



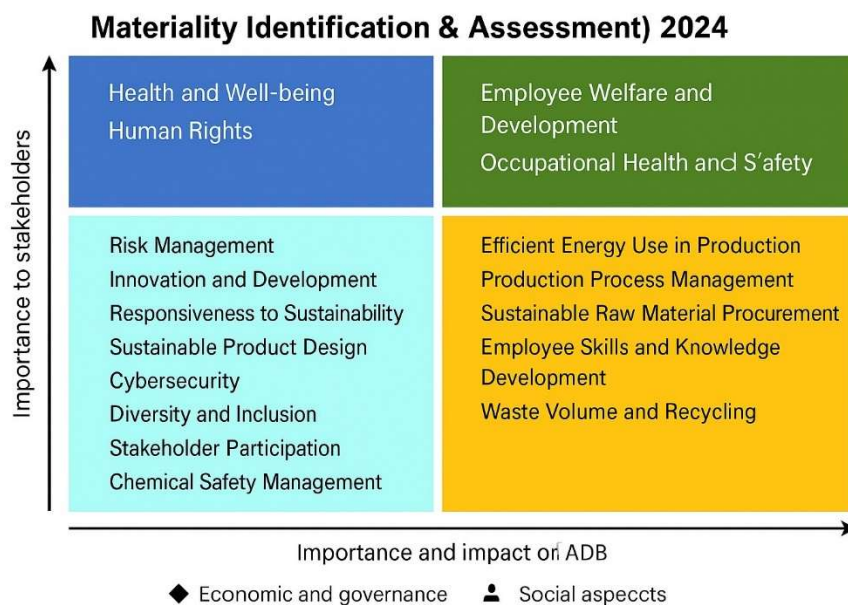
Stakeholder Engagement and Materiality

The Company prioritizes the needs of its stakeholders. To ensure effective communication with all stakeholder groups, the Company has developed an engagement process that helps identify and prioritize these groups, design appropriate engagement plans, and monitor the implementation of these plans. Additionally, multiple grievance channels are available, making it easy and convenient for stakeholders to contact the Company, communicate their needs, and provide information.

In identifying material issues in 2024, the Company designed and refined its stakeholder survey process to be more detailed, with clearer sources and methods of obtaining information that truly reflects the needs of each stakeholder group. Surveys were conducted to assess the Company's key sustainability issues, as well as sustainability issues from the perspectives of business partners and employees. The information gathered from these surveys was used to consider impacts and identify material issues for action in 2024, following the process outlined below:



Identify	Consider Impacts	Prioritize
Survey stakeholders regularly, at least once a year, through customer satisfaction surveys, surveys on key sustainability issues from suppliers, customers, and company employees, inquiries about complaints from the Bangpu Industrial Estate Authority and the sub-district municipality where the company's offices are located, and internal meetings with various working groups before the annual budget and work plan preparation.	Consider the impacts of the Company's operations on stakeholders through meetings within the Sustainability and Risk Working Group structure.	Conduct workshops with executives and relevant stakeholders to identify key stakeholder issues.
Define Guidelines	Implement and Report Results	Monitor and Review
Management meetings to define policy frameworks, budgets, and establish work plans and measures to address key stakeholder concerns, which are managed and prioritized in the annual work plan through the Executive Committee and the Sustainability and Risk Committee, and presented to the Board of Directors.	Executives, Operations Department, and Working Groups implement policies and work plans effectively and report results periodically.	Senior management and directors monitor results and acknowledge operations through reports from the Executive Committee and the Sustainability and Risk Committee, assess the effectiveness of the stakeholder engagement process based on stakeholder feedback and alignment with the Company's objectives and goals, and provide recommendations for appropriate process improvements.



Based on the prioritization from the diagram above, through management review, the Company has organized consistent topics and identified six key material issues impacting its stakeholders in 2024, along with their actions, goals, indicators, monitoring, reasons for not meeting targets, and improvements, as follows:

Environment

- 1) Efficient Energy Management

Social

- 2) Occupational Health and Safety (Well-being)
- 3) Employee Knowledge Development, Potential Enhancement, Welfare, and Well-being
- 4) Human Rights

Governance

- 5) Supply Chain Management (Sustainable Management of the Production Cycle and Raw Material Sourcing)
- 6) Cost Management (Management of the Production Cycle, Waste Reduction, and Recycling)



Key Issue	Impact (Effect)	Goals and Operations	Key Performance Indicators	2024 Performance and Reasons for Not Achieving Goals	Future Operational Guidelines to Meet Goals
Efficient Energy Management	<p><u>Impact on Business</u></p> <p>Efficient energy management is a crucial aspect of the company's cost control efforts. This is because electricity serves as the primary energy source in the production process. The cost of electricity per unit has been on an upward trend annually. Furthermore, the company's electricity consumption directly contributes to its Greenhouse Gas (GHG) emissions. This is increasingly significant as it aligns with the government's policies promoting a "low carbon release" approach for businesses and industries, aiming to minimize their carbon footprint. In simpler terms, using less energy helps the company save money on electricity and also helps them comply with environmental regulations and potentially benefit from government initiatives focused on reducing carbon emissions.</p> <p><u>Impact on Stakeholders</u></p> <p>Electricity use harms the environment and fuels global warming because it often comes from burning oil and gas.</p>	<p><u>Goals</u></p> <ol style="list-style-type: none"> 1. Reduce energy consumption rate per unit of production. 2. Reduce electricity expenses. <p><u>Operations</u></p> <ol style="list-style-type: none"> 1. Split-type air conditioner cleaning project. 2. Light bulb replacement project. 3. Install Solar Rooftop system to use solar energy, replacing electricity from the grid. 4. Energy conservation bulletin board activities. 5. Turning off lights during lunch breaks. 6. Setting computer screen timeout durations. 7. Unplugging power strips of equipment after work hours. 8. Energy awareness training on efficient energy use. 	<p>Electricity consumption per unit of production reduced by more than or equal to 1% compared to 2022.</p> <p>275.58 kWh/Ton Product (ปี 2565)</p>	<p><u>Result</u></p> <p>285.99 kWh/Ton Product (-3.78%)</p> <p><u>Reasons</u></p> <ol style="list-style-type: none"> 1. The company had several construction and repair projects in the production area. 2. In the past year, there was an increase in defective products from the production process, leading to more rework and/or increased new production. 	<ol style="list-style-type: none"> 1. Machinery Maintenance (surveying electricity usage points in the factory), studying energy-saving technologies for Extruder heat and Motors. 2. Replacing with LED bulbs and appropriately planning the lighting system according to usage. 3. Monitoring the energy consumption results after the completion of new machinery installations according to the 2025 plan.



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Occupational Health and Safety (Health and Well-being)	<p><u>Impact on Business</u></p> <p>Enables the company to manage environmental and safety issues in compliance with legal requirements. Employees gain trust, feel safe, and comfortable working within the company. It also enhances the organization's image as one committed to sustainable business operations.</p> <p><u>Impact on Stakeholders</u></p> <p>Employees and their families are assured of working in a good and safe environment, reducing the risk of work-related illnesses.</p>	<p><u>Goals</u></p> <ol style="list-style-type: none"> 1. Zero work-related accidents 2. All employees always work with environmental and safety awareness. 3. Work areas have appropriate environmental and safety management. <p><u>Operations</u></p> <ol style="list-style-type: none"> 1. Safety awareness creation project to reduce workplace accidents (Zero Accident) 2. Hearing conservation project. 3. Project to create employee health records based on risk factors. 4. Safety awareness activities (Safety Talk). 5. Activities to monitor the resolution of safety and environmental issues. 	<ol style="list-style-type: none"> 1. Work-related accidents reduced to or equal to zero. 2. No employee illnesses resulting from work activities 	<p><u>Result</u></p> <ol style="list-style-type: none"> 1. 4 cases. 2. Reduced hearing efficiency in 4 individuals. <p><u>Reasons</u></p> <ol style="list-style-type: none"> 1. Accidents occurred due to negligence in work practices, indicating a lack of safety awareness. 2. Risk assessments did not cover all details adequately. 3. Noise levels in the work area exceeded standard values. 	<ol style="list-style-type: none"> 1. Conduct additional risk assessments in the area and provide safety training on the cases that occurred. 2. Implement a hearing conservation project: <ul style="list-style-type: none"> - Install warning signs in noisy areas and implement control measures in high-risk areas. - Install sound-absorbing equipment to reduce noise sources in high-risk areas, starting with the loudest points.



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Employee Knowledge Development, Potential Enhancement, Welfare, and Well-being	<p><u>Impact on Business</u></p> <p>Increasing the cost of employee training to develop and enhance personnel knowledge and skills. This is considered an investment to mitigate risks arising from rapid business changes, ensuring all organizational members can adapt.</p> <p><u>Impact on Stakeholders</u></p> <ul style="list-style-type: none"> - Employees lack the necessary skills to perform their jobs successfully and meet the goals of the organization, customers, or shareholders. - Focusing on well-being helps create a collaborative working environment among employees and builds confidence for their families. 	<p><u>Goals</u></p> <ol style="list-style-type: none"> 1. Develop the knowledge and skills of personnel to have the potential to keep pace with organizational and societal changes. 2. Employees of the company have a good quality of life and a sense of belonging to the organization. <p><u>Operations</u></p> <ol style="list-style-type: none"> 1. Learning Organization Aspect: The Company has developed internal trainers. 2. Quality of Life and Well-being Aspect: The Company has the "Happy" project: <ul style="list-style-type: none"> - Organizing employee birthday celebrations. - Blood donation activities. - Organizing mangrove planting activities. - Infrastructure management, such as improving restrooms, drinking water fountains for employee hygiene, improving unsafe environments, etc. 	<ol style="list-style-type: none"> 1. Target employee satisfaction rate in each area in 2024: <u>Greater than 80% of all employees.</u> 2. Average training hours per person per year: <u>Not less than 3% compared to the baseline year (2022 average = 15.12 hrs).</u> 3. Employee turnover rate (Turnover Ratio): <u>Not exceeding 1.5% per year of all employees.</u> 	<p><u>Result</u></p> <ol style="list-style-type: none"> 1. 90% 2. 15.67 hrs. (+3.64%) 3. 1.10% (KPI =<1.5%) 	<p>The Company creates internal trainers, focusing on teaching Hard Skills after employees attend external training, to facilitate knowledge transfer and retain organizational knowledge.</p> <p>Increase qualitative analysis, such as whether the number of specialized experts has increased after training, and whether accidents have been reduced.</p>



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Human Rights Aspect	<p><u>Impact on Business</u></p> <p>Currently, human rights issues are a significant concern globally, as they are fundamental rights that every human being should receive equally, equitably, and justly, based on sustainability, and no one should be able to violate them. However, problems related to various forms of human rights violations may negatively impact the company's image and business operations, such as being refused the purchase of goods and services, etc.</p> <p><u>Impact on Stakeholders</u></p> <p>If the company does not comply with human rights principles, it may cause employees to lose confidence in working for the organization and reduce the credibility of business partners and shareholders, affecting the organization's image.</p>	<p><u>Objectives</u></p> <ol style="list-style-type: none"> 1. Gain support from the surrounding society and community and reduce conflicts within the community. 2. Build a good image and reputation, as well as gain trust from society. <p><u>Operations</u></p> <ul style="list-style-type: none"> - Operate with human rights principles by being non-discriminatory and not using forced labor or child labor. - Consider fair compensation based on ability and performance. - Provide welfare and benefits to employees equally, comparable to other companies in the same industry. - Increase multilingual communication to ensure foreign employees understand and comply correctly. - Communicate the adherence to human rights principles to stakeholders such as customers and business partners through assessment documents from the purchasing and sales departments. 	<p><u>Zero Human Rights Complaints</u></p>	No complaints (Zero)	-



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Supply Chain Management (Sustainable Management of Production Cycle and Raw Material Sourcing)	<p><u>Impact on Business</u></p> <p>Business Operations: Reliance on suppliers with lower-than-required potential or a limited number of suppliers, as well as high-cost suppliers, can impact continuity or lead to operational disruptions in the process.</p> <p><u>Impact on Stakeholders</u></p> <p>Customers and Business Partners: Both in terms of business and image, disruptions in operational processes can have negative consequences.</p>	<p><u>Objectives</u></p> <ol style="list-style-type: none">To increase the number of potential and efficient suppliers.To reduce the risk of dependence on key suppliers and a limited number of suppliers.To ensure the satisfaction of customers, consumers, and stakeholders. <p><u>Action Plan</u></p> <ol style="list-style-type: none">recruit and select potential suppliers both domestically and internationally.Select and evaluate supplier performance both before and after purchase orders, and plan for supplier audits.Plan raw material procurement by ordering sufficient quantities for production within the specified timeframe and maintaining raw material inventory reserves to prevent shortages that may affect the production process.	In 2024, achieve 100% ESG assessment of Critical Tier 1 Suppliers in Thailand.	Completed Assessment of 5 Suppliers (100%)	Further Improvement by Adding Supplier Audits in the Packaging Group



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Cost Management (Managing the Production Cycle, Waste Reduction, and Recycling)	<p><u>Impact on Business</u></p> <ol style="list-style-type: none"> 1. Cost management, loss, and resource wastage. 2. Organizational reputation. 3. Causes environmental impact within the factory. <p><u>Impact on Stakeholders</u></p> <ol style="list-style-type: none"> 1. Employee hygiene. 2. Causes environmental impact on the community and society. 	<p><u>Objective</u></p> <p>Reduce industrial waste from operations.</p> <p><u>Implementation</u></p> <ol style="list-style-type: none"> 1. Waste assessment and reduction at the source. 2. Waste sorting, collection, and transportation. 3. Waste processing: Collaborate with the Research and Development department to determine appropriate waste processing methods. 4. Employee training. 5. Inspection and evaluation. 	<p>Industrial waste generation rate from operations per unit of production reduced compared to 2022: $\geq 2\%$</p> <p>4.5 kilograms of waste per ton of product (2022)</p>	<p><u>Result</u></p> <p>4.5 kilograms of waste per ton of product (0%)</p> <p><u>Reasons</u></p> <ol style="list-style-type: none"> 1. There is still a significant amount of waste from raw material packaging that requires collaboration with suppliers to reduce or find recycling solutions. 2. Internal contaminated waste sorting within the company is not yet efficient enough. 3. Employees lack serious and continuous implementation. 	<ol style="list-style-type: none"> 1. Explore more collaborative approaches with suppliers. 2. Develop a systematic waste management plan. 3. Seek partnerships with other businesses where the company's waste could become raw materials for another company. 4. Promote and build understanding among employees to ensure continuous implementation throughout the organization.