







Sustainability Targets and Performance in 2023

Economic/Governance: Enhance Economic Value				
Concept	UN SDGs	Material issue to Sustainability	Long Term Targets	Short Term Targets 2021-2023
<p>The Company is committed to conduct our business responsibly and with integrity, honesty, transparency, and fairness. AAPICO's business principles are defined by its ethical framework and continuous improvement in response to changes in the economy, society, environment, and corporate governance circumstances.</p>	 	<p>Customers' trust and satisfaction in our high-quality goods and services through our efficient and innovative manufacturing and operations</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 2023
	 	<p>Create confidence and attract the interest of shareholders and investors through conducting business with integrity, transparency, and demonstrating accountability to all stakeholders based on good corporate governance practices</p>	<ul style="list-style-type: none"> ▪ The frequency of meetings and activities organized by the Investor Relations department to disclose information transparently and increase opportunities for shareholders and investors to access company information will increase by 15% by the year 2026 	<ul style="list-style-type: none"> ▪ Increase the volume of traffic in the Company's online media with efficient and attractive information such as analyst meeting and increase in analyst coverage by 5% in 2023 compared to 2022 ▪ Be able to maintain the frequency of conducting meetings to communicate the Company's operations through organizing meetings and participating in investor engagement activities, comparable to operations in 2022





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Environment: Eco-Efficiency

Concept	UN SDGs	Material issue to Sustainability	Long Term Targets	Short Term Targets 2021-2023
<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 with the goal of becoming a 100% zero waste operation</p>	   	<p>Reduction of carbon footprint emission through operations innovations efficiency, and minimize negative environmental impacts</p>	<ul style="list-style-type: none"> ■ Achieve Carbon Neutrality by 2048 	<ul style="list-style-type: none"> ■ Reduce the direct GHG Emission from the manufacturing processes (Scope 1) by 50% by 2030 ■ Reduce the indirect GHG Emission from the electricity usage (Scope 2) by 50% by 2030

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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 2022 	<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>	<p>The volume of air pollution is within the permissible range of environmental laws and regulations</p>	<p>-</p>

Social: Elevate Quality of Life

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<p>The Company respects human 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. The company do care about the community. It intends 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"> ▪ Creating 3 innovation training courses for employees' skill enhancement by 2026 ▪ 0% level of IFR (Injury Frequency Rate) ▪ 0% Level of LTIFR (Lost Time Injury Frequency Rate) 	<ul style="list-style-type: none"> ▪ Achieve at least 89% of employees' satisfaction and loyalty level ▪ The average of training hour for employees was 8.5 hours/ person/year¹ ▪ 100% of employees received training on business code of conduct and anti-corruption courses prepared by the Company in 2023 ▪ IFR rate of employees not exceeding 5 ▪ LTIFR rate of employees is 0

¹ The data includes performance in the area of AAPICO Hitech Public Company Limited (AH) and branch in Rayong (AHR), AAPICO Hitech Parts Co., Ltd. (AHP), AAPICO Hitech Tooling Co., Ltd. (AHT), AAPICO Hitech Automation Co., Ltd. (AHA), AAPICO Lamech Co., Ltd. (AL), AAPICO ITS Co., Ltd. (AITS), A ERP Co, Ltd. (AERP), Edscha AAPICO Automotive Co., Ltd. (EA), AAPICO Amata Co., Ltd. (AA), AAPICO Structural Products Co., Ltd. (ASP), AAPICO Forging PLC. (AF), AAPICO Precision Co., Ltd. (APC), AAPICO Plastic PLC. (AP) and branch in Rayong (APR) **not include** Able Sanoh Industries Co., Ltd. (ASICO)

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	    	<p>Taking responsibility for society through the impact of the Company's operations, including community development in terms of overall environmental care and promoting educational opportunities for young people.</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 	<p>-</p>