













Sustainability Targets

Economic: Enhance Economic Value



Concept	UN SDGs	Material issue to Sustainability	Long Term Targets	Short Term Targets
<p>AAPICO commits to conduct business with integrity, transparency, impartiality, and accountability to all stakeholders in the sake of good corporate governance and economic growth. We also aim to expand our business by implementing effective risk management and innovating for quality improvement and operational efficiency at all levels.</p>	 	<p>Customers' trust and satisfaction in our high-quality goods and services, through our efficient and innovative operations and manufacturing</p>	<ul style="list-style-type: none"> Achieve average of 95% of customer satisfaction by 2026 	<ul style="list-style-type: none"> Achieve average of 92% customer satisfaction in 2022
	 	<p>Trust and attractiveness of shareholders and investors by conducting business with integrity, impartiality, transparency and responsibility to all stakeholders in accordance with a good corporate governance</p>	<ul style="list-style-type: none"> Increase frequencies of IR meetings and events to 15% by 2026 in order to disclose the Company's information transparently as well as gain more opportunity for shareholders and investors to access the information 	<ul style="list-style-type: none"> Increase the volume of traffic in the company's online media with efficient and attractive information such as factsheets, analyst coverage reports, and newsletters by 5% YOY in 2022 The number of shareholders increases by 5% in 2022
	  	<p>Supply chain management based on good corporate governance principles and a code of conduct that takes environmental and social factors into account. This aims to raise awareness of sustainable development businesses and to provide local communities with business opportunities for economic growth</p>	<ul style="list-style-type: none"> Achieve 80% of 1st tier critical direct suppliers pass ESG assessment in 2025 2 direct suppliers have been assessed on ESG evaluation form third party by 2026 	<ul style="list-style-type: none"> 100% of suppliers acknowledge and comply with the company's supplier code of conduct and anti-corruption policy in 2022





Environment: Eco-Efficiency

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<p>OEM car parts production contributes considerably to greenhouse gas emissions and a large amount of waste, both of which have severe negative effects for the environment and surrounding communities. The Company has taken steps to implement an environmental policy and raise resource efficiency awareness by applying innovation and the 3R principles (Reduce, Reuse, and Recycle) to our operations in order to improve resource management and reduce our carbon footprint, with the goal of becoming a 100 percent zero waste operation.</p>	   	<p>Carbon footprint emission reduction through creative operations innovations to maximize the reduction of negative environmental consequences</p>	<ul style="list-style-type: none"> Reduce GHG Emission Per Production Unit of Scope 1 GHG emission (from manufacturing process) by 3% in 2024 in comparison to the baseline year of 2019 	<ul style="list-style-type: none"> Reduce GHG Emission Per Production Unit of Scope 1 GHG emission (from manufacturing process) by 0.60% per year Reduce GHG Emission Per Production Unit of Scope 2 GHG emission (from electricity consumption) by 4% in 2022 in comparison to 2021 Reduce GHG Emission Per Production Unit of Scope 3 GHG emission (from fuel and paper) by 6.50% in 2022 in comparison to 2021
		<p>Awareness on the enhancement of water conservation and efficient consumption</p>	<p>-</p>	<ul style="list-style-type: none"> Reduce Water Usage by 3% in 2022 compared to 2021

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	  	<p>Enhancing resource recycling and waste management awareness in order to increase efficiency and achieve zero waste operations</p>	<ul style="list-style-type: none"> Reduce Waste generated per production unit by 5% in 2026 in comparison to the baseline year of 2021 	<ul style="list-style-type: none"> Reduce Waste generated per production unit by 1% per year
	 	<p>Strict compliance with environmental laws and regulation</p>	<ul style="list-style-type: none"> The volume of air pollution is within the permissible range of environmental laws and regulations 	<p>-</p>

Social: Elevate Quality of Life

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<p>AAPICO views human’s values and opportunities as key factors for improving society. The company respects human’s rights and fair labor treatment of laborers by promoting workplace ergonomics, suitable benefits, employees’ safety as well as skills development, especially on innovation and creativity for all management and employees. Not only our employees, but we also care about the community. We intend to extend sustainability to nearby communities through organizing social events, supporting education for schools in the area, assisting in community development, and conserving the environment.</p>	   	<p>Promoting employee well-being and quality of life in a variety of areas;</p> <ul style="list-style-type: none"> ▪ Fair salary and benefits, as well as a willingness to listen to employees' opinions, are all important factors in increasing employee engagement and loyalty. ▪ Innovative creations are applied at all levels of operations to improve employees’ safety, occupational health, and productivity. ▪ Promoting employees’ skills development especially on innovation and creativity 	<ul style="list-style-type: none"> ▪ Achieve at least 75% of average employees’ satisfaction and loyalty level by 2026 ▪ Creating 3 innovation training courses for employees’ skill enhancement by 2026 ▪ 100% of employees trained on Code of Conduct and Anti-corruption policy by 2023 ▪ 0% level of IFR (Injury Frequency Rate) and LTIFR (Lost Time Injury Frequency Rate) 	<ul style="list-style-type: none"> ▪ Achieve at least 60% of satisfaction and loyalty level by 2022 ▪ 100% of employees will have access to their welfare and training courses through a variety of platforms especially online provided by the company by 2022 ▪ Creating 1 innovation training course for employees' skill enhancement by 2022 ▪ IFR rate of employees not more than 5 ▪ LTIFR rate of employees is 0

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		<p>Fair labor treatment, good human resource management in terms of employees' diversity, and human rights promotion</p>	<ul style="list-style-type: none"> 0 case of Fair Treatment and human rights violation issue 	<p>-</p>
	    	<p>Taking responsibility for the community, which is impacted by the company's operations, as well as community development, both in terms of environmental conservation and educational opportunities.</p>	<ul style="list-style-type: none"> 0 complaint from the community on environmental and social issues 0 complaint on human rights violation and other social issues from the community Achieve 80% of average community satisfaction score by 2026 	<ul style="list-style-type: none"> Achieve 50% of average community satisfaction score by 2022