

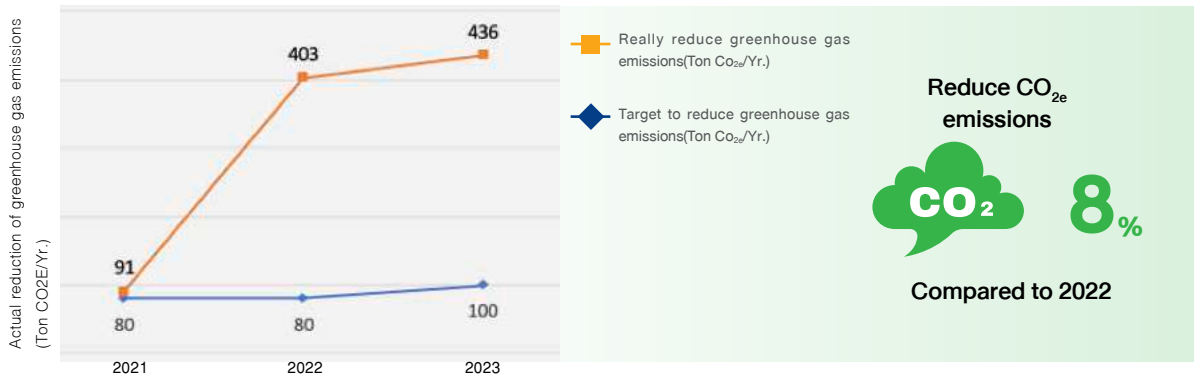
4) Management to reduce greenhouse gas reduction volume

The Company places importance on management to reduce greenhouse gas problems. Business activities with the highest amount of greenhouse gas emissions were found to be electricity consumption from office air conditioners and fuel consumption by the organization's vehicles. Therefore, the Company has air conditioner maintenance measures in line with energy consumption plans in 2023. The Company installed a solar rooftop to generate electricity for use in production and to reduce CO₂ emissions into the atmosphere.

Greenhouse gas-causing activities

The Company's main activities that cause greenhouse gas emissions in business operations from the beginning to the end caused direct emissions and no indirect emissions. Greenhouse gas emissions reduction performance can be summarized as follows:

The amount of greenhouse gas reduction (CO₂)



Goals, Guidelines, and Strategies for Reducing Greenhouse Gas Emissions from the Business in the Future

Greenhouse Gas Emissions	2021	2022	2023
Greenhouse Gas Emissions Reduction Target (Ton CO _{2e} /Yr.)	80	80	100
Real Greenhouse Gas Emissions Reduction (Ton CO _{2e} /Yr.)	91	403	436

Remarks: The Company calculated CO_{2e} by referring to guidelines of customers' guidelines as criteria for greenhouse gas emission reduction.

The goal in 2024 is to reduce greenhouse gas emissions (CO_{2e}) by 10% of emissions in 2023 including all opportunities for causing greenhouse gas emissions in the Company. The Company's strategy is as follows:

- Change from low-efficiency machinery and electrical devices to high efficiency machinery and electrical devices to reduce energy consumption. For example, the Company changed from hydraulic plastic injectors to electrical plastic injectors.
- Consider expanding the installed solar rooftop in 2024 to generate electricity for production machinery.

5) Environmental Activities

The Company is always aware of business operations that may cause environmental impacts on society and nearby communities. Therefore, the Company is focused on improving environment conservation systems as evident from the Company's policy to continually promote and support environmental activities. These activities originated in the Company and expanded to outside society such as "Save the World, Reduce Plastic", "Change Garbage into Merit", "TCC Tree Planting (2nd Year) in the Community Forest Project", and "Big Cleaning Day", etc. Activity details in 2023 were as follows:



On Monday, 5 June 2023, the Company participated in the “Save the World, Reduce Plastic” activity with Bang Chan Industrial Estate Office and companies in Bang Chan Industrial Estate. On Wednesday,



18 October 2023, employee representatives invited fellow employees to join in “Change Garbage into Merit” with Wat Jak Dang in Samutprakarn Province by accepting donations of clear plastic bottles to recycle into monks’ clothing, etc. On Sunday,



27 August 2023, the Company’s representative participated in “TCC Tree Planting (2nd Year) in the Community Forest Project” at Ban Tha Udom, Kabinburi District, Prachinburi Province. On Thursday,



28 December 2023, the Company organized the “Big Cleaning Day” activity with a goal to build awareness for employees to participate in cleaning buildings and workplaces to have an orderly atmosphere according to the 5S principle;

3.4 Sustainability management in the Social, Community, and Environmental Dimensions

3.4.1 Social, Community, and Environmental Policies and Practices

The Company realizes that it must focus on social, communities and the environment responsibility in order to grow sustainably. Therefore, the guidelines have been established as follows:

- Raise awareness of social responsibility Communities and the environment to happen among employees at all levels continuously.
- Supervise the practice in accordance with legal and regulatory requirements. Strictly relevant
- Promote, support projects or activities that will improve the environment according to the system. ISO 14001 to achieve the goal and be correct as required by law.
- Focus on activities focused on social, community & environment development which aim to create and conserve natural resources.
- Continuous improvement of production processes and operations to prevent potential negative consequences, including the knowing use of natural resources, and Reduce waste without need.
- Do not take any action that adversely affects natural resources and the environment, as well as contains preventive measures to avoid actions that may cause environmental pollution.
- Does not support any activities that are harmful to society or good morals and/or are promoting abysmal jokes
- Provide systems and channels for complaints pleading guilty in matters that may affect society & community perform a cause check, update, revise, and inform the results and carry out the work for the complainant in a timely manner.
- Promote and support activities in accordance with iso environmental standards system 14001: 2015 and energy conservation projects for efficiency and efficiency
- Public relations for stakeholders to realize the importance of healing environment

3.4.2 Social performance

- In 2023, the company carried out activities under the social sustainability policy, summarized as follows.



On Tuesday, 26 September 2023, PMG Hospital provided annual employee health examination services for 2023.



On Monday, 11 December 2023, executives and employee representatives expressed condolences for employees who lost beloved family members.



On Thursday, 21 December 2023, companies in the Saha Union Group in Bang Chan District organized a New Year's Eve-New Year's Day merit-making ceremony and an award ceremony for employees who worked diligently for ten years.



On Thursday, 28 December 2023, in the Big Cleaning Day activity, executives gave the Gemba Walks award to representatives of the winning organizations.

Respect for human rights and fair treatment of workers

Over the past year, the Company has conducted its business on a good governance basis to comply with labor practices and under labor law, without employment restrictions or discrimination regarding race, religion, gender or age, as well as having a principle of treating employees fairly: equality in equality and freedom, prioritizing the value of life. The body also takes care of the quality of life of employees to be happy at work.

2) Community and society

Community/Social Treatment includes: Reducing the impact of operations on communities and society participation in the proper development of communities/society, which demonstrates efforts to improve the quality of life of people in society in a sustainable way.

In addition, the company also plays a part in improving the quality of life and promoting participation with the community. In 2023, the Company has organized activities with the community as follows:

Religion & Culture Local Traditions

In the area of local religions, cultures, and traditions, the Company organized activities related to religion because the Company's employees worship different religions and have different religious beliefs while remaining able to live together peacefully in harmony without racial and religious divisions such as offering monks' robes at Wat Bang Peng Tai, a candle procession at Wat Bampen Nua, Loy Kratong activities, and merit-making on New Year's Eve - New Year's Day with places for performing religious rites for Muslims, etc.



On Friday, 2 June 2023, the Company made offerings of monks' robes at Wat Bang Peng Tai. Welfare representatives and employee representatives of Union Plastic Public Co., Ltd. joined with companies in the Saha Union Group of Bang Chan District to offer robes to monks at Wat Bang Peng Tai.



On Thursday, 15 June 2023, the Company organized a candle procession on Asalha Bucha Day and Buddhist Lent Day at Wat Bampen Nua. Welfare representatives and employees of Union Plastic Public Co., Ltd. joined with companies in the Saha Union Group in Bang Chan District to hold a candle procession on Asalha Bucha Day and Buddhist Lent Day at Wat Bampen Nua



On Sunday, 5 November 2023, in the activity to offer monk's robes at Wat Ban Janla, Doam Pradit Sub-district, Nam Yuen District, Ubonratchathani Province, executives, the Welfare Committee, and employees of Union Plastic Public Co., Ltd. joined with companies in the Saha Union Group in Bang Pakong District to make robe offerings and contribute funds to the construction of a sermon hall at Wat Ban Janla, Doam Pradit Sub-district, Nam Yuen District, Ubonratchathani Province.



On Monday, 27 November 2023, to preserve and continue Thai traditions, the Company organized a Loy Kratong activity and invited employees to enter a kratong-making competition by campaigning use of natural, decomposability, and environmentally-friendliness.



On Thursday, 21 December 2023, companies in the Saha Union Group in Bang Chan District organized a New Year's Eve-New Year's Day merit-making ceremony and an award ceremony for employees who worked diligently for ten years.



Islamic religious activities

Union Plastic Public Company Limited has organized a place to practice religion for those who believe in Islam.

Community or Social Development

The Company always recognizes the importance of communities and societies around the Company to the Company because our business is close to the aforementioned communities and societies. Due to the Company's focus on positive relationships and benefits for all parties, the Company cooperates with communities and government agencies to play a role in improving and promoting quality of life for community members and society. Throughout the Company's business operations, the Company received good cooperation from government and community agencies. In addition, the Company supports and aids society in various activities such as giving gifts on National Children's Day, campaigning for employees to donate blood to the Thai Red Cross Society, donating money to Nopparat Rajathanee Hospital to purchase oxygen flow regulators, pressure control and measuring devices, medical gas outlet units, and supporting educational opportunities for students with factory site visits, etc.



On 7 January 2023, National Children's Day gifts were given by welfare representatives of Union Plastic Public Co., Ltd. in collaboration with companies in the Saha Union Group in Bang Chan District. National Children's Day gifts were given to communities around the Company.



In June, September, and December 2023, the Company and companies in the Saha Union Group in Bang Chan District invited employees to donate blood to the Thai Red Cross Society.



On Thursday 16 August 2023, the faculty and students of Suratthani Provincial Administrative Organization 1 School (Don Sak Padungwit) visited a factory.



On Thursday, 5 October 2023, donations of money to purchase medical equipment were made to Nopparat Rajathanee Hospital. Executives of Union Plastic Public Co., Ltd. joined with companies in the Saha Union Group in Bang Chan District to donate 250,000 baht to Nopparat Rajathanee Hospital in order to purchase medical equipment.



On Saturday, 4 November 2023, sports equipment was given to Ban Janla School in Doam Pradit Sub-district, Nam Yuen District, Ubonratchathani Province. Executives and representatives of the Welfare Committee of Union Plastic Public Co., Ltd. joined with companies in the Saha Union Group in Bang Pakong District to give sports equipment to the faculty and students of Ban Janla School, Doam Pradit Sub-district, Nam Yuen District, Ubonratchathani Province.

Business practices that affect social responsibility

- The Company has no matters being investigated or under investigation by the competent authorities that the Company's operations are carried out. There have been significant violations of the law in relation to the 8 principles.
- The Company's business operations are not involved in or alleged to have a negative impact on the environment or do not comply with 8 principles,
- Especially in cases where it appears in the news to the public and is the case that may significantly affect the Company's business operations, reputation or credibility.