





Strategy/Materiality	Target	Operation	Result
Good Corporate Governance 	Communicate good corporate governance principles and business ethics to subsidiaries, directors, and executives 100%	Communicate through annual knowledge review programs, new employee orientation, and require all employees to sign acknowledgement by translating into English, Burmese, and Cambodian to communicate with domestic and foreign subsidiaries, and create QR Code for easy access	Achieved the target to communicate good corporate governance principles and business ethics to subsidiaries, directors, and executive's 100%
Eco Innotech 	Proportion of sales from Mono-material products at least 2% of total product sales proportion	Set sub-product targets, track sales monthly to meet set targets, and conduct meetings to monitor and find solutions if sales fall below set targets	Sales proportion is 2% of total product sales, doubled from last year
	Create innovation projects in production processes to reduce production costs by 19 million baht	Have each department develop innovations in their respective production processes.	Reduced costs 203% of target
Sustainable Value Chain Management 	Monitor and evaluate business partners regarding compliance with business ethics, 100% of partners in the registry	Communicate compliance with business ethics and evaluate partners, with partners signing before contracting or purchasing decisions. Existing partners will have review rounds at least once per year	Successfully achieved the target with partners signing 100%
	Communicate ethics and sustainable practices guidelines for business partners, with partners signing to jointly comply with 100% of partners in the registry	Communicate, monitor, and evaluate partners, with partners signing before contracting or purchasing decisions. Existing partners will have review rounds at least once per year	Successfully 100%
	Conduct at least 1 partner capability enhancement activity and monitor existing activities	Provide training to partners and conduct assessments and inspections to verify before requesting ISO certification	1 partner receiving ISO9001:2015 certification
	Promote ESG-friendly procurement (Green Procurement)	Use environmental criteria as standards for selecting products or partners	Using ESG criteria in procurement and contracting
Risk Management 	Create organisational risk culture 100%	Assess risks at policy and activity levels of each department with quarterly reviews, communicate approaches and importance of risk assessment to board level executives, and employees	Successfully achieved the target
Climate Change Management 	Reduce carbon dioxide emissions Scope 1 and Scope 2 in production processes from base year 2021 by 30% by 2025	-Review greenhouse gas emissions sources throughout the business chain -Develop and improve production processes and create innovations to reduce greenhouse gas emissions -Use renewable energy in production processes - Improve efficiency of	Reduced carbon dioxide emissions, Scope 1 and Scope 2, in production processes from base year 2021 by 19% and a reduction of 5.4% TonCO2eq/Ton FG from last year

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		<p>electrical appliances, such as changing air conditioners to use Solar cells, changing lightbulbs</p> <p>-Create projects focused on behaviour change in offices to reduce energy consumption and initiate environmentally friendly activities such as reducing waste through reduce, reuse, recycle, and reducing/ eliminating hazardous chemical use</p>	
Environmental Management 	No environmental complaints and no violations of regulations and laws	Monitor and report environmental conditions to relevant parties, while monitoring and promoting activities to prevent water and air pollution	No environmental complaints and no violations of regulations and laws
	Reduce water consumption by $\geq 5\%$ compared to production capacity from 2023 (Samphran site)	Promote water conservation while monitoring and inspecting water usage, taking immediate corrective action if problems are found	35% reduction per production ton
	Reduce electricity consumption by $\geq 5\%$ compared to production capacity from 2023 (Samphran site)	Promote electricity conservation, increase renewable energy use in various forms, while monitoring and inspecting machinery efficiency, and taking immediate corrective action if problems are found	Reduced electricity consumption by 7% compared to production capacity
	Reduce water consumption by $\geq 5\%$ compared to production capacity from 2023 (Rayong site)	Promote water conservation while monitoring and inspecting water usage, taking immediate corrective action if problems are found	5% reduction per production ton
	Reduce electricity consumption by $\geq 3\%$ compared to production capacity from 2023 (Rayong site)	Promote electricity conservation, increase renewable energy use in various forms, while monitoring and inspecting machinery efficiency, taking immediate corrective action if problems are found	Reduced electricity consumption by 2% compared to production capacity
Occupational Health and Safety 	<ol style="list-style-type: none"> 1. Create awareness regarding safety regulations for employees 2. Reduce accident rates in the long term 	<ol style="list-style-type: none"> 1. Analyse historical accident data 2. Use accident statistics to create basic safety rules 3. Present approaches for implementation and details of Safety Golden Rules to management for approval 4. Communicate to all employees for acknowledgement 	<p>Create a safety culture through Safety Golden Rules awareness with the following communications:</p> <ul style="list-style-type: none"> - Prohibit employees from extending their hands into machinery while the machinery is operating - Employees working with machinery must complete training first

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			<ul style="list-style-type: none"> - Wear appropriate PPE equipment in good condition - Maintain distance at least 1.5 meters from forklifts - Use the Cutter safely - Work injury rate causing work stoppage (LTIFR)1.17
	5 Ergonomic Project	<ol style="list-style-type: none"> 1. Design forms used for surveying and assessment before improvement using ergonomic risk assessment principles 2. Survey work areas, identify problems, and consult users 3. Summarize problems and notify relevant parties 4. Monitor improvement implementation for ergonomic problems 5. Conduct post-improvement assessment using ergonomic risk assessment principles 	Completed 6 5 Ergonomic Project
Circular Economy implementation 	Certify products/services/patents/ intellectual property/product brands/standards related to Circular Economy 4 items	<ul style="list-style-type: none"> - Collect production/ raw material withdrawal data for use in production for PCR ratio certification in raw materials and products - Develop products according to customer requirements and register 	<ol style="list-style-type: none"> 1. Received patent registration for" packaging pouch" design in Thailand from the Department of Intellectual Property 1item 2. Filed utility model patent for"recycled plastic pellets from aluminium foil laminate pouches and manufacturing process" with VGreen1 item 3. Carbon Footprint Product (CFP) certification for 10 items from TGO 4. GRS certification for 4 items
Sustainable Human Resource Development 	Create learning and Employee Development Programs 122 programs	Plan with originating departments and inquire about employee training needs	178 courses conducted
	Create talent development and retention programs, Succession Planning Programs by 2025	Select employees and plan with departments	50% implementation completed