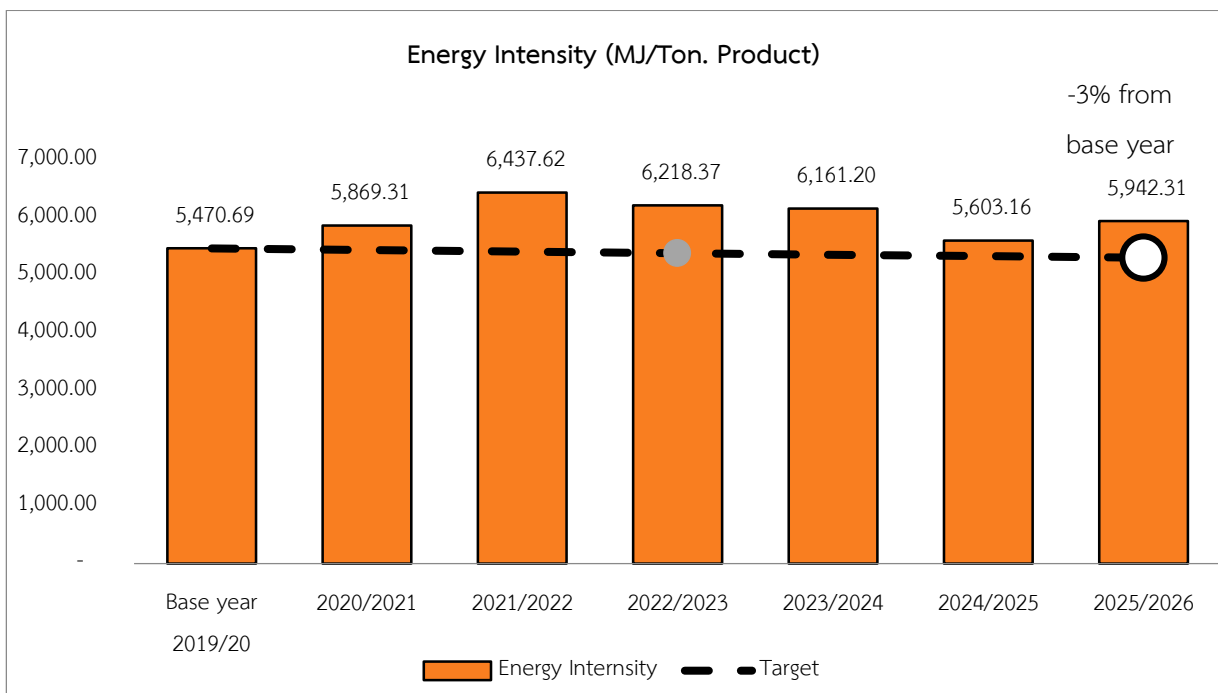
In fiscal year 2025/2026, the Company consumed 322,245,572 megajoules of non-renewable energy and 64,225,196 megajoules of renewable energy (Disclosure 302-1), resulting in total energy consumption of 386,470,768 megajoules (Disclosure 302-1). Total energy consumption decreased by 370,096 megajoules, or 0.10%, compared to the base year 2019/2020.



**Energy Intensity per Unit of Product**

In fiscal year 2025/2026, the Company’s energy intensity per unit of product increased by 8.62% compared to the base year 2019/2020, rising from 5,470 megajoules per ton of product to 5,942 megajoules per ton of product (Disclosure 302-3). Although the result did not meet the Company’s target, the Company’s energy efficiency performance has improved and is approaching the level of the base year.

The increase was primarily attributable to higher production volumes within the thermal insulation business group, driven by the development of new production formulations and the launch of new products to strengthen the Company’s future competitiveness. In addition, the increasing adoption of electric vehicles has directly affected the automotive parts and accessories business, resulting in lower production volumes while the Company continued to incur fixed energy consumption that does not directly generate output (Fixed Energy).





## Waste Management

The Company has established waste management as an integral part of its business operations by integrating it into operational processes and environmental management systems to control and reduce environmental impacts arising from business activities. At the same time, the Company supports efficient resource utilization and long-term sustainable growth.

	Long-term goal FY2025/2026	Target FY2025/2026	Performance FY2025/2026
Waste generation intensity compared to base year* (tons per ton of product)	Decreased by 12.00%	Decreased by 12.00%	Decreased by 14.67%

*Note:* Base year: Fiscal year 2019/2020

### Management Guideline

The scope of waste data reporting in this Sustainability Report covers only the operations of 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 developing its data management system to ensure that reporting complies with both internal requirements and international standards.

The Company focuses on reducing waste generation at the source, promoting proper waste segregation, reuse, and recycling in order to improve resource efficiency and minimize the volume of waste requiring disposal. The Company has established waste management control and monitoring measures in compliance with relevant environmental laws, regulations, and requirements, while continuously monitoring and evaluating operational performance to manage environmental risks and minimize potential impacts on communities and stakeholders.

The Company has established an environmental sustainability policy requiring all business units to strictly comply with laws, regulations, and requirements relating to waste management, while promoting the development of production processes that reduce waste generation or enable waste reuse. The operational framework is based on the “USE” principles, consisting of:



The Company has assigned the Sustainability Development Working Committee to review annual waste management targets to ensure alignment with the characteristics of each business. Progress in the development of waste management systems is regularly monitored through the environmental working committees of each subsidiary. The operations of

each subsidiary are conducted in reference to internationally recognized standards, including ISO 14001:2015 and other relevant industry-specific practice standards.

In addition, the Company promotes awareness and participation among employees, business partners, and related stakeholders in effective waste management practices to support the Circular Economy concept and create balanced and sustainable environmental, social, and business value.

The scope of waste data reporting in this Sustainability Report covers only the operations of 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 its data collection and management systems to ensure reporting complies with both the Company's standards and international standards.

### Main Strategy for Waste Management



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

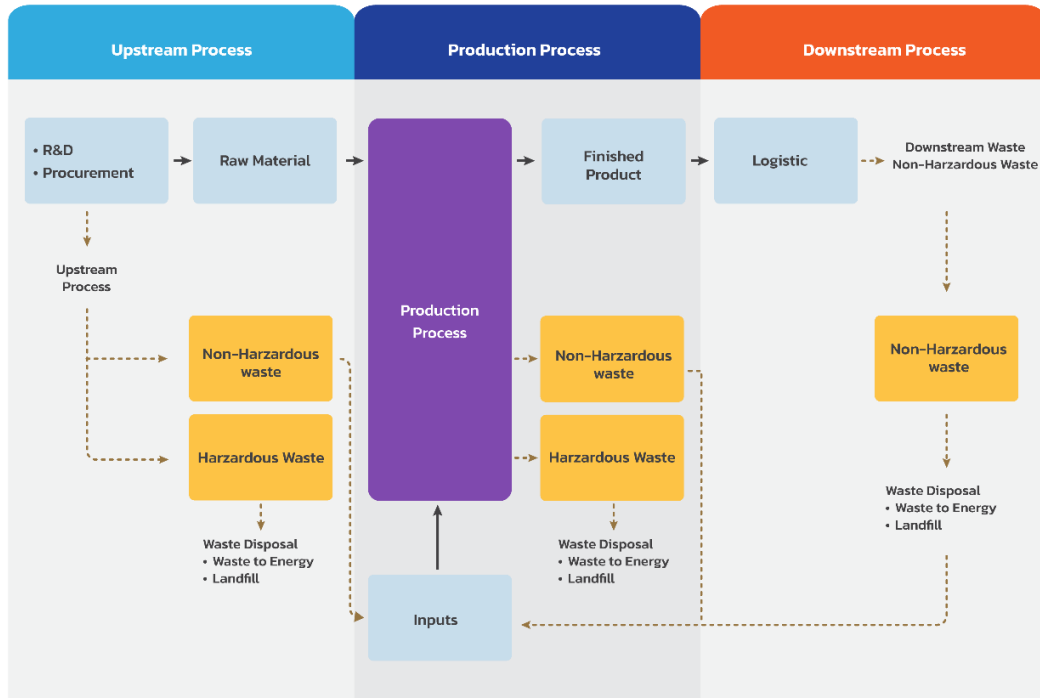
1. **Systematic Waste Data Management** – Establishing a comprehensive waste data system to enable effective planning and waste reduction.
2. **Reducing Hazardous Waste and Landfilling** – Focusing on minimizing hazardous waste and reducing dependence on landfilling through process improvements and waste 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 Initiative:

##### 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 (92.62%)	Hazardous waste: Used lubricants, used batteries, contaminated containers	60 (0.41%)	- Send 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	13,782 (92.22%)	- Send to the waste disposal company for reuse and recycling. - Track with Non-Hazardous Waste Manifest

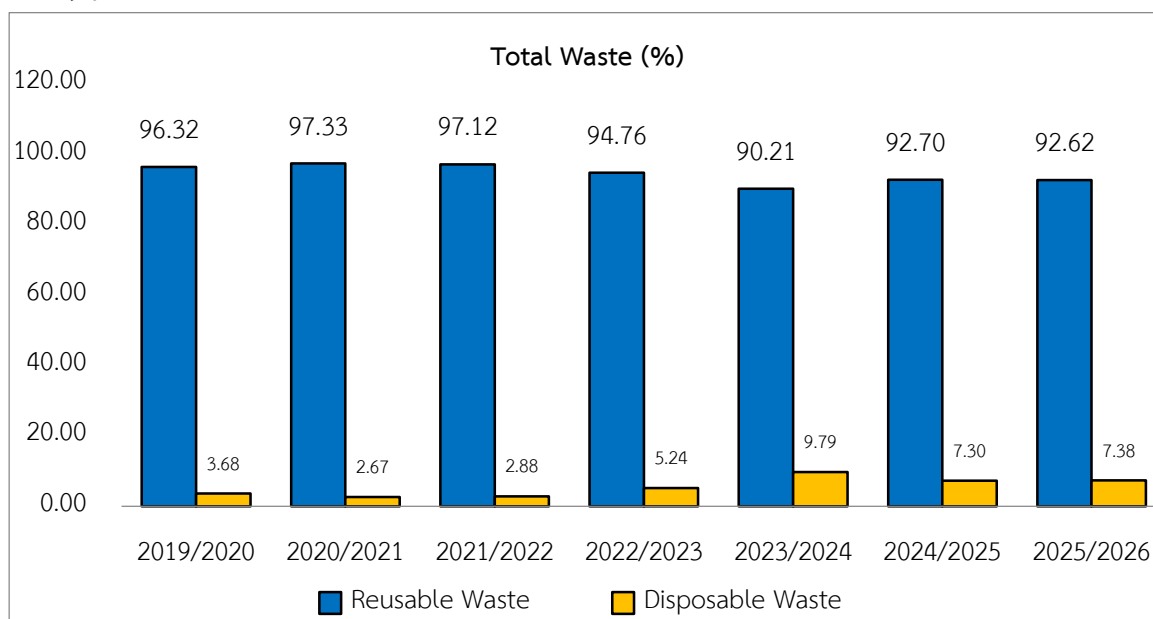
Management	Type of waste	Volume (tons)	Details
<b>Waste Disposal</b> (7.38%)	Hazardous waste: Fluorescent lamps, batteries, contaminated rags/gloves	119 (0.80%)	- Send to the waste disposal company for use as mixed fuel or destruction in a specific furnace for hazardous waste. - Track with Hazardous Waste Manifest
	Hazardous waste: Laboratory glassware cleaning water	315 (2.11%)	- Send to the waste disposal company for physicochemical treatment. - Track with Hazardous Waste Manifest
	Hazardous waste: Contaminated packaging, spray cans	20 (0.13%)	- Send to the waste disposal company for safe landfilling. - Track with Hazardous Waste Manifest
	Non-hazardous waste: Rubber scrap contaminated with plastic scrap	648 (4.34%)	- Send to the waste disposal company for mixed fuel. - Track with Non-Hazardous Waste Manifest

**Performance**

**Waste from Production Processes**

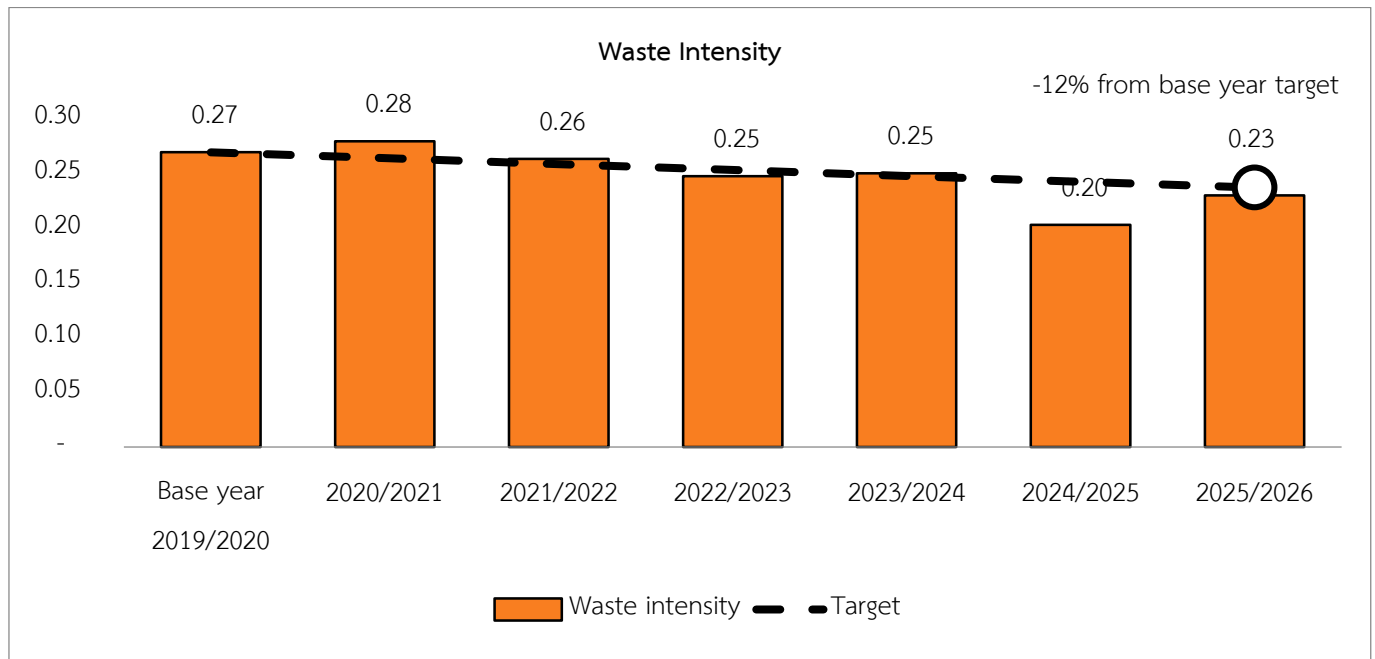
In fiscal year 2025/2026, the Company generated a total of 14,944 tons of waste from production processes (Disclosure 306-3), representing a 21.52% reduction compared to the base year 2019/2020. Of the total waste generated, 13,842 tons, or 92.62%, were reused or recycled (Disclosure 306-4), while 1,102 tons, or 7.38%, were disposed of through various treatment methods (Disclosure 306-5). Of the total waste generated, 40 tons, or 0.15%, were disposed of through landfill methods. During the reporting year, the proportion of waste reused or recycled decreased by 24.53% compared to the base year 2019/2020.

**Waste Intensity per Unit of Product**



The Company's waste generation intensity decreased by 14.67% compared to the base year 2019/2020, declining from 0.27 tons of waste per ton of product to 0.23 tons of waste per ton of product. This improvement was attributable to enhanced production efficiency across the Group's subsidiaries through adjustments in operational management practices, such as increasing production batch sizes to reduce waste generated during manufacturing processes.

In addition, the Company has sought to utilize waste generated from production processes as raw materials for new products by applying Circular Economy principles as one of its key management frameworks.

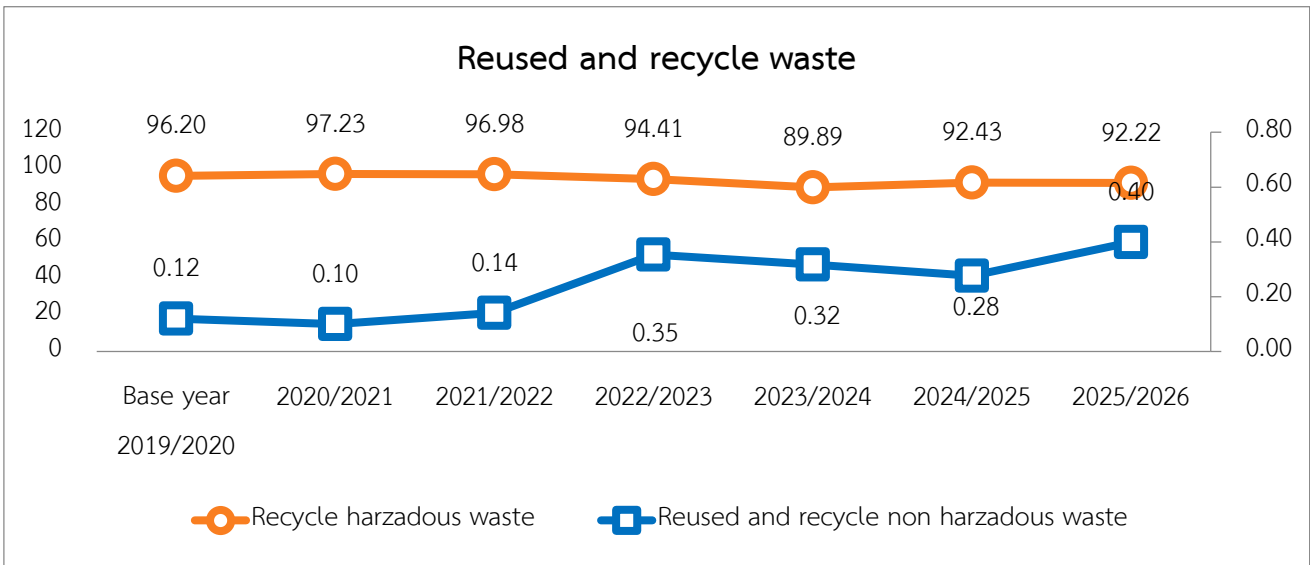


### Proportion of Reused and Recycled Waste

The Company is committed to increasing the proportion of waste that can be reused and recycled, covering both hazardous and non-hazardous waste. In fiscal year 2025/2026, the Company implemented several initiatives to improve waste reuse and recycling rates, including the use of an internal online system to record and monitor each category of waste, as well as identifying business partners capable of creating shared value through industrial symbiosis initiatives involving waste exchange and reuse.

As a result, the proportion of non-hazardous waste reused and recycled decreased to 92.22% of total non-hazardous waste, representing a decline of 24.77% compared to the base year 2019/2020. In contrast, the proportion of hazardous waste reused and recycled increased to 0.40%, representing an increase of 160.81% compared to the base year 2019/2020.

The decline in non-hazardous waste reuse and recycling was primarily attributable to operational difficulties experienced by a business partner that had previously accepted waste from the Company's production processes. The partner was affected by the COVID-19 pandemic and could no longer continue purchasing waste materials from the Company. Nevertheless, the Company has engaged new business partners to pilot the recycling of rubber edge trim waste for conversion into new raw materials, supporting the Company's ongoing efforts to enhance resource efficiency and promote circular economy practices.



**Collaboration with Partners to Promote Sustainable Development under the Circular Economy Concept**

Aeroflex Co., Ltd. participated as a pilot company in the “Industrial Waste Management Efficiency Enhancement Toward Zero Waste to Landfill” project organized by the Department of Industrial Works under the industrial waste management program, with the objective of strengthening and improving waste management practices within the organization in a tangible manner.



The Company places importance on the storage, transportation, and disposal of waste, recognizing that leakage or contamination incidents during such processes may affect stakeholders. Therefore, the Company requires the monitoring and verification of hazardous waste transportation and disposal manifests in accordance with legal requirements to ensure that all waste management processes are conducted in compliance with established standards.

The Company has also established channels for stakeholders to submit complaints through the Company website at [www.epg.co.th](http://www.epg.co.th) or directly to subsidiaries. The Company and its subsidiaries handle complaints in accordance with the complaint handling procedures specified under the ISO 14001:2015 environmental management system guidelines.

In fiscal year 2025/2026, the Company did not receive any complaints relating to its waste management practices.



## Water Management

Amid increasing water-related risks arising from climate change, including droughts, floods, and fluctuations in water availability, the Company has established water management as an integral part of its business operations. Water management is integrated into the Company's environmental management systems and operational processes to promote efficient water utilization, reduce impacts on water resources, and support business continuity alongside the long-term stewardship of water resources.

	Long-term goal 2025/2026	Goal FY2025/2026	Performance FY2025/2026
Water intensity compared to base year	Decreased by 3.00%	Decreased by 3.00%	Increased by 32.37%

Note: Base year: FY 2019/2020

### Management Guideline

The Company focuses on efficient water utilization throughout its operations by monitoring and controlling water consumption, improving production efficiency, reducing water loss, and promoting water reuse to reduce dependence on natural water sources and enhance resource efficiency. The Company places importance on compliance with relevant environmental laws, regulations, and requirements, while continuously monitoring, evaluating, and managing water-related risks to prevent and minimize potential impacts on business operations, communities, and ecosystems.

The Company requires all subsidiaries to strictly comply with laws, regulations, and standards relating to water consumption and wastewater management, particularly under the Factory Act B.E. 2535 (1992) and the ISO 14001:2015 Environmental Management System standard. Water quality is regularly monitored by laboratories registered with the Department of Industrial Works to control environmental impacts and strengthen stakeholder confidence. In addition, the Company communicates water consumption and wastewater management performance through internal communication channels to promote awareness and reduce concerns among employees and related stakeholders.

Recognizing that effective water management is a key environmental and business continuity issue, the Company has incorporated water management into its environmental sustainability approach by promoting efficient conservation and utilization of natural resources. All business units are assigned to identify and assess water resource risks through the preparation of a Water Scarcity Footprint in accordance with ISO 14046. This enables the Company to assess water usage throughout the product life cycle, from raw material sourcing, transportation, and production to product use and end-of-life management, as well as to better understand water scarcity risks in areas where the Company operates.

For water consumption within operational facilities, the Company requires each business unit to establish goals, measures, and water control approaches appropriate to its operational context, while also promoting employee awareness and consciousness regarding responsible and efficient water use. The Company continuously monitors progress and evaluates performance outcomes, with results reported to the Sustainable Development Working Group and the Executive Committee at least once annually.

In addition, the Company promotes awareness and participation among employees and stakeholders in water conservation and responsible water use to create a balance between business operations and natural resource stewardship, ultimately supporting long-term sustainable growth.

The scope of water management data reported in this Sustainability Report covers only the operations of 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 developing a centralized data collection and management system to ensure reporting aligns with both the Company's standards and international best practices.

### Main Strategy for Water and Wastewater Management

The Company has established water management approaches focusing on the development of data systems, risk assessment and management, as well as improving water use efficiency throughout operational processes in order to optimize water resource utilization, reduce environmental impacts, and strengthen preparedness for future water-related challenges. The Company's key strategies are as follows:



1. **Development of Water Usage and Wastewater Quality Baseline Data Systems** – Enhance the collection and management of water usage and wastewater quality data to support accurate monitoring, performance analysis, and the development of effective improvement measures.
2. **Systematic Water Management Risk Management** – Assess and manage risks relating to water usage and wastewater management comprehensively to address changes in environmental conditions, legal requirements, and business operations.
3. **Reduction of Water Intensity per Unit of Product** – Reduce water consumption per unit of product through water usage control, reduction of water losses, and continuous process improvements.

### Performance

#### Water Balance Implementation Across All Business Units

The Company is committed to enhancing water management based on complete and reliable data. During the reporting year, the Company developed Water Flow Diagrams covering all business groups to systematically monitor water usage and wastewater discharge throughout each operational process. In addition, water meters were installed to improve the accuracy of monitoring water inflows and outflows across all business units. The Company also regularly monitors wastewater quality in accordance with legal requirements to control environmental impacts and support compliance with relevant regulations.

#### Water Management Risk Assessment and Mitigation Measures

The Company conducts water management risk assessments through context assessment processes in accordance with ISO 14001:2015 and establishes mitigation measures in cases where high-risk issues are identified. At the same time, the

Company promotes the use of water from lower-risk sources by reducing the proportion of groundwater consumption and increasing the use of surface water from the Company's water storage sources.

The assessment indicated that the Company's businesses are not considered highly water-intensive industries compared to other water-intensive sectors. Nevertheless, the Company continues to place importance on assessing water-related risks in each production area (Water Stress Areas), as well as continuously conducting Water Balance assessments for each core business group. The latest assessment indicated that the Company's factories are located within the Eastern Watershed Basin (East Coast Gulf), which is considered a low-risk area for water scarcity. However, the Company continues to prioritize water management across both office and manufacturing operations to address long-term uncertainties relating to water resources.

#### Application of Technology to Reduce Water Consumption in Production Processes

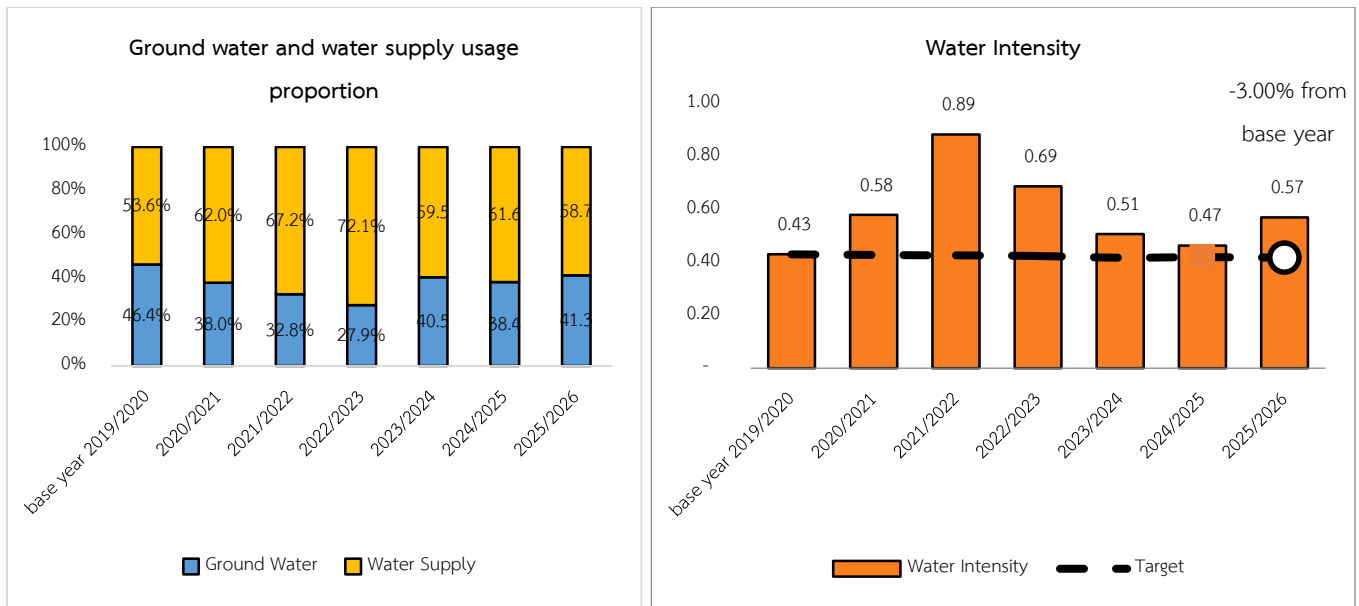
The Company promotes the application of technologies and production process improvements to continuously enhance water use efficiency. During the reporting year, the Company implemented a groundwater overflow storage project to maximize water reuse and reduce water losses within operational processes. This initiative represents one of the Company's key approaches to supporting its strategy to reduce water intensity per unit of product.

#### Water Use and Wastewater Efficiency Improvement

During the reporting period, the Company continued promoting efficient and responsible water utilization through the "Water Saving, You Can Do It" campaign. The campaign encouraged employees to reduce water usage by flushing toilets only once per use, supported by awareness signage installed in restroom areas. The initiative is estimated to reduce water consumption by approximately 3 liters per use and achieve annual water savings of approximately 100 cubic meters.

In fiscal year 2025/2026, the Company utilized water in its business operations for both cooling systems within production processes and domestic consumption within factory facilities, including washing, sanitation, and workplace cleaning activities. The Company withdrew 50,537 cubic meters of surface water and 35,629 cubic meters of underground water, resulting in total water withdrawal from all sources of 86,166 cubic meters (Disclosure 303-3), representing a decrease of 5,994 cubic meters, or 6.50%, compared to the base year 2019/2020.

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026
Surface water (m <sup>3</sup> )	49,394 (53.6%)	70,315 (62.0%)	71,449 (67.2%)	74,154 (72.1%)	56,175 (59.5%)	62,042 (61.6%)	50,537 (58.6%)
Underground water (m <sup>3</sup> )	42,766 (46.4%)	43,181 (38.0%)	34,950 (32.8%)	28,655 (27.9%)	38,244 (40.5%)	38,661 (38.4%)	35,629 (41.4%)



In fiscal year 2025/2026, the Company discharged a total of 61,448 cubic meters of wastewater into surface water sources (Disclosure 303-4). The Company's wastewater discharge can be categorized into two streams. Wastewater contaminated with chemicals is treated through chemical treatment processes, while wastewater generated from canteen operations is first processed through grease traps before being directed to aeration ponds located within the Company's premises. Wastewater quality is analyzed by external laboratories certified under ISO 17025 to ensure compliance with the Ministry of Industry's Industrial Effluent Standards B.E. 2560 (2017) prior to discharge into public waterways or natural water sources.

In fiscal year 2025/2026, the thermal insulation business group increased the frequency of cleaning cycles for its wet scrubber treatment systems in order to reduce air pollution impacts on neighboring factories. As a result, water usage within production processes increased by 6,647 cubic meters, or 21.75%, compared to the base year 2019/2020. Consequently, the Company's water intensity increased by 0.14 cubic meters per ton of product, representing an increase of 32.37% compared to the base year 2019/2020.

The Company places importance on strict water quality control and wastewater discharge management to ensure compliance with legal requirements, international standards, and to strengthen confidence among all stakeholder groups. All business units strictly comply with relevant regulations under the Factory Act B.E. 2535 (1992), while water quality monitoring, tracking, and verification are conducted in accordance with ISO 14001:2015 standards.

Aeroflex Co., Ltd. and Aeroklas Co., Ltd. have had their data and management processes verified by TÜV NORD (Thailand) Co., Ltd., while Eastern Polypack Co., Ltd. has received verification from SGS (Thailand) Ltd. In fiscal year 2025/2026, the Company's wastewater quality discharged into the environment remained fully compliant with all applicable legal standards.



## Greenhouse Gas Emissions Management

The Company has established greenhouse gas management as part of its systematic corporate management approach, taking into account the impacts of climate change on business operations, including laws, trade measures, customer requirements, and stakeholder expectations. The Company aims to reduce greenhouse gas emissions through operational efficiency improvement, the promotion of clean energy use, and the development of innovative products and services. These efforts are intended to strengthen confidence among customers, investors, and international business partners, while preparing the Company to capture future business opportunities

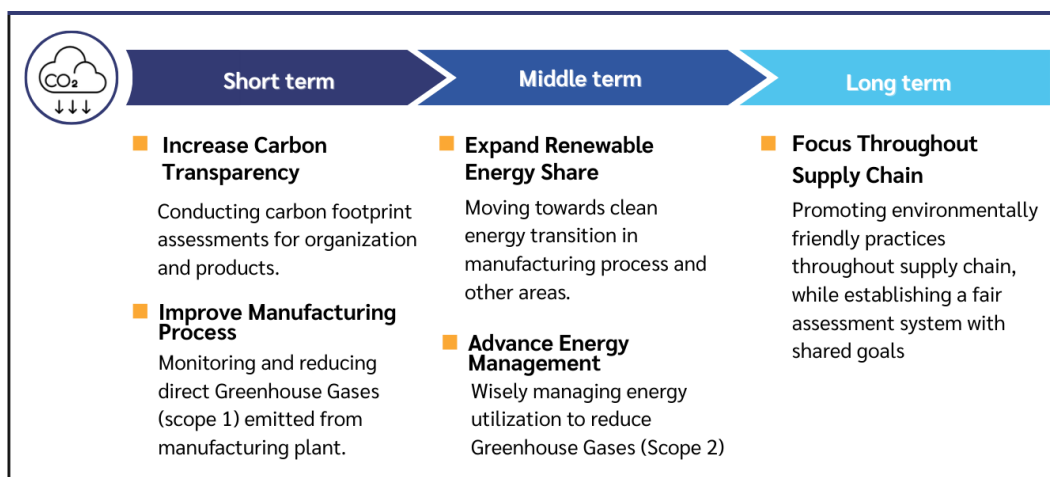
	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
Greenhouse gas emissions compared to base year (scope 1&2)	Decrease by 4.00%	Decrease by 4.00%	Decrease by 17.30%
Greenhouse gas emission rate per product unit compared to base year	Decrease by 2.00%	Decrease by 2.00%	Decrease by 24.68%

*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

The Company recognizes that climate change has led to rising global temperatures, resulting in increasingly severe natural disasters such as droughts, floods, unseasonal rainfall, and irregular agricultural yields. In addition, global environmental policies and targets, as well as those set by Thai government agencies such as Thailand's commitment to achieving carbon neutrality and its Net Zero greenhouse gas (GHG) emissions targets, as pledged at the Conference of the Parties (COP) under the United Nations Framework Convention on Climate Change are expected to lead to more stringent climate-related laws, regulations, and requirements in the future. These developments present both challenges and imperatives for the Company to enhance its GHG management in alignment with emerging global directions.

Energy is a fundamental input for the Company's operations; however, energy consumption also contributes to GHG emissions. Therefore, the Company has established environmental sustainability policies, strategies, and targets focused on improving energy efficiency, reducing organizational GHG emissions, and mitigating the impacts of climate change. The Company has also defined operational guidelines to support each strategic area, implemented in collaboration with its subsidiaries, as detailed below.



Regarding operational implementation, the Company assigns its subsidiaries to establish appropriate measures for managing energy consumption and greenhouse gas (GHG) emissions, tailored to the nature of each business, in alignment with the Company's overarching GHG management strategy. In this regard, the Company has designated the Sustainability Committee and subsidiary-level working teams to monitor progress, with at least one annual meeting held to review performance. The Company also communicates and promotes participation among employees at all levels, as well as business partners across the supply chain, to raise awareness and encourage collective efforts in reducing GHG emissions.

### Main Strategy for Greenhouse Gas Management



To drive systematic and continuous greenhouse gas (GHG) management, the Company has established operational targets covering data development, emissions control at source, energy efficiency improvement, and the promotion of renewable energy use. These targets are designed to be adaptable across all business units in accordance with their operational contexts, while supporting the Company's long-term GHG emissions reduction goals. The Company's key targets include:

- 1. Establishing organizational and product carbon footprints** to develop a comprehensive and accurate GHG emissions database, which can be used for planning, monitoring, and defining effective emissions reduction strategies.
- 2. Reducing GHG emissions from operational sources (Scope 1)** by controlling and minimizing direct emissions through process optimization, effective fuel management, and proper maintenance of related equipment and machinery.
- 3. Improving energy efficiency (Scope 2)** to reduce indirect GHG emissions from electricity and energy consumption within the organization, through continuous efficiency improvements and the promotion of responsible energy use across all units.
- 4. Promoting the use of renewable energy** to support the transition toward low-carbon operations and to increase the share of energy sourced from environmentally friendly alternatives, as appropriate for each business unit.

### Key Initiatives

To ensure that greenhouse gas (GHG) management is effectively driven toward the established targets, the Company has continuously implemented initiatives across key areas, including the development of emissions databases, reduction of emissions at source, improvement of energy efficiency, and promotion of renewable energy usage. These efforts aim to enable each business unit to respond concretely and appropriately to the evolving climate transition landscape. In

FY2025/2026, the Company demonstrated its commitment and determination to effectively manage greenhouse gas (GHG) emissions as follows:

### GHG Emissions Assessment at Organizational and/or Product Level Across All Business Units

The Company prepares reports covering direct GHG emissions (Scope 1), indirect emissions from energy consumption (Scope 2), and other indirect emissions (Scope 3), in accordance with the carbon footprint assessment guidelines issued by the Thailand Greenhouse Gas Management Organization (Public Organization). The GHGs included in the calculation consist of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>). The Company systematically collects activity data related to GHG emissions and conducts annual calculations of its organizational carbon footprint.

For FY2025/2026, the GHG emissions data of Aeroflex Co., Ltd. was verified for accuracy, including both the Carbon Footprint for Organization (CFO) and the Net Zero Pathway, by the Energy and Environmental Economics Research Unit, Chiang Mai University. Meanwhile, the GHG emissions data of Aeroklas Co., Ltd. was verified by ECEE Co., Ltd., and that of Eastern Polypack Co., Ltd. was verified by the University of Phayao.



- Aeroflex Co., Ltd. has received certification of its organizational GHG emissions from the Thailand Greenhouse Gas Management Organization (Public Organization) for the 9th consecutive year.
- Aeroklas Co., Ltd. has received certification of its organizational GHG emissions for the 4th consecutive year.
- Eastern Polypack Co., Ltd. has received certification of its organizational GHG emissions for the 6th consecutive year.

### Greenhouse Gas Emissions Reduction from Operational Sources

The Company continuously implements measures to reduce direct greenhouse gas (GHG) emissions (Scope 1) from its operational sources, with a focus on minimizing refrigerant leakage and reducing the use of fossil fuels in its activities. Examples of such initiatives include replacing air conditioning systems that use R22 refrigerant with R32, which helps lower the risk of releasing environmentally harmful refrigerants. In addition, the Company has optimized its production planning to reduce unnecessary movement within operational processes, thereby decreasing fossil fuel consumption and supporting the reduction of direct GHG emissions from its operations.

### Energy Efficiency Improvement Initiatives

The Company continuously implements energy efficiency improvement initiatives to reduce indirect greenhouse gas (GHG) emissions from electricity consumption (Scope 2) while enhancing overall operational efficiency. The Internet of Things (IoT) has been deployed to control the operation of air compressors and chiller systems in alignment with actual usage.

In addition, measures have been taken to reduce air leakage in compressed air systems, which is a significant source of energy loss. Meanwhile, the Company has upgraded lighting systems within operational areas by switching to LED lighting and utilizing mobile lighting solutions tailored to specific tasks, thereby reducing electricity consumption without compromising operational performance. Furthermore, energy efficiency improvements have been implemented in key machinery through measures such as reducing heat loss from ovens and replacing belts in power transmission systems with energy-saving alternatives, supporting more efficient energy use in production processes.

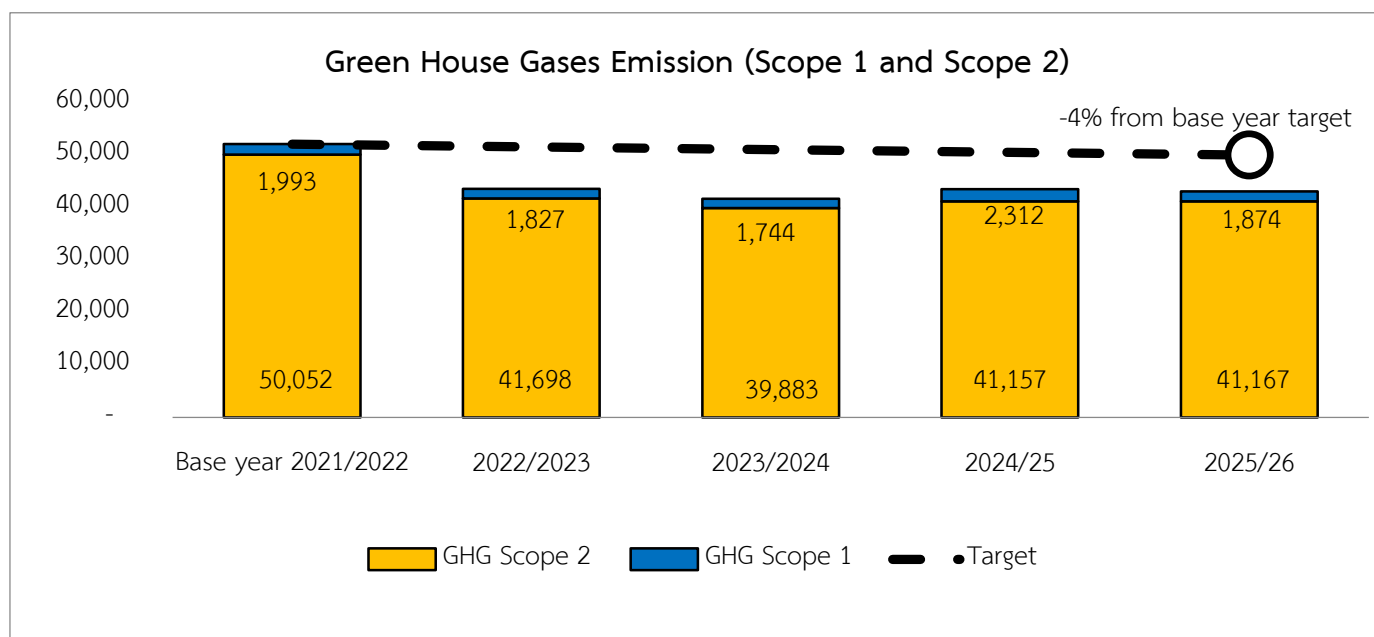
**Renewable Energy Promotion Initiatives**

To support the energy transition and reduce reliance on fossil fuels, the Company promotes the use of clean energy across its production processes and operational facilities. This includes the installation of solar rooftop systems at manufacturing sites across the Group. During the reporting year, Aeroflex Co., Ltd. installed solar rooftop systems with a total capacity of 3.9 MW, Aeroklas Co., Ltd. installed systems with a capacity of 8.04 MW, and Eastern Polypack Co., Ltd. installed systems with a capacity of 4.96 MW. These initiatives reflect the Company’s commitment to increasing the share of renewable energy usage and supporting long-term reductions in energy-related GHG emissions.

**Performance**

**Amount of Organizational Greenhouse Gas Emissions (Scope 1 and Scope 2)**

During FY2025/2026, the Company reported direct GHG emissions (Scope 1) of 1,874 tCO<sub>2</sub>e (Disclosure 305-1), while indirect GHG emissions from energy consumption (Scope 2) was 41,167 tCO<sub>2</sub>e (Disclosure 305-2). Total Scope 1 and Scope 2 emissions amounted to 43,040 tCO<sub>2</sub>e, representing a reduction of 9,003 tCO<sub>2</sub>e, or 17.30%, compared to the FY2021/2022 base year.



**Amount of Other Indirect Greenhouse Gas Emissions (Scope 3)**

Following the revised reporting requirements issued by the Thailand Greenhouse Gas Management Organization (Public Organization), in alignment with ISO 14064-1, organizations are required to identify sources of GHG emissions and define

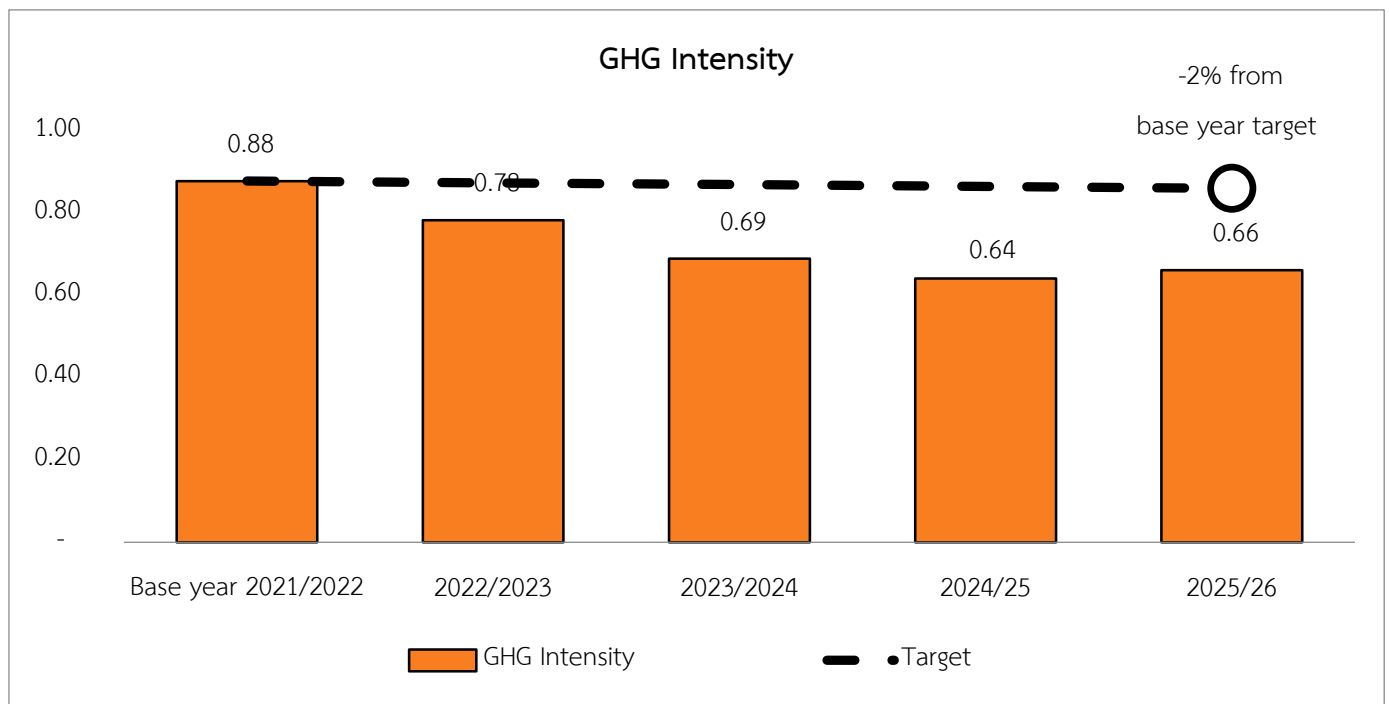
materiality assessment criteria for Scope 3 emissions. These requirements have been effective since October 2021. Accordingly, the Company has updated the categories of activities subject to Scope 3 emissions reporting in the past year. In FY2025/2026, the Company reported total Scope 3 emissions of 110,725 tCO<sub>2</sub>e, representing a reduction of 2,473 tCO<sub>2</sub>e, or 2.18%, compared to the previous period. This reduction was primarily driven by improved supply chain management, including minimizing empty transportation trips, increasing waste recycling, and reducing the volume of waste sent for external disposal.

*Note: In calculating other indirect GHG emissions (Scope 3), the Company considers material categories relevant to all three core business units, including emissions from purchased goods and services and waste generated from operations.*

### Greenhouse Gas Emissions Intensity per Unit of Production

The Company's greenhouse gas (GHG) emissions intensity per unit of production decreased by 24.68% compared to the FY2021/2022 base year, from 0.88 to 0.66 tCO<sub>2</sub>e per ton of product (Disclosure 305-4).

In FY2025/2026, both total organizational GHG emissions and emissions intensity declined, driven by the Company's proactive GHG management strategy. The Company has mandated all business units to install solar rooftop systems on production facilities and implement energy conservation measures, particularly targeting key machinery with significant energy consumption. These initiatives have contributed to a reduction in Scope 2 emissions, enabling the Company to achieve a total GHG reduction of 8,918 tCO<sub>2</sub>e (Disclosure 305-5).



### Our Pride

Over the years, the Company has consistently demonstrated its commitment to being a leader in greenhouse gas management through strategic initiatives implemented at both the organizational and value chain levels. These efforts support the Company's sustainability goals and transition toward a low-carbon society. Such dedication has resulted in tangible outcomes and has been recognized through various awards and certifications, reflecting meaningful achievements. As in FY2025/2026, Aeroflex Co., Ltd. demonstrated its commitment to reducing greenhouse gas emissions by being

selected as a pilot company under the Organizational Carbon Offsetting Promotion Project (Phase 3), “Decarbonization Pathway & Net Zero Strategies,” presented at the seminar on the Organizational Carbon Offsetting Promotion Project toward Carbon Neutrality (Phase 3), organized by the Thailand Greenhouse Gas Management Organization (Public Organization) in collaboration with VGREEN, Faculty of Environment, Kasetsart University. The initiative aims to enhance the Carbon Footprint of Product label and support the development of green buildings in Thailand.





## CARBON NEUTRALITY COMMITMENT

### บริษัท แอร์โรเฟล็กซ์ จำกัด

เป็นผู้ผลิตฉนวนยางกันความร้อนสำหรับระบบปรับอากาศ ดำเนินธุรกิจภายใต้แนวคิด Save World, Save Life, Save Energy กำหนดเป้าหมายมุ่งสู่ Carbon Neutrality ภายในปี 2032 และ Net Zero ภายในปี 2042 มีแนวทางสำคัญ 3 ข้อ ได้แก่ 1) Green Manufacturing เปลี่ยนมาใช้พลังงานแสงอาทิตย์ช่วยลดก๊าซเรือนกระจก 2,500 tCO<sub>2</sub>e/ปี 2) Take Back Program รับคืนผลิตภัณฑ์ที่หมดอายุจากลูกค้า 3) Circular Economy นำเศษยางมาผลิตเป็นผลิตภัณฑ์ใหม่ และมุ่งพัฒนาผลิตภัณฑ์ให้มีน้ำหนักเบาแต่ยังคงประสิทธิภาพการกันความร้อน พร้อมทั้งมีการขอรับรองฉลาก CFP สำหรับทุกผลิตภัณฑ์ เพื่อร่วมขับเคลื่อนการลดผลกระทบต่อสิ่งแวดล้อมอย่างเป็นรูปธรรม

**“บริษัท แอร์โรเฟล็กซ์ จำกัด ให้คำมั่นสัญญาว่า จะไม่หยุดพัฒนาเพื่อให้ทุกองศาที่ประหยัดได้ คือก้าวสำคัญของโลกที่ยั่งยืน เพราะฉนวนที่ดีที่สุด ไม่ใช่แค่ฉนวนที่กันความร้อนได้ดีที่สุดเท่านั้น แต่มันคือฉนวนที่รักษาอนาคตของคนรุ่นต่อไป”**

วันที่ 10 มีนาคม 2569



**คุณเนาวรัตน์ วิฑูรปกรณ์**  
รองกรรมการผู้จัดการ  
บริษัท แอร์โรเฟล็กซ์ จำกัด

งานสัมมนาโครงการ “ส่งเสริมการลดเขยคาร์บอนขององค์กรเพื่อมุ่งสู่ CARBON NEUTRALITY (ระยะที่ 3)”  
จัดโดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)  
ร่วมกับ ศูนย์วีกรีน คณะสิ่งแวดล้อม มหาวิทยาลัยเกษตรศาสตร์

Translation: Aeroflex Co., Ltd. , a manufacturer of rubber insulation for thermal protection and energy conservation, is committed to pursuing its Carbon Neutrality target by 2032 and Net Zero target by 2042 under the concept of “Save World, Save Life, Save Energy.” To support these goals, the Company has established a 3 actions plan, comprising: 1) Green Manufacturing – increasing the use of solar energy to reduce greenhouse gas emissions by approximately 2,500 tCO<sub>2</sub>e per year 2) Take Back Program - collecting used and expired products from customers and 3) Circular Economy – transforming rubber scrap into new products while continuously developing solutions with enhanced thermal insulation performance. In addition, the Company’s products are verified under the Carbon Footprint of Product (CFP) certification scheme, reinforcing its commitment to reducing environmental impacts and promoting a low-carbon society. “The Company remains committed to continuous improvement, believing that every degree of energy saved represents a meaningful step toward a more sustainable world. The best insulation is not simply the one that provides the highest level of thermal protection, but the one that helps safeguard the future for generations to come.”



Value creation for society



## Employee Care and Development

The Company recognizes employee care and development as an essential part of its business operations. It is committed to enhancing human resource management systems and processes to ensure efficiency and alignment with the organization's direction and objectives, while also supporting changes in business, technology, and future market demands. At the same time, the Company continuously develops employees' potential through processes that enhance knowledge, skills, and competencies appropriate to their roles and responsibilities. This includes promoting learning and career development opportunities, as well as strengthening employee engagement with the organization, in order to prepare its workforce to support the Company's stable and sustainable long-term growth.

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
<b>Employee Care and Development</b>			
Proportion of employees who complete mandatory training	> 85%	> 85%	99%
Proportion of key positions with a succession plan	100%	100%	100%

### Management Guidelines

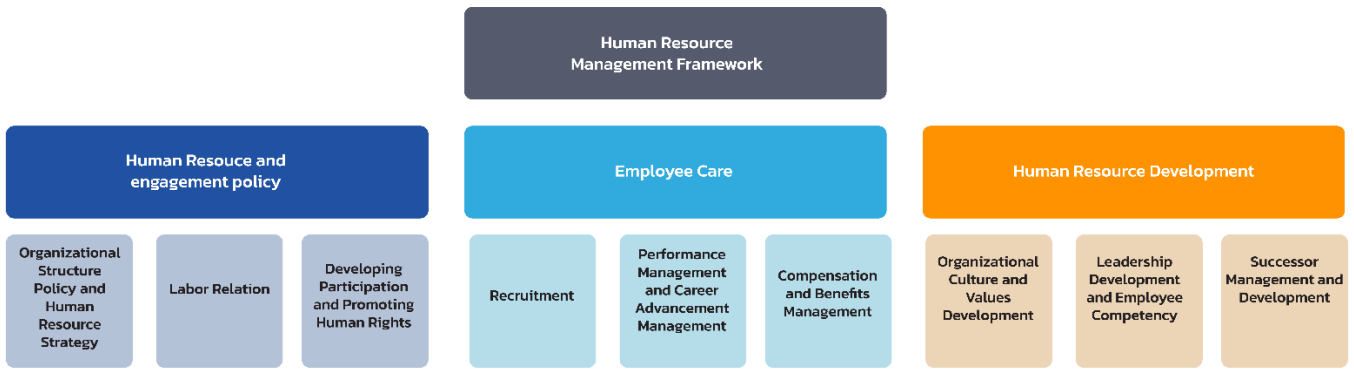
To drive the organization toward sustainable growth, the Company has strengthened its human resource management approach as a key strategic mechanism by establishing a clear operational framework aligned with the business direction. The framework encompasses three key components:

1. Human Resource Policies, Employee Engagement, and Participation Promotion
2. Employee Care and Retention
3. Human Resource Development and Organizational Culture

The Central Human Resources Department is responsible for establishing standards, policies, and operational guidelines to ensure that all business units and subsidiaries implement human resource management practices consistently and achieve tangible outcomes at the organizational level.

The Company is committed to operating in compliance with applicable laws, international standards, and human rights principles. It places importance on treating employees equally, fairly, and transparently, while also providing systematic grievance and feedback mechanisms to ensure that employee concerns and expectations are addressed in a timely manner and continuously improved upon. These practices play an important role in strengthening employee trust, reducing labor-related risks, and enhancing employee engagement across the organization.

In terms of organizational development, the Company focuses on enhancing employees' capabilities to ensure readiness for future changes and challenges, particularly in the areas of sustainability, creativity, and innovation. This enables employees to continuously create added value for the business while fostering an organizational culture that supports learning, collaboration, and participation at all levels. In addition, the Company systematically develops successors for key positions to strengthen business continuity, reduce transition risks, and support long-term organizational growth.



**Performance in Fiscal Year 2025/2026**

**1. Human Resource Policies, Employee Engagement, and Participation Promotion**

The Company continued implementing the Human Resource Strategic Plan that was reviewed and updated in fiscal year 2024/2025. During fiscal year 2025/2026, the strategic plan was implemented into concrete practice through collaboration between the Corporate Human Resources Department and the human resources departments of its subsidiaries. The plan focuses on preparing employees to align with the Company’s business direction and organizational goals. This includes enhancing employee capabilities, strengthening employee engagement and participation, and fostering an organizational environment that supports continuous innovation through clearly defined operational guidelines under the framework of “HR Preparation and Alignment for Corporate Agenda.”

During the year, the Company emphasized the systematic and consistent implementation of the plan across all business units. This resulted in elevating the role of human resources from an operational support function to a key strategic mechanism in driving the organization forward, particularly in terms of workforce readiness, organizational culture enhancement, and supporting sustainable business outcomes.



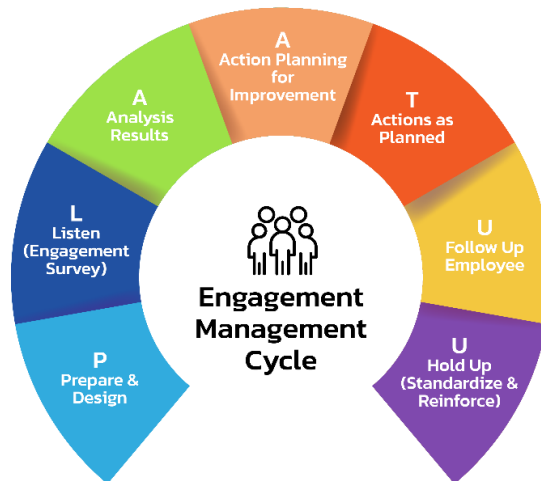
HR Preparation and Alignment for EPG Corporate Agenda

**Employee Engagement Management**

The Company provides opportunities for all employees to participate inclusively, recognizing that employees are the organization’s most valuable resource and a key driving force behind sustainable business growth. Employees who are highly engaged with the organization are considered a critical factor in attracting, developing, and retaining talent over the long term. Such employees demonstrate positive attitudes through behaviors such as speaking positively about the organization, their work, and colleagues; dedicating their physical and emotional energy to performing their duties to their fullest potential; initiating creative work and driving new ideas to achieve successful outcomes; and maintaining a strong commitment to working with the organization continuously.

In fiscal year 2025/2026, the Company conducted an Employee Engagement Survey annually to assess employees’ level of engagement and satisfaction with the organization. The survey was conducted using internationally recognized standard questions through the Company’s internally developed online platform, “EPG Survey.”

In addition, the Company manages employee engagement through its internal employee engagement management framework known as the “PLAATUU Cycle” in order to further strengthen employee engagement in a more concrete and systematic manner.



The Employee Engagement Survey received strong cooperation from employees at all levels, with a response rate of 88% of total employees, which was in line with the Company’s target. This reflects employees’ confidence and trust in the organization. For the employee engagement score, the Company has established a long-term target of not less than 74%. In fiscal year 2025/2026, the Company achieved an employee engagement score of 56%, representing an improvement from the previous year, although still below the target. In response, the Corporate Human Resources Department, the human resources departments of each subsidiary, and the Company’s Employee Engagement Champions jointly conducted discussions and focus group sessions with employees across various levels. The information and feedback gathered were used to further improve employee engagement and satisfaction initiatives more effectively.

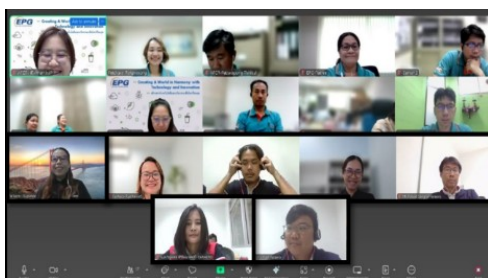
In addition, the Company appointed a new group of Employee Engagement Champions for each subsidiary to replace the previous committee whose two-year term had ended. The Company also organized knowledge transfer and experience-sharing sessions for the newly appointed committees to ensure continuity and effectiveness in driving employee engagement initiatives.

Employee engagement activities implemented during the year included:

- Employee Engagement Champions conducted site visits and meetings with employees at various levels to collect feedback and suggestions, jointly analyze factors affecting employee engagement, develop engagement improvement plans, monitor progress, and communicate relevant information to employees across all levels. These activities helped ensure consistent understanding throughout the organization and strengthened internal relationships.
- Employee Engagement Champions worked closely with the Welfare Committee in the Workplace to organize activities aimed at enhancing employee engagement and labor relations. The Company regularly organized activities such as Dhamma in the Factory activities, birthday celebrations, Children’s Day activities, Chinese New Year activities, Songkran Festival celebrations, relationship-building sports competitions, New Year celebrations, retirement appreciation events, awards for long-service and outstanding attendance, blood donation activities, influenza vaccination programs, and various social contribution projects.
- The Company also promoted “Psychological Safety” through HR Clinic activities, providing employees with a safe space to openly discuss, seek consultation, and exchange perspectives freely. This initiative helped foster a supportive and collaborative working environment while also reducing stress and concerns that may arise from work-related pressures.

Employee Feedback and Improvement Measures from Employee Engagement Activities

Employee Feedback	Improvement Measures
1. Communication channels for company policies and internal information were not yet fully accessible to employees at all levels.	The Company expanded communication channels through the LINE HR Official platform to improve accessibility and convenience, allowing employees to access information independently. The system provides automatic responses on key topics such as company policies, employee welfare information, and initiatives promoting the exchange of creative ideas. In addition, this platform enables the Human Resources Department to engage more closely with employees, better understand their needs, and use the information gathered to further improve employees’ quality of life.
2. Limited collaboration and teamwork at times created obstacles to achieving shared goals.	The Company promoted collaboration and teamwork through “LIVE C” activities, which reflect the organization’s core values. Employees were encouraged to participate in shared activities aimed at strengthening unity, teamwork, and mutual support, while also promoting behaviors that align with the Company’s core values in a tangible manner.



Photos of Employee Engagement Activities

## 2. Employee Care and Retention

The Company is committed to managing and supporting for employees fairly and without discrimination, while promoting employees' quality of life and enhancing their work capabilities. These efforts support the successful achievement of the organization's objectives, goals, mission, and vision, and are considered key factors in the continuous management and development of employees to strengthen business sustainability under current operating conditions. To support this commitment, the Company has established clear human resource management and development policies as a framework for implementation.

During fiscal year 2025/2026, the Company implemented various employee care initiatives and programs, including:

- Scholarship Programs for Employees and Employees' Children

The Company continuously supports educational opportunities for employees and their children through scholarship programs. In fiscal year 2025/2026, the Company and its subsidiaries granted a total of 1,248 scholarships, amounting to THB 5,899,001, as detailed below:

Scholarship Type	Number of Scholarships	Amount (THB)
- Employee Scholarships	16	1,174,001
- Scholarships for Employees' Children	1,232	4,725,000



**Parichat Prommongkon**  
Senior Supervisor  
(Department of Finished good)

“ I feel truly honored and proud to have been selected as a recipient of the 2025 scholarship from Aeroflex Co., Ltd. to pursue a Master of Business Administration in Industrial Business Administration at King Mongkut's University of Technology North Bangkok. This opportunity represents a **significant milestone** in my life, for which I am deeply grateful. I would like to sincerely thank the management team for their **trust** and **continuous support** toward employees' academic and professional development

This scholarship is not only financial support, but also a source of inspiration that motivates me to further develop my capabilities to the fullest extent. I firmly believe that the knowledge and experience gained from this program will enable me to contribute valuable work to the organization and grow together with the Company toward sustainable success founded on ethics and integrity. I would like to express my heartfelt appreciation to the management team for giving me the opportunity to pursue my educational aspirations and build a stable future together with the **Aeroflex family**. ”

- EIC Children's Day Dream Program: A program involving visits to employees and their children during National Children's Day in January 2026.
- Aeroklas Happy Family Junior Program: A Children's Day activity organized for employees' children.
- AFC-Happy Birthday Program: A monthly activity giving gifts and wishes to employees celebrating their birthdays.
- Flood Relief Assistance Program: Financial assistance provided to employees whose homes were affected by flooding.

- Long-Service and Attendance Recognition Program: Monetary awards presented to employees with service periods ranging from 5 to 35 years, as well as awards for employees demonstrating consistent attendance.
- Retirement Appreciation Program: An appreciation event organized to recognize retired employees for their dedication, diligence, and contributions throughout their employment.

### Performance Management

The Company has established a fair and non-discriminatory performance evaluation system and criteria. Employee performance is evaluated twice annually based on work objectives and behavioral factors. The performance evaluation framework consists of three key factors:

- 1) Work Performance Factors or Key Performance Indicators (KPIs)
- 2) Behavioral Factors / Core Competencies / Organizational Culture (Soft Side), consisting of:
  - L (Continuous Learning)
  - I (Innovation)
  - V (Value the Difference)
  - E (Empowerment)
  - C (Collaboration)
- 3) Leadership Factors



Work Performance  
Factors (Hard Side)



Behavioral Factors  
(Soft Side)



Leadership Factors

The Company uses performance evaluation results as key input for consideration in various areas, including:

- Compensation determination (annual salary adjustment and bonus consideration), based on fairness, alignment with employees' knowledge and capabilities, and performance under transparent and non-discriminatory criteria.
- Employee development and career path management to support employees' growth opportunities within the organization.
- Welfare and benefits management to align with employees' needs while strengthening employee engagement and morale for both employees and their families.

### Compensation Management

The Company determines employee salaries and wages based on job value and the Company's salary structure, which is designed to remain competitive within the labor market in order to retain employees. To ensure that rewards and compensation are aligned with performance under the performance management framework, performance evaluation results are used as part of the consideration process for salary adjustments and bonuses. In addition, the Company manages employee welfare and benefits to align with employees' needs appropriately.

### Employee Welfare and Benefits

The Company and its subsidiaries place emphasis on the employee participation through various feedback channels, including employee engagement surveys, suggestion boxes, welfare committees, and morning meetings, in order to review and continuously improve employee welfare and related practices.

The Company provides appropriate welfare and benefits that align with employees' needs in order to support and encourage employees, enhance their quality of life, and motivate them toward continuous self-development. Details of welfare and benefits provided beyond those required by law are as follows:

No.	Welfare Category	Welfare Details (Beyond Legal Requirements)
1	Incentive Welfare	Diligence allowance / Shift allowance / Working condition allowance / Professional and specialized skill allowance / Position allowance
2	Savings Welfare	Provident fund
3	Health Welfare	Annual health check-up / Health insurance / Accident and life insurance / Medical expenses / Influenza vaccination / Recreational activities
4	Family Welfare	Scholarships for employees' children / Science scholarships for employees' children / Employee scholarships / Funeral assistance / Ordination ceremony assistance / Get-well gifts / Financial assistance / Newborn visitation gifts
5	Religious, Cultural, and Mental Well-being Welfare	Dhamma in the Factory activities / Jit Arune Club to support employees affected by illness, natural disasters, and newborn childcare
6	Position-Based Welfare	Employee uniforms / Telephone allowance / Company car / Transportation service / Travel allowance / Fuel allowance / Off-site working allowance / Hardship allowance / Travel and accommodation expenses
7	Social and Environmental Activities	Donations of money and supplies to schools, temples, and communities / Community relationship enhancement projects around factory areas / Scholarships for educational institutions

### 3. Human Resource Development and Organizational Culture

The Company places importance on human resource development alongside strengthening a strong organizational culture. The Company focuses on systematic development in terms of skills, knowledge, and collaboration to support organizational changes and long-term growth.

In fiscal year 2025/2026, the Company continuously implemented various human resource development activities and programs, emphasizing the enhancement of employee capabilities at all levels while fostering a learning environment, knowledge sharing, and collaborative innovation. These are key factors in strengthening employee engagement and supporting the organization's stable and sustainable growth.

The Company also places importance on promoting organizational culture and has established the core competency framework known as "LIVE C," consisting of: **Continuous Learning / Innovation / Value the Difference / Empowerment / Collaboration**

To ensure these competencies are translated into concrete practices, the Company continuously organized activities and programs to build understanding and encourage behaviors aligned with the organization's core competencies across all levels, including the following:

**- EPG LIVE C Spotlight**

The EPG LIVE C Spotlight activity was organized for the second consecutive year to strengthen organizational culture in a tangible manner and inspire employees at all levels. Activities included LIVE C Roadshows, employee nomination opportunities, and selection processes.



EPG LIVE C Spotlight 2025 Award Ceremony

In fiscal year 2025/2026, a total of 310 employees were nominated. The selection committee considered and selected nominees based on established criteria, resulting in 157 employees receiving awards. This reflected strong employee participation and the strength of the organization’s recognition culture.



EPG LIVE C Roadshow

**- Guru Short Talk**

Guru Short Talk is a monthly knowledge-sharing platform that has been continuously organized for the fourth consecutive year. Experts and employees who demonstrate LIVE C competencies are invited to share their experiences through interview sessions broadcast live via Zoom, allowing employees to participate and engage in the activities. The program aims to inspire collaborative learning and also serves as a communication channel for important organizational matters.



**Employee Competency Development**

Under the concept of sustainable human capital development, the Company emphasizes strengthening employee competencies to align with business direction and industry changes through training programs and capability development activities covering employees at all levels. These initiatives aim to enhance work capabilities, support career growth, and prepare the organization for future challenges.

In fiscal year 2025/2026, the Company and its subsidiaries implemented employee development and training programs as follows:

Mandatory Programs:

In fiscal year 2025/2026, 99% of employees completed mandatory training programs. Mandatory employee development courses included:

- Personal Data Protection Awareness Program.

This program aims to enhance employees' understanding and awareness of personal data protection by focusing on proper, careful, and legally compliant handling of data-related tasks.

Target Group: Employees at all levels

Training Results: 100% of participants passed the post-training knowledge assessment.

Post-Training Outcomes: Employees demonstrated greater awareness in data management practices, reducing risks associated with personal data breaches. At the same time, the organization enhanced its data governance standards and strengthened confidence among stakeholders.

Legally Required Basic Training Programs:

- Aeroflex Co., Ltd. provided training for:
  1. Safety Officer at Supervisory Level: 100% of promoted employees attended the training.
  2. Safety Officer at Executive Level: 100% of promoted employees attended the training.
- Aeroklas Co., Ltd. provided Safety Officer at Executive Level training to 100% of promoted employees.
- Eastern Polypack Co., Ltd. provided Safety Officer at Supervisory Level training to 100% of promoted employees.

Mandatory Programs under Legal and ISO Standards:

- Eastern Polymer Group Public Company Limited organized ISO/IEC 27001:2022 training programs covering:
  - ISO/IEC 27001:2022 Requirements
  - ISO/IEC 27001:2022 Internal Audit
  - ISO/IEC 27001:2022 Awareness

These programs aimed to strengthen understanding of information security management systems, internal auditing capabilities, and information security awareness among employees at all levels.

Training Results: 100% of target employees attended the training and passed the post-training assessments

Post-Training Outcomes: Employees were able to perform their duties more correctly and securely. The organization also reduced cybersecurity risks, protected critical information, and enhanced confidence among customers and stakeholders.

- Aeroflex Co., Ltd. provided training programs with 100% participation among target employees for:
  - ISO 14001:2015
  - ISO 45001:2018
  - ISO 9001:2015
  - ISO 50001:2018
- Aeroklas Co., Ltd. provided training programs with 100% participation among target employees for:
  - IATF 16949
  - ISO/IEC 27001:2022
  - TISAX
  - ISO 50001:2018

- Eastern Polypack Co., Ltd. provided:
  - ISO 9001:2015 and ISO 14001:2015 refresher training with 98% participation among target employees
  - ISO 50001:2018 training with 98% participation
  - GHPs/HACCP training with 96% participation

Other Development Programs:

Aeroflex Co., Ltd.

- TEAM Productivity Program

This program focused on enhancing teamwork effectiveness by strengthening mutual understanding, goal setting, trust building, process improvement, and accountability in individual roles. Regarding post-training outcomes, employees were able to identify and improve bottlenecks in their work processes, resulting in smoother workflows, reduced waste, and more effective cross-functional collaboration, ultimately enhancing overall productivity and workplace atmosphere.

Aeroklas Co., Ltd. organized training programs related to technology, innovation, and sustainability development to strengthen employee competencies in these areas, including:

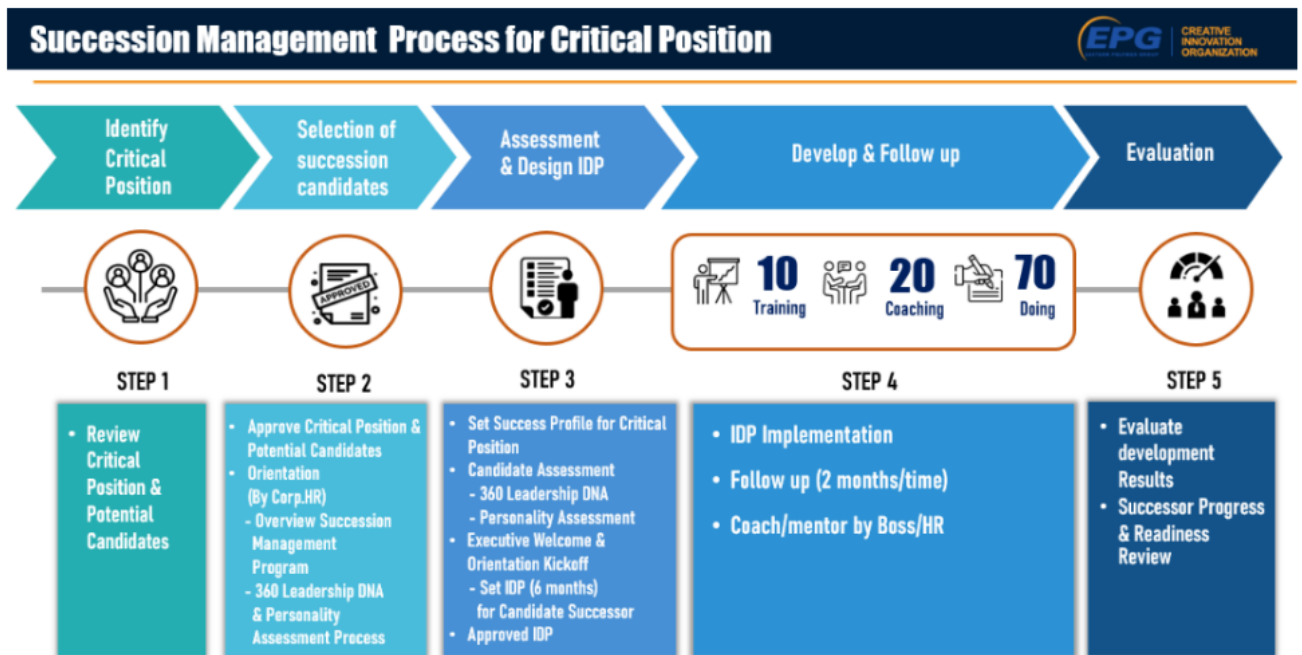
- Industrial IoT for Manufacturing Program (under the EEC Model Skills Development Project).  
The program aimed to enhance Industrial IoT knowledge and skills among engineering and technical personnel, enabling effective application of digital technologies in actual manufacturing processes, including device connectivity, data collection and analysis, predictive maintenance planning, and production optimization. Regarding post-training outcomes, employees were able to design and test basic IoT systems and apply sensor data analysis to improve operational processes. This contributed to enhanced production efficiency, cost reduction, and laying the foundation for Smart Factory development.
- PLC Mitsubishi GX-Works3 Basic Program.  
The program aimed to strengthen employees' knowledge and skills in automation systems by focusing on PLC operation principles, Ladder Diagram programming, and practical application with manufacturing equipment. Regarding post-training outcomes, employees gained basic proficiency in GX-Works3 and a more systematic understanding of automation systems, leading to more accurate production process control, reduced errors, and improved organizational efficiency, while also establishing a foundation for advanced automation systems.
- DX Transformer Development Engineer OT Level Program  
This program aimed to develop employee capabilities in driving Digital Transformation within the industrial sector by integrating Operational Technology (OT) and Information Technology (IT). Employees learned strategic planning, system design, and advanced technologies such as Digital Twin, IoT, and industrial control systems through real factory case studies. Regarding post-training outcomes, employees were able to develop practical digital factory transformation roadmaps, helping the organization reduce waste, improve efficiency, and strengthen long-term competitiveness.


For employee capability development programs across all levels, the Company provided an average of 24 training hours per employee in fiscal year 2025/2026.




	FY2023/2024	FY2024/2025	FY2025/2026
	(Hour/Person)	(Hour/Person)	(Hour/Person)
Average Training Hours per Person per Year	31	34	24

### Succession Development Process for Critical Positions

In accordance with the Succession Management Policy, the Company recognizes the importance of succession development, particularly for critical positions, and supports the implementation of systematic and continuous succession planning processes. This ensures that the Company has clear plans and processes to develop successors' capabilities so that they are adequately prepared and able to assume target positions within the required timeframe. The succession development process is illustrated in the following diagram:



Process	Details	Results
<b>STEP 1:</b> <b>Identify Critical Positions</b>	<p>Identify critical positions requiring succession planning. Critical positions refer to positions in which the incumbent is expected to retire within 5–8 years, as well as positions that are difficult to replace through external recruitment and whose vacancy could significantly impact business operations. In fiscal year 2025/2026, the Company identified 18 critical positions. The identification process involved senior management, supervisors, and the human resources departments of the Company and its subsidiaries.</p>	<p>Identified 18 critical positions</p>
<b>STEP 2:</b> <b>Selection of Succession Candidates</b>	<p>The Human Resources Department, supervisors, and managing directors of the Company and its subsidiaries jointly established the qualifications and selection criteria for succession candidates. This included defining the roles, responsibilities, and competencies required for future business needs (Success Profile), determining necessary qualifications and experience, reviewing past performance, and assessing candidates' motivation and willingness for career development. In fiscal year 2025/2026, 23 employees were nominated for succession development, representing a ratio of 1:1 compared to the number of critical positions identified.</p> 	<p>23 succession candidates identified ratio of 1:1</p>
<b>STEP 3:</b> <b>Assessment &amp; Design IDP</b>	<p>Prepare succession candidates through personality and leadership assessments using various tools such as personality tests and 360-degree evaluations. The assessment results were used to analyze competency gaps and develop Individual Development Plans (IDPs). Orientation sessions were also conducted by senior management to provide guidance on leadership development and the overall project direction. In fiscal year 2025/2026, IDPs were established for successors in all critical positions, achieving the target of 100%.</p>	<p>100% of succession candidates had IDPs established</p>

Process	Details	Results
<p><b>STEP 4:</b> Develop &amp; Follow Up</p>	<p>Implement development according to the IDP under the 70: 20: 10 development approach, with continuous progress monitoring. Direct supervisors served as coaches and mentors, while the Human Resources Department closely supported the development process. Examples of development activities included:</p> <p><b>1) Success Profile &amp; IDP Workshop</b> – aimed at helping succession candidates understand how to develop Success Profiles linked to the design of their IDPs for target positions</p>  <p><b>2) IDP Presentation Skills for Successors Program (3 batches)</b> – aimed at enhancing presentation skills for IDP plans through the application of AI tools in preparing presentation materials.</p> 	<p>100% of succession candidates participated in development activities</p> <p>100% were able to develop their own Success Profiles and IDPs</p> <p>100% were able to apply the knowledge gained from the training in actual presentations</p>
<p><b>STEP 5:</b> Evaluation &amp; Readiness Review</p>	<p>Monitor and evaluate successors’ readiness to assume critical positions based on their capabilities and performance under the IDP. Senior management, direct supervisors, and the human resources departments of subsidiaries participated in reviewing the successors’ development presentations and provided recommendations for further improvement. In fiscal year 2025/2026, 100% of succession candidates were assessed as ready to assume critical positions according to the plan.</p> 	<p>100% of succession candidates presented progress on their development plans</p> <p>100% of succession candidates were assessed as ready to assume critical positions according to the plan</p>

As of March 31, 2026, the Company had a total of 3,064 employees.

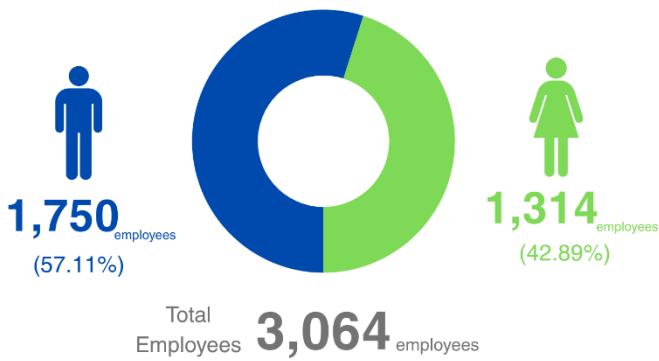
### Employee Distribution by Company



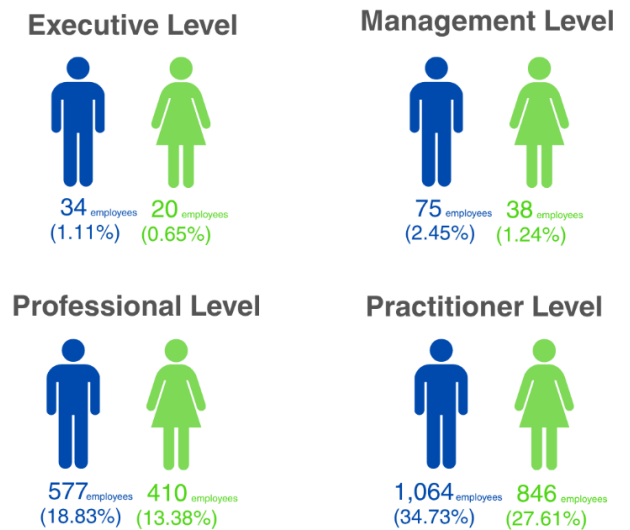
### Employee Distribution by Job Level



### Employee Distribution by Gender



### Employee Distribution by Gender and Job Level





## Human Rights

The Company is committed to respecting human rights and recognizes them as an integral part of its business operations. Human rights principles are embedded into the Company’s governance framework, risk management processes, and operations throughout the value chain to ensure that business activities are conducted responsibly, transparently, and with respect for the fundamental rights of all stakeholder groups.

	Long-term goals FY2025/2026	goal FY2025/2026	Performance FY2025/2026
Number of significant Human Rights complaints	0	0	0

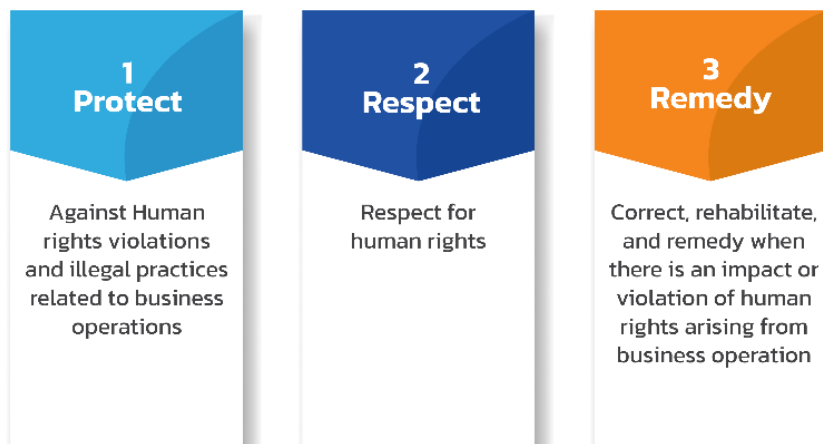
### Management Guidelines

The Company manages human rights in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGP), which encompass the three core pillars of Protect, Respect, and Remedy. These principles are applied in conjunction with the Human Rights Due Diligence (HRDD) process in establishing policies, operational guidelines, governance frameworks, and human rights standards, enabling the Company and its subsidiaries to adapt and implement them appropriately in accordance with the context of each business entity.

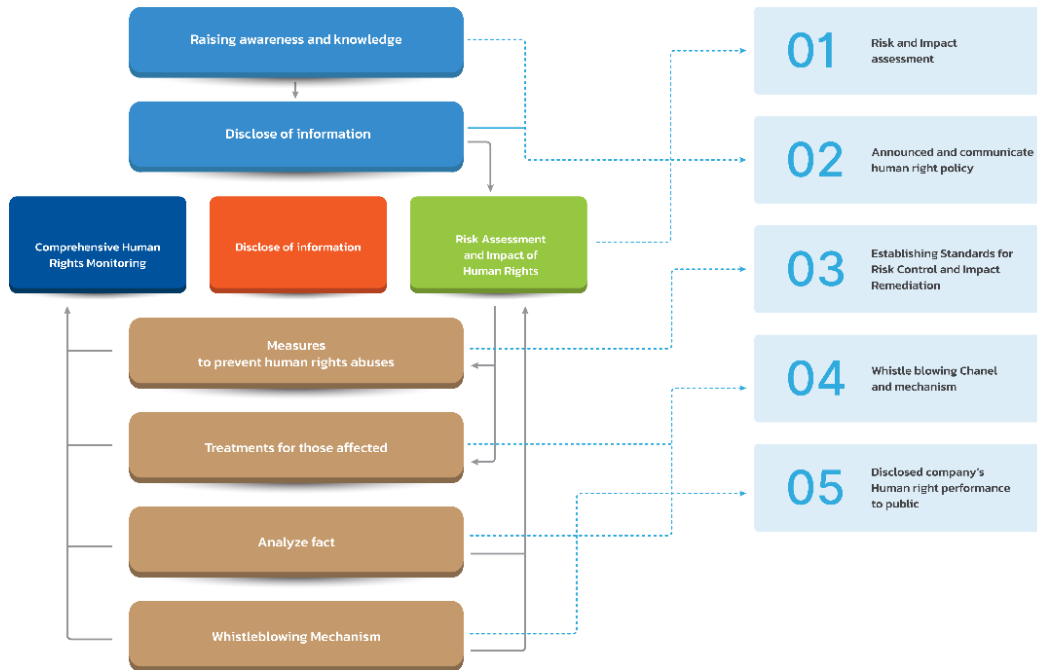
The Company places importance on the human rights of all stakeholder groups, including employees, business partners, customers, communities, and society at large. Human rights considerations are systematically integrated into business operations, with the Company and its subsidiaries establishing a human rights management framework to ensure active participation and collaboration across all functions. The framework also supports the prevention of human rights violations throughout business activities across the value chain, as well as the assessment of human rights risks and impacts, including the implementation of preventive and mitigation measures for employees, business partners, communities, and other relevant stakeholders.

In addition, the Company promotes communication and awareness of human rights among relevant parties through various communication channels, including training programs, notice boards, and online media.

### The three pillars of UNGP



**ANNOUNCEMENT OF HUMAN RIGHT POLICY**



**Human Rights and Social Responsibility Policy and Practices**

The Company has established human rights and social responsibility policies and practices in compliance with local laws and internationally recognized human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration on Fundamental Principles and Rights at Work). These policies and practices are intended to ensure that the Company’s business operations remain free from human rights violations against all stakeholder groups throughout the value chain. Details of the Company’s human rights policies and practices are provided below, or the official version can be accessed via the following link: [Human Rights Policy.pdf](#)

**Summary of Human Rights Policy and Practice Guidelines:**

Human Rights Issues	Human Rights Policy and Practice Guidelines
Child Labor / Young Workers	The Group Companies will not be involved in or support the use of child labor under the age of 15 years old.
Forced Labor and Fair Employment	The Group Companies will not be involved in or support the use of forced or involuntary labor.
Working Environment and Occupational Safety	The Group Companies will provide a safe and healthy working environment and establish procedures to prevent accidents, injuries, or health hazards arising from or related to work.
Freedom of Association and Freedom of Expression	The Group Companies will respect the rights of all workers to express their opinions and engage in collective bargaining in accordance with applicable laws.

Discrimination and Equal Treatment	The Group Companies do not support any form of discrimination or unequal treatment in employment, compensation, training opportunities, promotion, termination, or retirement based on age, gender, race, caste, nationality, religion, sexual orientation, disability, physical characteristics, political opinions, or disadvantaged status such as migrant workers or the sick.
Discipline, Harassment, and Abuse	The Group Companies will not be involved in or support physical punishment, physical or mental coercion, threats, harassment, or the use of abusive language.
Working Hours	The Group Companies will comply with laws and regulations relating to working hours, holidays, leave entitlements, and overtime work.
Wages and Benefits	The Group Companies will provide wages and compensation in compliance with applicable laws and at a level sufficient to meet basic living needs.
Fair Employment Conditions	The Group Companies will not be involved in or support unfair employment contracts or false training programs intended to avoid labor obligations.

**Human Rights Risk Assessment**

In FY2025/2026, the Company conducted Human Rights Due Diligence (HRDD) based on a risk-based approach, beginning with subsidiaries that operate core businesses and have operational human rights risks related to labor, business partners, contractors, and business activities across the value chain. This ensures that the assessment method covers activities that may cause significant human rights impacts. The Company focuses on identifying, assessing, and managing risks, as well as defining appropriate preventive and mitigation measures for potential impacts on stakeholders. The assessment results are used to monitor, improve, and continuously enhance the Group’s human rights practices in alignment with sustainable business practices and international human rights principles.

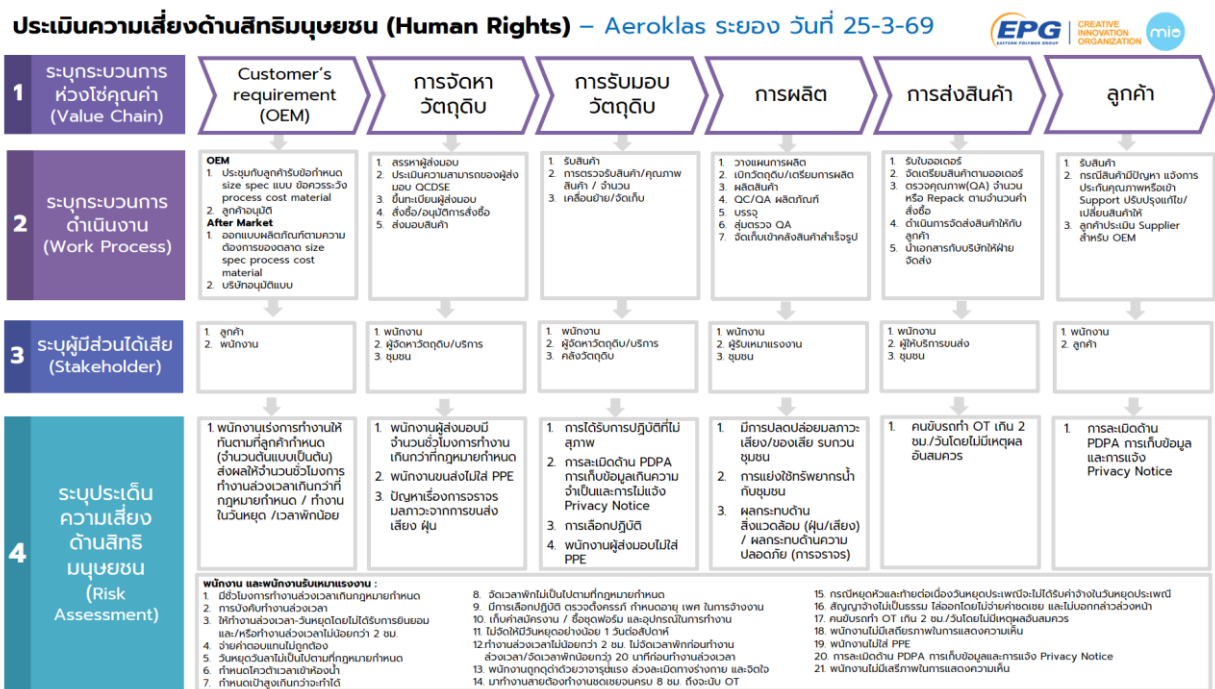
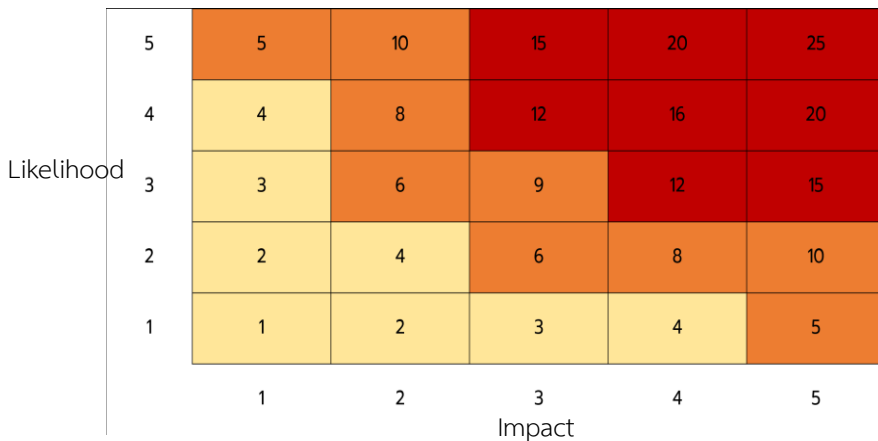


Photo: Human Rights Due Diligence (HRDD) result along the value chain

The assessment covered the consideration of issues and incidents that may potentially cause human rights impacts, together with the prioritization of risks based on the severity of impacts and the likelihood of occurrence. Human rights risks were categorized into three levels: high risk, medium risk, and low risk. The assessment results are used to support the development of appropriate preventive, mitigation, and monitoring measures.

In fiscal year 2025/2026, the Company identified three human rights issues classified as medium-level risks.



**Human Rights Impact Assessment Issues**

- Working overtime hours exceeding legal requirements
- Overtime working hours of transportation drivers exceeding legal requirements
- Non-compliance with or violations relating to personal data protection and privacy rights

**Risk Management**

Human Rights Risk Issue: Working overtime hours exceeding legal requirements		Risk Level: Medium
Stakeholders:	Employees, employees of labor contractors	
Measures to Eliminate, Mitigate, and Prevent Risks :	<ul style="list-style-type: none"> <li>- Review policies relating to working hours, rest periods, and overtime work</li> <li>- Communicate relevant policies to employees and related parties</li> <li>- Review production plans, operational constraints, and production targets in alignment with production capacity to control working hours</li> <li>- Supervise and monitor compliance with policies and applicable laws</li> </ul>	










Human Rights Risk Issue: Working overtime hours exceeding legal requirements		Risk Level: Medium
Stakeholders:	Transportation drivers of the Company and suppliers	
Measures to Eliminate, Mitigate, and Prevent Risks:	<ul style="list-style-type: none"> <li>- Establish policies or regulations relating to working hours, rest periods, and overtime work for transportation drivers</li> <li>- Communicate policies and regulations regarding working hours, rest periods, and overtime work to transportation departments and suppliers to ensure awareness and compliance</li> <li>- Supervise and monitor compliance with policies and applicable laws</li> </ul>	

Human Rights Risk Issue: Non-compliance with or violations relating to personal data protection		Risk Level: Medium
Stakeholders:	Individuals responsible for collecting, using, processing, and destroying personal data, as well as personal data owners	
Measures to Eliminate, Mitigate, and Prevent Risks:	<ul style="list-style-type: none"> <li>- Communicate the Personal Data Protection Policy, privacy notices, and personal data protection management guidelines to relevant parties, including purposes of data usage and procedures in the event of data leakage or violations</li> <li>- Establish and regularly review personal data protection measures</li> <li>- Maintain records and documentation as required by law</li> <li>- Supervise and monitor compliance with policies and applicable laws</li> </ul>	

### Monitoring and Comprehensive Review

The Company has established a Human Rights Due Diligence (HRDD) process through human rights self-assessments and grievance mechanisms as tools to monitor, review, and evaluate the operations of the Company and its subsidiaries to ensure alignment with relevant human rights policies, laws, and requirements.

The human rights self-assessment and labor protection law assessment cover the following topics:

 <p>Child/Minor Labor</p>	 <p>Forced Labor and Fair Employment</p>	 <p>Freedom of Association and the Freedom of Expression</p>
 <p>Discrimination or Unequal Treatment</p>	 <p>Disciplinary Actions, Harassment, and Physical Abuse</p>	 <p>Working Hours</p>
 <p>Wages and Benefits</p>	 <p>Fair Terms of Employment</p>	 <p>Personal Data Protection</p>

The process aims to prevent and mitigate potential adverse impacts on stakeholders, while also supporting the Company in identifying areas for improvement and continuously establishing appropriate operational measures.

In fiscal year 2025/2026, the Company and its subsidiaries achieved 100% compliance in their human rights self-assessment results, demonstrating adherence to the Company’s policies, applicable laws, and human rights requirements. The Company places importance on effective grievance handling and remediation mechanisms. Therefore, transparent and accessible grievance channels have been established to enable stakeholders to raise concerns and receive fair resolution. Accordingly, the Company’s human rights operations are not only intended to comply with legal requirements and international standards, but also to strengthen long-term confidence and trust among stakeholders, contributing to the sustainable growth of both the organization and society as a whole.

Remediation measures for individuals affected by human rights issues may include both financial and non-financial forms of assistance, depending on the nature and severity of the impacts, in order to provide appropriate relief and support to affected persons.

In cases where child labor is identified, the Company will immediately terminate the employment of child labor and coordinate with parents or guardians to understand the underlying issues. Compensation and appropriate remediation measures will be provided, including support for the child to continue receiving at least compulsory education until reaching legal working age. During such period, the Company may provide employment opportunities for unemployed parents or guardians as replacement workers, or support them in operating shops or small businesses within the Company’s premises to help generate income for their livelihoods.

### Operations: Human Rights Awareness Enhancement

The Company places importance on promoting knowledge, understanding, and awareness of human rights among employees at all levels in order to foster an organizational culture that respects human dignity, promotes equal treatment and non-discrimination, and recognizes the fundamental rights of stakeholders connected to the Company's business operations.

To ensure that new employees understand the Company's principles and operational practices from the beginning of their employment, the Company provides a new employee orientation program. The program covers the Company's organizational objectives, business nature, regulations, operational guidelines, and relevant policies, including the Human Rights and Social Responsibility Policy and the Personal Data Protection Policy. This enables employees to understand the Company's business direction as well as expectations regarding work practices that align with human rights principles, business ethics, and applicable laws.

In addition, the Company continuously organizes training programs to strengthen knowledge and awareness relating to human rights, social responsibility, and relevant laws for executives and employees. These programs aim to ensure that personnel understand human rights principles within the context of actual workplace practices and are able to appropriately apply them in various organizational activities. This forms part of the Company's commitment to conducting business responsibly, transparently, and with continued respect for the rights of all stakeholder groups.

### Performance 2025/2026

#### Raising awareness

The Company places importance on respecting the right to privacy and protecting the personal data of all stakeholder groups, as part of its human rights-based approach to business operations. The Company has continuously provided training on personal data protection to executives and employees to enhance knowledge and understanding of appropriate operational standards for personal data management, ensure compliance with the Personal Data Protection Act (PDPA), reduce the risk of violating data subject rights, and support responsible and sustainable business operations.

#### Personal Data Management (PDPA) Training for Executives

The Company organized an online training program titled "Personal Data Protection Management (PDPA) for Executives" to enhance executives' understanding of the requirements and key principles of personal data protection laws, as well as the potential impacts on corporate governance, organizational risk management, and responsibilities relating to personal data management.

The program focused on reinforcing executives' awareness of their important role in overseeing legal compliance, protecting privacy rights, and promoting a culture of personal data protection across all business units within the organization, ensuring that personal data protection becomes an integral part of responsible business operations. In addition, the training covered support for establishing



policies, measures, and operational guidelines aligned with legal requirements. A total of 28 executives participated in the program.

**Personal Data Protection Awareness Training**

The Company organized the “ PDPA Awareness Training for Employees” program to enhance employees’ knowledge, understanding, and awareness regarding compliance with personal data protection laws, including their responsibilities in the collection, use, destruction, and disclosure of personal data appropriately, as well as awareness of risks and threats that may lead to personal data breaches.

The program covered employees from operational to managerial levels and was conducted in three sessions, comprising two on-site sessions and one online session. A total of 113 employees participated in the training, with 100% of participants successfully passing the post-training assessment.



**Support and Employment of Persons with Disabilities**

In accordance with the Company’s Human Rights Policy, the Company promotes fair and equal employment opportunities based on qualifications and competencies, while also supporting the employment of persons with disabilities to enhance opportunities and self-reliance.

In fiscal year 2025/2026, the Company employed 25 persons with disabilities and contributed to the disability support fund equivalent to 5 persons, totaling 30 persons or 1% of the total number of employees, in compliance with the legal requirement of employing one person with disabilities for every 100 employees across the Company and its subsidiaries.

The Company remains committed to promoting equal employment opportunities by supporting persons with disabilities to work according to their capabilities under an appropriate and non-discriminatory working environment. This commitment has been recognized by external organizations through awards and certificates relating to employment promotion and quality of life development for persons with disabilities, including:



Aeroklas Co., Ltd. received a certificate of recognition under the Disability Employment Promotion Program for Establishments for the year 2025 and 2026



Certificate and recognition award related to labour relation and labour welfare that the Company received

In addition, three subsidiaries, namely Aeroflex Co., Ltd., Eastern Polypack Co., Ltd., and Aeroklas Co., Ltd., received the CSR-DIW Award 2025 from the Department of Industrial Works.

### Human Rights Complaints

In fiscal year 2025/2026, the Company and its subsidiaries did not receive any significant human rights complaints from stakeholders. Nevertheless, the Company continues to regularly monitor human rights issues and assess human rights impacts throughout activities across the value chain. The Company also promotes human rights responsibility among its business partners through the Supplier Code of Conduct, which outlines good human rights practices, and has established remediation measures in the event of human rights violations.



## Occupational Health and Safety Management

Amid increasingly complex challenges arising from evolving work patterns, climate-related risks, and heightened stakeholder expectations, the Company recognizes occupational health, safety, and working environment management as a fundamental component of its business operations. These aspects are integrated into the Company's management systems and enterprise risk management processes to enhance employees' quality of life and support business continuity. The Company is committed to fostering a proactive safety culture alongside the continuous development and improvement of its management systems in order to minimize risks and potential impacts on employees. The objective is to ensure that employees can work safely and efficiently while growing together with the organization in a stable and sustainable manner.

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
Total Recordable Injury Frequency Rate (TRIFR)	<5.50	<5.50	4.58
Lost Time Injury Frequency Rate (LTIFR)	0	0	1.53

### Management Guidelines

The Company places strong emphasis on a preventive approach through the continuous development and improvement of its occupational health and safety management systems. This includes hazard identification and risk assessment, implementation of control measures, monitoring and evaluation processes, as well as emergency preparedness and response, with the objective of minimizing the likelihood of accidents, injuries, and adverse health impacts on employees. Recognizing that employees and contractors operating within the Company's facilities may be exposed to occupational health and safety risks, the Company is committed to effectively managing such risks by reducing both the likelihood of occurrence and the severity of potential impacts to the lowest possible level. The Company has established an Occupational Health and Safety Policy that all subsidiaries are required to strictly comply with and has incorporated occupational health and safety targets as part of the organization's key performance indicators (KPIs). The Company's management approach is aligned with internationally recognized standards and practices, including ISO 45001:2018, Process Safety Management (PSM) principles, and other relevant industry-specific guidelines, together with regular legal compliance assessments and certifications by external organizations (Disclosure 403-1).

The Company has also established a clear governance structure, including defined roles, responsibilities, and accountability, supported by performance indicators to ensure the effective implementation of occupational health and safety management. Policies, strategies, and annual targets are reviewed regularly through the Sustainable Development Working Group and implemented by the Occupational Health, Safety, and Working Environment Committees of each subsidiary, which include representatives from all functional departments in accordance with legal requirements.

In addition, the Company promotes a strong safety culture throughout the organization by encouraging employee participation at all levels, ensuring continuous communication, and enhancing safety knowledge and competencies. Through these efforts, the Company remains committed to providing a safe working environment that supports operational efficiency while enabling employees to grow together with the organization in a stable and sustainable manner.

The scope of this report covers Aeroflex Co., Ltd. operations located in Rayong and Samut Prakan provinces only and excludes operations in Bangkok and overseas business units. For Aeroklas Co., Ltd. and Eastern Polypack Co., Ltd., the scope covers only operations located in Rayong province and excludes operations in Samut Prakan, Bangkok, and overseas business units. This limitation is due to the Company currently being in the process of developing data collection and reporting systems to ensure alignment with the Company's reporting requirements and international standards.

## 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	- Risk assessment and implementation of control and preventive measures	Risk Prevention

No.	Employee and Contractor Risk Issues	Mitigation Measures	Type of Mitigation
	manpower shortages, delays in work plans, the need for work substitution, and legal compensation requirements	- 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	
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	- Regular preventive maintenance (PM); cease use of faulty machines, repair them, or replace with new equipment	Risk Reduction
3	Injuries from workplace accidents	- Review of safe working procedures and pre-use inspection of equipment	Risk Reduction
4	Accidents from working at height	- Mandatory training for working at height and proper use of personal protective equipment (PPE) before task execution	Risk Prevention
5	Chemical-related accidents	- 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 fiscal year 2025/2026, the Company provided annual health check-ups for all employees (100% coverage) and operated health centers that offer health consultations, preliminary medical treatment, and emergency first aid services by resident doctors and nurses.

The Company also recognizes the importance of promoting employee health and preventing risks associated with non-communicable diseases that may result from unhealthy eating habits or lack of physical activity. As a result, the Company organized the “Healthy Working Age Promotion Program (Ride & Reward)” to encourage employees to take better care of their health. The program aims to reduce health risks such as obesity, high blood pressure, diabetes, and heart disease, which may negatively affect employees’ quality of life and work efficiency. Under the program, employees could accumulate calories burned through exercise activities according to criteria set by the Company and redeem rewards upon achieving the specified targets.



**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 2025/2026. To identify, assess, and control process hazards, including storage, design, usage, production, maintenance, inspection, testing, and transportation of hazardous chemicals, management measures and engineering basics are used as follow

Compliance with Regulations	Hearing Conservation Program
Improvement of safety system in the production line	<ul style="list-style-type: none"> <li>- Installed guard covers on machines with rotating parts</li> <li>- Provided noise-cancelling earmuffs to enhance hearing protection in high-noise working areas.</li> <li>- Installed personal HEPA filters for employees in high-risk groups</li> </ul>

### 2.3 Improving Employees' Knowledge in Occupational Health and Safety. (Disclosure 403-5)

In fiscal year 2025/2026, the Company recognized the importance of enhancing employees' knowledge and competencies and therefore organized a total of seven training programs that are essential for workplace operations. A total of 3,299 employees participated in these training programs. Key training courses included safe forklift operation, basic first aid and cardiopulmonary resuscitation (CPR), chemical safety, electrical safety, radiation safety for ionizing radiation, and confined space safety.

In addition, the Company regularly provides basic firefighting training on an annual basis to familiarize employees with emergency response procedures related to fire incidents. The training aims to equip employees with fundamental knowledge and the ability to control and respond to emergency situations effectively. External instructors with direct expertise, knowledge, and professional experience were invited to conduct the training in order to minimize potential impacts and hazards. The Company also conducts annual emergency drills covering scenarios such as fire outbreaks, chemical or oil spills and leaks, and transformer explosions.

Furthermore, the subsidiaries organized basic firefighting training in collaboration with Phana Nikhom Subdistrict Administrative Organization and Makham Khu Municipality in Rayong Province, with one training session conducted per company. A total of 2,315 participants attended the program. The training was intended to ensure that employees become familiar with emergency situations and are able to apply the knowledge gained effectively in their work responsibilities.

With regard to contractors, the Company recognizes the occupational health and safety risks associated with contractor operations within the workplace. Therefore, the Company has established contractor safety regulations and requires all contractors to attend safety orientation training before commencing work. Contractors who complete the training are registered and authorized to work within the Company's premises. In addition, the Company supports supplier and contractor development by providing consultation and guidance on occupational health and safety management systems to contractors seeking to improve their safety standards and practices.



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

### 1. CCCF Activity

**Objective:** To encourage employees in pilot areas to identify hazards within their own work areas.

Each employee is assigned a target to identify at least two hazards per year in order to reduce workplace accidents.



### 2. Safety Patrol Activity

**Objective:** The Safety Committee conducts monthly safety inspection plans for each area.

The inspections include reviewing workplace environments and employees' work practices to assess risks related to both Unsafe Actions and Unsafe Conditions. If any deficiencies or risks that may lead to accidents are identified, the area supervisor and responsible safety officer will implement corrective actions and report the results. Professional safety officers will then follow up on the corrective actions to ensure continuous improvement in workplace safety effectiveness.



### 3. Safety Double Check Activity

Professional safety officers conduct random inspections of employees' machine operations, including daily checks of machine safety systems before use by operators, as well as joint inspections of machine safety readiness together with area supervisory safety officers. The inspection results must confirm that the equipment and safety systems are fully operational, capable of functioning effectively, and able to respond promptly in emergency situations to reduce the severity of injuries and ensure employee safety.



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

EPG is committed to instilling an organizational safety 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**

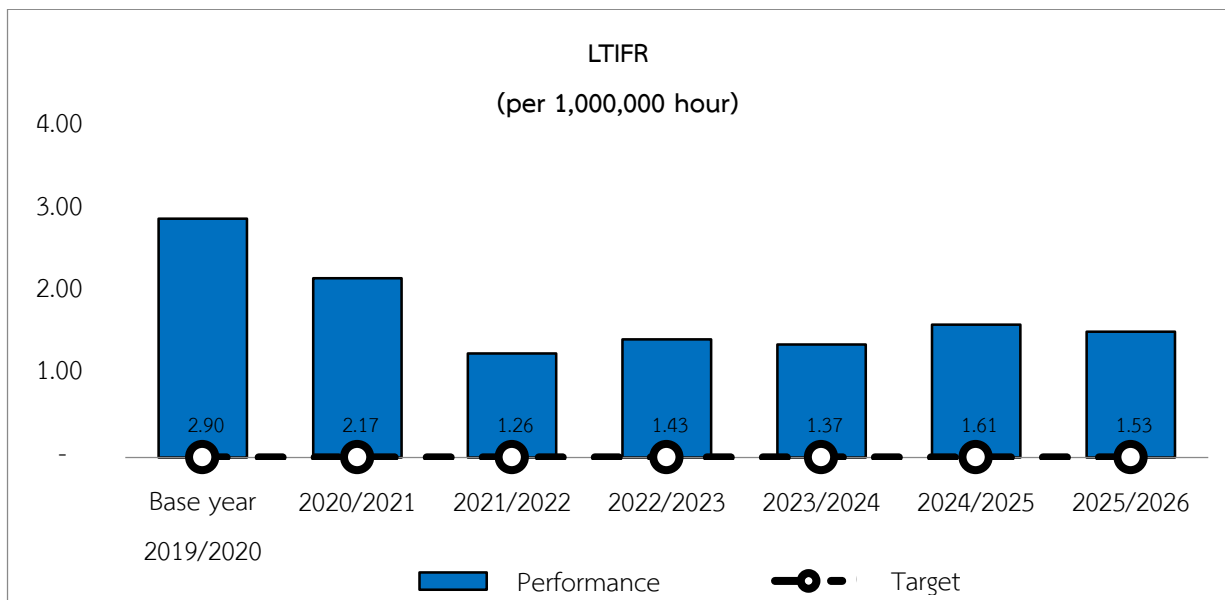
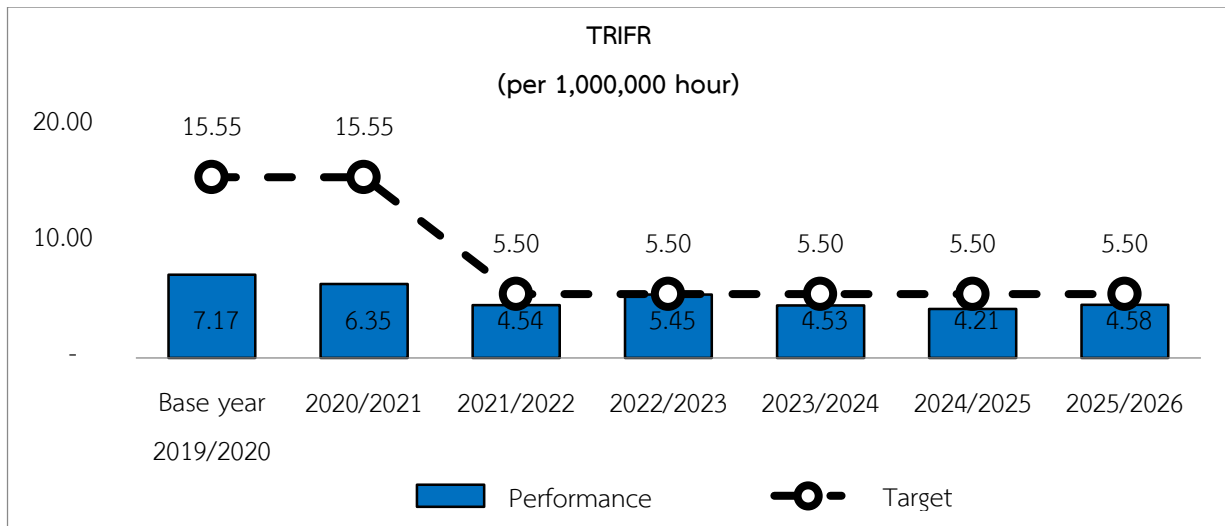
Through the following actions in 2024/2025, EPG is committed to developing a safe working culture throughout the organization, both in offices and on production lines:

<p>AI Safety Culture Video Contest</p>	<p>To encourage innovative ideas through hazard simulation for safety training purposes, enabling employees to better understand workplace hazards and precautions related to specific tasks. The initiative also allows employees to experience and test simulated hazards in realistic scenarios.</p>	
<p>Safety Mind Activity</p>	<p>A prize-based Q&amp;A activity aimed at promoting safety awareness and reinforcing the “Safety First” mindset before performing any work tasks. Employees are also encouraged to share opinions, preventive measures, and corrective actions to avoid repeated incidents through this activity.</p>	
<p>Safety Day 2025</p>	<p>Organized under the concept “Building a Safety Culture Towards Sustainability” to promote learning and strengthen safety and environmental awareness, leading to the development of a sustainable safety culture. Various activities were conducted to support faster learning and foster positive attitudes toward safety initiatives.</p>	
<p>“Safe Journey Home, Drive with Care, Share Concern for Others, Drive with Confidence with EPP” Campaign</p>	<p>A safe driving awareness campaign featuring a “Safe Driving” video contest to build safety consciousness, continuously raise awareness, and remind employees to travel mindfully and responsibly.</p>	

EPG has implemented its workplace safety strategy to manage occupational health and safety issues for both employees and contractors. The Company continuously monitors key performance indicators, including the Total Recordable Injury Frequency Rate (TRIFR), Lost Time Injury Frequency Rate (LTIFR), Injury Severity Rate (ISR), and work-related fatality rates for both employees and contractors.

In the fiscal year 2025/2026, the Company recorded a Lost Time Injury Frequency Rate (LTIFR) of 1.53 and a Total Recordable Injury Frequency Rate (TRIFR) of 4.58, which were in line with the targets set by the Company. Based on the nature 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 investigations to identify root causes in accordance with established procedures and implemented preventive measures to avoid recurrence. Corrective and preventive actions were undertaken by both the department where the incident occurred and the Occupational Health and Safety Division. In addition, incident findings and lessons learned were communicated to other departments across the organization to promote learning from past incidents, enhance safety awareness, and encourage greater caution in work practices to prevent similar incidents from recurring. For contractors, no work-related accidents occurred within EPG's operations during the reporting period.





## Community Development

Amid the challenges of economic volatility alongside evolving social dynamics, the Company has integrated community and social development as an integral part of its business operations. This is embedded within its management systems and relevant operational processes to create shared value for all stakeholders. The Company promotes stakeholder engagement, enhances quality of life, and strengthens community resilience to ensure sustainable growth together.

	Long-term goal FY2025/2026	Goal FY2025/2026	Performance FY2025/2026
The Number of significant complaints from the community	0	0	0

### Management Guidelines

The Company establishes its approach to community and social development based on the principles of good governance, social and environmental responsibility, and due consideration of the interests and expectations of all stakeholder groups—particularly local communities, which are among the Company’s key stakeholders. It therefore emphasizes systematic engagement with communities and stakeholders through the assessment of local needs and key issues, in order to define appropriate operational approaches aligned with the specific context of each community.

The Company implements initiatives aimed at enhancing quality of life, promoting economic opportunities, and strengthening long-term community resilience. These efforts are intended to build trust, acceptance, and collaboration, ultimately fostering mutual coexistence and sustainable shared growth.

In addition, the Company has established continuous monitoring and evaluation processes for its social performance, including the development of appropriate key performance indicators (KPIs), to ensure that its initiatives deliver tangible positive outcomes and effectively respond to stakeholder expectations. Responsibility for driving community and social initiatives is assigned to the Corporate Social Responsibility (CSR) Working Committee, comprising employee representatives from various departments. The Committee is responsible for advancing Community Involvement and Development initiatives in the Company’s target areas, following the process outlined below (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 Kho Subdistrict, Nikom pattana 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 support from 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.

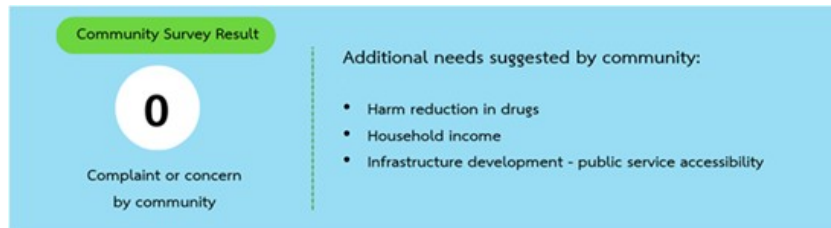
## 5. 5 Performance Assessment

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.

In the fiscal year 2025/2026, the Company implemented a total of 109 community and social projects and activities, with total financial support amounting to THB 8,899,640. A total of 1,232 employees participated in these activities, alongside 8,437 community members, with 45,451 individuals benefiting indirectly.

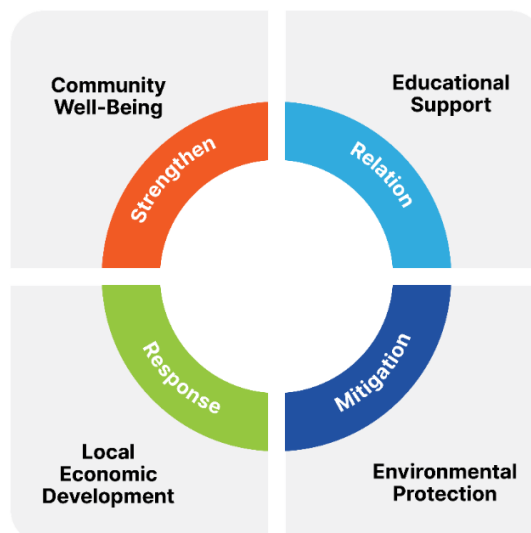
The Company did not receive any significant complaints from local communities regarding social or environmental impacts arising from its operations.



Item	Details
Target Group (Communities)	Communities located in Makham Khu Subdistrict and Mae Nam Khu Subdistrict
Total Population in Target Areas	30,910 people
Total Number of Activities/Projects (FY 2025/2026)	109 projects
Number of Community Members/Participants	8,437 people
Percentage of Community Participation	27.30%
Number of Employees Participating	1,232 employees

**Community and Social Development Strategy**

The Company embraces the philosophy of “Take from society, give back to society,” aiming to create a balance between business operations and sustainable coexistence with communities and society. This is achieved through three key approaches: building relationships and engagement with communities and stakeholders (Relation), reducing and preventing negative impacts from business operations (Mitigation), and strengthening the capacity of communities and society for resilient and inclusive growth (Strengthening). The Company focuses its efforts across four key development areas as follows:



1. **Local Economic Development** – To promote income generation, employment, and economic opportunities for local communities, while supporting capacity development that enables the continuous growth of the community-based economy.
2. **Community Well-Being** – To support activities and initiatives that enhance quality of life, health and well-being, safety, and community resilience, enabling communities to thrive and develop sustainably.
3. **Educational Support** – To enhance access to educational opportunities, knowledge development, and essential skill-building for children, youth, and community members, laying a strong foundation for long-term sustainable social development.
4. **Environmental Protection and Biodiversity** – To support the conservation, restoration, and stewardship of natural resources and the environment within communities, while raising environmental awareness to promote a balanced development across economic, social, and environmental dimensions.

## Performance in Community Development

### Local Economic Development

#### 1. Hydroponic Vegetable Plot Project

Eastern Polypack Co., Ltd. has continuously implemented a project to establish, repair, and improve hydroponic vegetable plots—both flowing and static water systems—at Wat Pathumawas School over a period of three years. The Company also provides guidance on cultivation and system maintenance to enhance the plots as a learning center, a source of school lunches, and an income-generating activity for students and school personnel. The initiative also supports career development and self-reliance within the community. A total of 30 teachers and Grade 3 students participated, generating an average income of THB 600 per plot, or approximately THB 7,200 per year.



### Community Well-Being

#### 2. Ceiling and Roof Renovation Project at Makham Khu Subdistrict Health Promoting Hospital

Aeroflex Co., Ltd. supported the renovation of the ceiling and roof of the Makham Khu Subdistrict Health Promoting Hospital, which had deteriorated due to aging and could potentially affect safety and service readiness. The Company's engineering team volunteered to survey the site and design the renovation approach, while the construction was carried out by a contractor. Following completion, the facility now provides a safer and more suitable environment, supporting medical personnel in delivering effective healthcare services to the community.



3. Buddhist Merit-Making Activities (Ongoing Project)

Aeroklas Co., Ltd. promotes employee participation in social contribution activities while preserving local culture and traditions. Representatives from the Human Resources Department and the Company’s Welfare Committee, totaling five members, participated in organizing and joining the event, which attracted over 100 participants. The activity helps strengthen relationships among the Company, employees, and surrounding communities, reflecting the Company’s role as an integral part of society.



4. Support for “Run Around the City” Event

Eastern Polypack Co., Ltd. expanded its role in extended producer responsibility by supporting drinking cups for the “Run Around the City” event organized by the Bangkok Metropolitan Administration. The initiative also included collection points for used plastic cups to be properly recycled. A total of 900 plastic cups were collected, demonstrating the Company’s commitment to resource efficiency and responsible packaging management.



**Educational Support**

5. Learning Skills Development Program at Rayong Settlement Community School No. 7

Aeroflex Co., Ltd. recognizes education as the foundation for long-term community and social development. The Company collaborated with Rayong Settlement Community School No. 7, located near its operations, to organize learning enhancement activities for students. Employees shared practical knowledge in areas of expertise applicable to daily life, including maintenance of electrical appliances, school waste management, and personal safety. The program was conducted for 70 Grade 8 students over six sessions, delivered by the Company’s Sustainability Development team.

6. Scholarship Program

The Company places importance on youth education as a foundation for national development. It supports access to educational opportunities and holistic development, both physical and intellectual, so that young people can grow into capable individuals and become key contributors to their families, communities, and the nation. Scholarships were granted to students from six educational institutions in line with the philosophy of “Take from society, give back to society.”



## Environmental Protection and Biodiversity Initiatives

### 7. Coral Bank Project (Year 3)

Eastern Polypack Co., Ltd. continues to prioritize the conservation and restoration of marine and coastal natural resources, recognizing coral reefs as critical ecosystems for marine biodiversity. The Company collaborated with the Marine Science Activities and Conservation Foundation to support the construction of artificial coral reef structures, contributing to the restoration of marine ecosystems and the enrichment of natural resources.



## Community Satisfaction Survey

In the fiscal year 2025/ 2026, the Company conducted regular surveys to assess community satisfaction, needs, expectations, and perceptions in areas surrounding its operations. The survey covered key areas in Makham Khu and Maenam Khu Subdistricts, Rayong Province, as well as nearby areas within a 5-kilometer radius. The sample size was determined using the Taro Yamane formula, with a total of 223 local residents participating.

The results, analyzed using a Likert scale, indicated an overall community satisfaction level of 86.56% regarding the Company's community development initiatives. The top three areas of highest satisfaction were improved quality of life, environmental management and problem resolution, and the strengthening of unity within the community. Meanwhile, the top three expectations and priorities identified by the community were ethical, transparent, and accountable business operations; active participation by the Company in local community development; and stronger engagement and relationships between the Company and the community.

## Performance Summary 2025/2026 (1 April 2025 – 31 March 2026)

## Economic Performance

1.Finance	2023/2024	2024/2025	2025/2026
<b>Economic Value Creation <sup>(1)</sup> (Consolidated Financial Statements for the year ended 31 March)</b>			
<b>Information about ordinary shares</b>			
Par per share (Baht)	1.00	1.00	1.00
Book value per share (Baht)	4.46	4.50	4.81
Earnings per share (Baht)	0.43	0.25	0.47
Dividend per share (Baht)	0.22	0.14	0.20
<b>Economic Performance <sup>(1)</sup> (Million Baht)</b>			
Revenue from sale	13,169.7	13,789.9	13,508.4
EBITDA	2,410.3	2,073.9	2,645.5
Net Profit	1,210.7	808.4	1,311.9
<b>Financial ratio</b>			
Return on Equity; ROE (%)	9.2%	6.4%	10.1%
Return on assets; ROA (%)	7.4%	5.3%	7.7%
Gross margin (%)	31.8%	33.4%	33.6%
Liquidity Ratio; (times)	2.08	1.79	1.96
Debt to Equity Ratio; D/E Ratio (times);	0.59	0.58	0.55
<b>Distribution of value to stakeholders <sup>(2)</sup> (Million Baht)</b>			
Interest and financing expenses to financial institutions	194.5	116.1	167.3
Dividends paid to shareholders	616.0	392.0	560.0
Employee Compensation <sup>(3)</sup>	2,525.3	2,787.9	2,858.2
Remuneration of Directors	9.5	9.4	9.1
Operating Expenses <sup>(4)</sup>	9,594.8	9,902.86	9,504.62
Taxes paid to governments and local authorities <sup>(5)</sup>	61.81	73.49	92.49
Community and Social Development Expenses (excluding donations)	0.7	0.6	0.92
Donation <sup>(6)</sup>	4.0	4.4	4.03

<sup>(1)</sup> Consolidated information as presented in financial statement

<sup>(2)</sup> The detail is independent from each other

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

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

<sup>(5)</sup> 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)	2023/2024	2024/2025	2025/2026
Local Procurement Value <sup>(7)</sup> (Million Baht)	3,064.0	3,168	3,309
Proportion of local purchasing of goods and services (%)	75	73	80
Total Number of Suppliers	503	483	443
Total number of suppliers assessed for ESG risks <sup>(8)</sup>			
– Critical Supplier	81	77	56
– New Supplier	63	39	57

<sup>(7)</sup> Procurement within Thailand

<sup>(8)</sup> Data is initially collected in 2020/21

3. Business Code of Conduct	2023/2024	2024/2025	2025/2026
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	2023/2024	2024/2025	2025/2026
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)	2023/2024	2024/2025	2025/2026
Net total corporate energy consumption (megajoules) <sup>(1)</sup>	371,755,804	379,713,741	386,470,768
Non-renewable energy consumption (megajoules)	298,040,309	313,125,679	322,245,572
– Fossil Fuels <sup>(2)</sup>	9,855,653	17,213,230	15,116,749
– External electricity purchased	288,184,656	295,912,449	307,128,824
– Heating/cooling steams	0	0	0
Renewable Energy (megajoules)	73,715,495	66,588,063	64,225,196
– Renewable fuels	0	0	0
– External electricity purchased	0	0	0
– Self-generated electricity	73,715,495	66,588,063	64,225,196
Non-renewable energy distribution	0	0	0
Renewable Energy Distribution	0	0	0
Energy intensity	6,161.20	5,603.16	5,942.31

<sup>(1)</sup> Calculated based on the total energy consumption of all businesses.

<sup>(2)</sup> Fossil fuels including liquefied petroleum gas and fuel

2.Water	2023/2024	2024/2025	2025/2026
<b>Water use</b> (Disclosure 303-3)			
Total amount of water withdrawal from all sources in all areas (m <sup>3</sup> )	94,419	100,703	86,166
– Surface water <sup>(3)</sup>	0	0	0
– Underground water <sup>(4)</sup>	38,244	38,661	35,629
– Water from production process	0	0	0
– Water supply in production process	56,175	62,042	50,537
Total amount of water withdrawal from water stress area (m <sup>3</sup> )	0	0	0
– Surface water	0	0	0
– Underground water	0	0	0
– Water from production process	0	0	0
– Water supply in production process	0	0	0

2. Water	2023/2024	2024/2025	2025/2026
<b>Wastewater</b> (Disclosure 303-4)			
Total amount of wastewater released to all areas by destination (m <sup>3</sup> )	68,781	60,753	61,448
– Surface water	68,659	60,679	61,371
– Underground water	0	0	0
– Sea	0	0	0
– Water sent to third-party treatments	122	74	77
Total amount of water release from water stress area (water stress) (m <sup>3</sup> )	0	0	0
Total amount of wastewater released to all areas by quality (m <sup>3</sup> )	0	0	0
– Total Dissolved Solids ≤1,000 mg/L	0	0	0
– Total Dissolved Solids > 1,000 mg/L	0	0	0
BOD Loading (Mg/Year)	265	237	253
COD Loading (Mg/Year)	1,579	1,909	2,066
<b>Water use in production process</b> (Disclosure 303-5)	-	-	-
Total amount of water uses in production process (m <sup>3</sup> )	30,695	31,537	37,211
Water Intensity (m <sup>3</sup> /ton of production)	0.51	0.47	0.57
Amount of reused and recycled water (m <sup>3</sup> )	1	0	0

<sup>(3)</sup> Surface water, includes natural water sources, marshes, streams, rivers

<sup>(4)</sup> Underground water is groundwater

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

3. Air pollution emissions	2023/2024	2024/2025	2025/2026
<b>Greenhouse gas emissions</b> (Disclosure 305-1, 305-2, 305-3)			
Amount of greenhouse gas emissions (Ton CO <sub>2</sub> e) <sup>(6)(7)(8)</sup>	41,627	43,469	43,040
Scope 1	1,744	2,312	1,874
Scope 1 (Biogenic)	0	0	0
Scope 2	39,883	41,157	41,167
Scope 3	112,111	111,475	110,725
Greenhouse gas intensity (Ton CO <sub>2</sub> e / production Tons) <sup>(8)</sup>	0.69	0.64	0.66
<b>Air pollution emissions</b> (Disclosure 305-7)			
Amount of air pollution (tons)			
NOx	4.51	12.99	2.95
SOx	2.20	2.50	1.04
Persistent Organic Pollutants (POP)	0	0	0

3. Air pollution emissions	2023/2024	2024/2025	2025/2026
Volatile organic compounds (VOC)	101.05	44.64	6.65
Hazardous air pollutants (HAP)	0	0	0
Particulate matter (PM)	1.00	0.01	0
Carbon monoxide (CO)	8.69	6.65	10.88
Carbon dioxide (CO <sub>2</sub> )	0	0	0
Dichloromethane (CH <sub>2</sub> Cl <sub>2</sub> )	0	0	0
PM 2.5	0.35	0.65	0.36
Ethyl Acetate	8.57	0.01	-
Particulate	3.66	1.06	4.13

<sup>(6)</sup> 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)

<sup>(7)</sup> 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

<sup>(8)</sup> Calculated from scope 1 and 2

4. Waste (Disclosure 306-3, 306-4, 306-5)	2023/2024	2024/2025	2025/2026
<b>Waste production</b>			
Amount of total waste production (ton) <sup>(9)</sup>	15,085	13,751	14,944
– Hazardous waste	880	428	514
– Non-hazardous waste	14,205	13,323	14,430
<b>Recycle</b>			
Amount of recycled waste (ton)	13,608	12,747	13,842
– Hazardous waste (ton)	48	38	60
– Reuse	30	26	35
- Onsite	0	0	0
- Offsite	30	26	35
– Recycle	18	12	4
- Onsite	0	0	0
- Offsite	18	12	4
– Non-hazardous waste (ton)	13,560	12,709	13,782
– Reuse	256	0	0
- Onsite	0	0	0
- Offsite	256	0	0
– Recycle	13,071	12,455	13,292
- Onsite	12,791	11,801	11,943
- Offsite	280	653	1,349

4. Waste (Disclosure 306-3, 306-4, 306-5)	2023/2024	2024/2025	2025/2026
<b>Waste Disposal</b>			
Amount of waste disposal (ton)	1,477	1,003	1,103
– Hazardous waste	832	390	455
– Non-energy-generating waste incineration	152	112	79
– Onsite	0	0	0
– Offsite	152	112	79
– Energy-generating waste incineration	206	241	315
– Onsite	0	0	0
– Offsite	206	241	315
– Landfill	20	14	20
– Onsite	0	0	0
– Offsite	20	14	20
– Physical chemistry treatment	453	22	40
– Onsite	0	0	0
– Offsite	453	22	40
– Non-hazardous waste	645	614	648
– Non-energy-generating waste incineration	0	0	0
– Onsite	0	0	0
– Offsite	0	0	0
– Energy-generating waste incineration	645	558	646
– Onsite	0	0	0
– Offsite	645	558	646
– Landfill	0	56	2
– Onsite	0	0	0
– Offsite	0	56	2

<sup>(9)</sup> Total waste of all businesses

5. Environmental regulations compliance (Disclosure 307-1)	2023/2024	2024/2025	2025/2026
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)	2023/2024		2024/2025		2025/2026	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Total employees as of March 31	3,073	100	3,022	100	3,064	100
Number of employees by gender						
- Male	1,806	58.77	1,700	56.25	1,750	57.11
- Female	1,267	41.23	1,322	43.75	1,314	42.89
Number of employees by level						
Executive Level						
- Male	22	0.72	34	1.13	34	1.11
- Female	13	0.42	18	0.60	20	0.65
Management Level						
- Male	57	1.85	75	2.48	75	5.71
- Female	35	1.14	42	1.39	38	1.24
Professional and practitioner level						
- Male	1,727	56.20	1,593	52.71	1,641	53.56
- Female	1,219	39.67	1,260	41.69	1,256	40.99
Number of employees by age						
Under 30 years old						
- Male	637	20.73	540	17.87	516	16.84
- Female	393	12.79	428	14.16	375	12.24
between 30-50 years old						
- Male	1,036	33.71	998	33.02	1,062	34.66
- Female	762	24.80	770	25.48	801	26.14
Over 50 years old						
- Male	132	4.30	164	5.43	172	5.61
- Female	113	3.68	122	4.04	138	4.50

1. Employment (Disclosure 102-8, 401-1)	2023/2024		2024/2025		2025/2026	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
<b>Number of employees classified by contract category.</b>						
Full-time employees						
- Male	1,549	49.76	1,569	51.92	1,567	51.14
- Female	1,253	40.77	1,296	42.89	1,283	41.87
Annual Contract Employee						
- Male	15	0.49	16	0.53	19	0.62
- Female	8	0.26	13	0.43	18	0.59
Outsource						
- Male	261	8.49	116	3.84	164	5.43
- Female	7	0.00	7	0.40	13	0.43
<b>Number of employees by hire category.</b>						
Full-time						
- Male	1,549	50.41	1,692	55.99	1,747	57.02
- Female	1,256	40.87	1,320	43.68	1,309	42.72
Part-time						
- Male	261	8.49	8	0.26	3	0.10
- Female	7	0.23	2	0.07	5	0.16
<b>Number of employees by area</b>						
EPG Headquarter	78	2.54	91	3.01	92	3.00
Thermal Insulation Business	727	23.66	750	24.82	734	23.96
Automotive & Accessories Business	1,010	32.87	931	30.81	999	32.60
Plastic & Packaging Business	1,237	40.25	1,228	40.64	1,218	39.75
Other Businesses	21	0.68	22	0.73	21	0.69
<b>Number of employees by nationality</b>						
- Thailand	3,072	99.97	3,015	99.77	3,059	99.84
- Foreign	1	0.03	7	0.23	5	0.16

1. Employment (Disclosure 102-8, 401-1)	2023/2024		2024/2025		2025/2026	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
<b>Number of disabled employees</b>						
- Male	18	0.59	14	0.46	15	0.49
- Female	9	0.29	11	0.36	10	0.33

2. New Employment (Disclosure 401-1)	2023/2024		2024/2025		2025/2026	
	Number	Percent	Number	Percent	Number	Percent
<b>New employees</b>	365	11.88	227	7.51	384	12.53
<b>By Gender</b>						
- Male	160	43.84	139	61.23	141	36.72
- Female	205	56.16	88	38.77	243	63.28
<b>By Age</b>						
- Under 30 years old	242	66.30	169	74.44	255	66.41
- Between 30-50 years old	123	33.70	58	25.56	129	33.59
- Over 50 years old	0	0.00	0	0.00	0	0.00

3. Retirement (Disclosure 401-1)	2023/2024		2024/2025		2025/2026	
	Number	Percent	Number	Percent	Number	Percent
<b>Employee Turnover Rate <sup>(1)</sup></b>	305	9.93	278	9.20	322	10.51
<b>By Gender</b>						
- Male	169	55.41	145	52.16	160	49.69
- Female	136	44.59	133	47.84	162	50.31
<b>By Age</b>						
- Under 30 years old	137	44.92	150	53.96	163	50.62
- Between 30-50 years old	146	47.87	109	39.21	131	40.68
- Over 50 years old	22	7.21	19	6.83	28	8.70
<b>Voluntary employee leave rate</b>	294	9.57	270	8.93	318	10.38

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

4. Maternity Leave (Disclosure 401-3)	2023/2024		2024/2025		2025/2026	
	Number	Percent	Number	Percent	Number	Percent
Employees who are eligible for maternity leave	23	0.75	43	1.42	26	0.85
Employees who return to work after maternity	21	91.30	35	81.00	25	96.15

5.Employee Development (Disclosure 404-1)	2023/2024	2024/2025	2025/2026
	Total (Hrs./person)	Total (Hrs./person)	Total (Hrs./person)
Average training hours per person a year	30.70	34.31	23.75
<b>By Gender</b>			
- Male	26.24	118.14	26.16
- Female	31.72	160.78	21.65
<b>By Level</b>			
- Executive Level	61.94	21.30	11.62
- Management Level	47.40	40.63	29.89
- Professional and practitioner level	56.71	68.18	21.21

6.Employee Management	2023/2024	2024/2025	2025/2026
Employee engagement score (percent)	43.00	49.00	65
Percentage of employee enroll in provident fund	54.70	57.00	64.00
Number of Labor and Human Rights Complaints (Subject)	0	0	0

(1) 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 <sup>(1)</sup>

Occupational Illness Rate (Disclosure 403-9)	2023/2024		2024/2025		2025/2026	
	Male	Female	Male	Female	Male	Female
<b>Total working hours (hours)</b>						
- Employee		7,290,491		8,077,202		7,204,372
	4,316,242	2,974,249	5,092,940	2,984,262	4,123,527	3,080,845
- Contractor		130,970		305,593		820,704
	99,687	31,283	255,104	50,489	721,431	99,273
<b>work-related illness (persons)</b>		0		0		0
- Employee	0	0	0	0	0	0
- Contractor	0	0	0	0	0	0
<b>Number of cases from injuries</b>		33		34		33
Injuries without work-absence		23		21		22
- Employee	19	4	20	1	18	4
- Contractor	0	0	0	0	0	0
Injuries with work-absence		10		13		11
- Employee	9	1	12	1	10	1
- Contractor	0	0	0	0	0	0

Occupational Illness Rate (Disclosure 403-9)	2023/2024		2024/2025		2025/2026	
	Male	Female	Male	Female	Male	Female
<b>Number of cases from injuries</b>		0		0		0
- Injuries without work-absence	0	0	0	0	0	0
- Employee	0	0	0	0	0	0
<b>Contractor</b>		0		0		0
- Injuries with work-absence	0	0	0	0	0	0
- Employee	0	0	0	0	0	0
<b>Total Recordable Injury Frequency Rate (TRIFR) (Cases/1,000,000 work hours)</b>						
- Employee		4.53		4.21		4.58
	6.49	1.68	6.28	0.67	6.79	1.62
- Contractor		0		0		0
	0	0	0	0	0	0
<b>Lost-Time Injuries Frequency Rate (LTIFR) (Cases/1,000,000 work hours)</b>						
- Employee		1.37		1.61		1.53
	2.09	0.34	2.36	0.34	2.43	0.32
- Contractor		0		0		0
	0	0	0	0	0	0
<b>Serious Injury Frequency Rate<sup>(2)</sup> (Cases/1,000,000 work hours)</b>						
- Employee		0		0		0
	0	0	0	0	0	0
- Contractor		0		0		0
	0	0	0	0	0	0
<b>Injury Severity Rate (ISR) (Days/1,000,000 work hours)</b>						
- Employee		10.29		16.73		16.13
	17.15	0.33	26.53	0	28.18	0
- Contractor		0		0		0
	0	0	0	0	0	0
<b>Fatal Work Injury Rate (Cases/1,000,000 work hours)</b>						
- Employee		0		0		0
	0	0	0	0	0	0
- Contractor		0		0		0
	0	0	0	0	0	0

<sup>(1)</sup> In fiscal year 2022/23, the Company expanded its reporting to include the rubber thermal insulation business in Samut Prakan Province.

<sup>(2)</sup> Data included more than 180 days of work-related injuries.

### 3. Regulations Compliance

Socioeconomic regulations compliance (Disclosure 419-1)	2023/2024	2024/2025	2025/2026
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, 152-156				
	2-8 Workers who are not employees	153				
	2-9 Governance structure and composition	56-1 One report page 159-170				
	2-10 Nomination and selection of the highest governance body	56-1 One report page 149-150 , 166-167				
	2-11 Chair of the highest governance body	56-1 One report page 160-162				
	2-12 Role of the highest governance body in overseeing the management of impacts	57-64				
	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 184-189				
	2-16 Communication of critical concerns	57-64				
	2-17 Collective knowledge of the highest governance body	56-1 One report page 149 , 176-177				
	2-18 Evaluation of the performance of the highest governance body	56-1 One report page 177-178				
	2-19 Remuneration policies	56-1 One report page 166-167 , 182				
	2-20 Process to determine remuneration	56-1 One report page 182-183				
	2-21 Annual total compensation ratio	56-1 One report page 182-183				
	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	57-64					
2-26 Mechanisms for seeking advice and raising concerns	49-56					
2-27 Compliance with laws and regulations	49-56					
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 95-98				
<b>Material topic</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35-38	<i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard</i>			
	3-2 List of material topics	35-38				
<b>Corporate governance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	44-56				16.3 / 16.5
<b>Ethics &amp; Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	44-56				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	53				
<b>Risk management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	57-64				8.2 / 16.7
<b>Product quality</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	66-71				
<b>Customer Relationship and Engagement</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	66-71				
<b>Innovation for sustainable growth</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	76-81				8.2 / 8.3 / 8.4
<b>Climate resilience / strategy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	87-91				
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	94-96				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	95				
	302-3 Energy intensity	96				
	302-4 Reduction of energy consumption	95				
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	102-104				6.3 / 6.4 / 12.2
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	102-104				
	303-3 Water withdrawal	103-104 , 148-149				
	303-4 Water discharge	103-104 , 148-149				
	303-5 Water consumption	103-104 , 148-149				
<b>Emission</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	105-110				7.2 / 7.3 / 12.2 / 13.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	108-109 , 149-150				
	305-2 Energy indirect (Scope 2) GHG emissions	108-109 , 149-150				
	305-3 Other indirect (Scope 3) GHG emissions	108-109 , 149-150				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	91 , 149-150				
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	97-101				12.4 / 12.5
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	97-101				
	306-3 Waste generated	99-101 , 150-151				
	306-4 Waste diverted from disposal	99-101 , 150-151				
	306-5 Waste directed to disposal	99-101 , 150-151				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Sustainable supply chain management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	82-85				5.2 / 8.3 / 8.7 / 8.8
GRI 204: Procurement Practice 2016	204-1 Proportion of spending on local suppliers	147				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	82-85 , 147				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	82-85 , 147				
	414-2 Negative social impacts in the supply chain and actions taken	82-85 , 147				
<b>People Management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	112-124				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	152-154				
	401-3 Parental leave	154				
	404-1 Average hours of training per year per employee	155				
	404-2 Programs for upgrading employee skills and transition assistance programs	118-121				
	404-3 Percentage of employees receiving regular performance and career development reviews	117				
<b>Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	133-140				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	133-140				
	403-2 Hazard identification, risk assessment, and incident investigation	133-135				
	403-3 Occupational health services	135-140				
	403-5 Worker training on occupational health and safety	136-139				
	403-9 Work-related injuries	139-140 , 155-156				
<b>Human rights</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	125-132				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	56-1 One report page 149 170 354-366				
	406-1 Incidents of discrimination and corrective actions taken	132				
	408-1 Operations and suppliers at significant risk for incidents of child labor	127-129				
<b>Local communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	141-145				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	141-145				
	413-2 Operations with significant actual and potential negative impacts on local communities	143-145				
<b>Product responsibility</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	62-71				12
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	70-71				
<b>Customer Privacy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	62-71				16.3 / 16.10
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	70-71				



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

Main Production facilities of  
Aeroflex, Aeroklas and EPP



## Aeroflex facilities



Distribution channel more than 120 countries around the world.

## Aeroklas facilities



## SRK-ER and ZAP facilities





**Eastern Polymer Group Public Company Limited**

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

Tel: +66 (0)2 383 6599

Fax: +66 (0)2 383 6533

Investor Relation: +66 (0)2 249 3976

[www.epg.co.th](http://www.epg.co.th)