



AVIUS ULD

SUSTAINABILITY REPORT

2024-2025

Shaping Resilient Logistics Through
Environmental, Social, and Governance
Excellence



NAME OF THE ORGANISATION

AviusULD

LOCATION OF HEADQUARTERS

999/146-153 Moo 15, Bangsaothong, Samutprakan 10570, Thailand

ABOUT AVIUSULD

AviusULD is a global leader in the design and manufacture of high-quality Unit Load Devices (ULDs), supporting airlines and air cargo operators worldwide. Founded in the 1970s under the name Alusingen, the company has undergone multiple evolutions, becoming AviusULD in 2023. Over the past five decades, AviusULD has been at the forefront of the industry, delivering cutting-edge solutions that combine durability, reliability, and efficiency, while continually pushing the boundaries of innovation.

AviusULD operates globally with its manufacturing hub in Bangkok, Thailand, and additional offices in Alkmaar, the Netherlands, and Auburn, USA. This global footprint enables us to deliver exceptional service and support to customers in APAC, EMEA, and the Americas.

SCOPE OF THE REPORT

This report focuses exclusively on AviusULD and its global operations, including facilities in Thailand, the Netherlands, and the USA. It consolidates AviusULD's sustainability strategy, achievements, and commitments to environmental, social, and governance (ESG) principles. The reporting period covers the entirety of 2024, and the report provides insights into AviusULD's initiatives to embed sustainability into all aspects of its operations.

Key areas of focus include our partnership with EcoVadis to benchmark and enhance sustainability performance, a comprehensive Life Cycle Assessment (LCA) of products and operations, and energy-saving projects at our manufacturing facilities. These efforts reflect our commitment to aligning with international standards such as ISO 14001, ISO 45001, and the United Nations Sustainable Development Goals (SDGs).

REPORTING PERIOD

This report covers activities from January 1, 2024, to June 30, 2025.

CONTACT INFORMATION

For questions regarding this report, please contact AviusULD at sompol.meksuwan@aviusuld.com. For sales inquiries, reach out to sales@aviusuld.com.

SUSTAINABILITY REPORT 2024-2025



TABLE OF
CONTENTS

01

SUSTAINABILITY OVERVIEW

Statement from the CEO	8
AviusULD at a Glance	9
Sustainability Strategy and Goals	20
Materiality Assessment	23
Stakeholders	26
Organization	27
Commitments and Endorsements	28
AviusULD SDGs	30

02

ENVIRONMENT

Overview	34
Carbon Footprint	36
Energy	40
Water	43
Air Pollution	44
Materials, Chemicals and Waste	46
Product Use and End of Life	49
Customer Health & Safety	51

03

SOCIAL

Overview	54
Employee Health & Safety	56
Working Conditions	60
Social Dialogue	64
Career Management & Training	65
Diversity, Equity & Inclusion	67
Human Rights & Labor Rights	69
Corporate Social Responsibility (CSR)	72
Company Events	74

04

GOVERNANCE

Overview	78
Anti-Corruption	80
Information Management	82
Sustainable Procurement	84
REACH Compliance	85
Supplier Diversity	86

CONCLUSION	87
-------------------	----

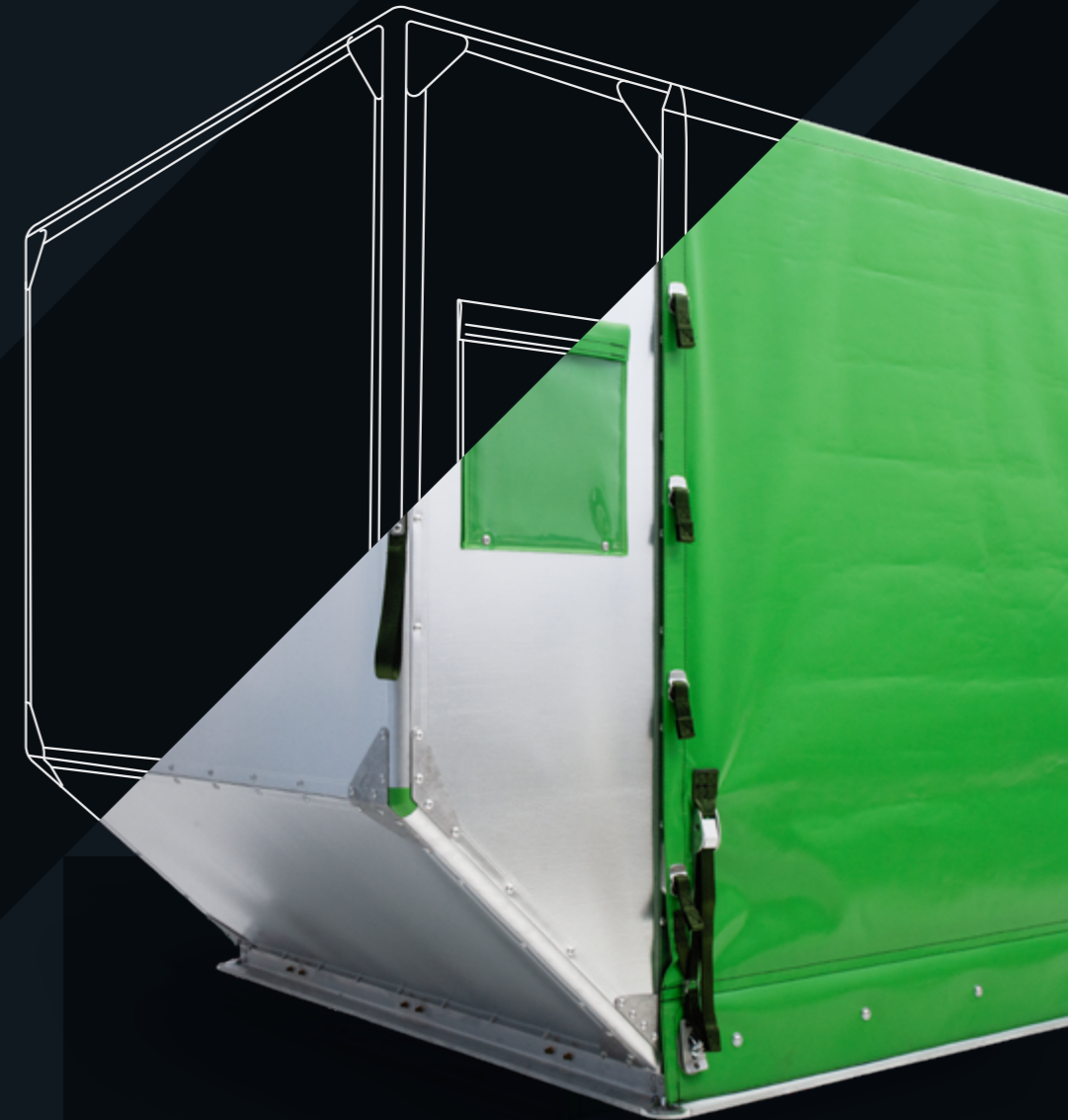
APPENDIX	88
-----------------	----



Statement from the CEO
AviusULD at a Glance
Sustainability Strategy and Goals
Materiality Assessment
Stakeholders
Organization
Commitments and Endorsements
AviusULD SDGs

SUSTAINABILITY OVERVIEW

AviusULD Sustainability Report 2024–2025



STATEMENT FROM THE CEO

I'm delighted to share AviusULD's first sustainability report, reflecting our progress and commitment to a sustainable future. This report highlights our ongoing efforts to reduce environmental impact, improve governance, and support the communities we serve.

In alignment with global frameworks, we've set a target to reduce GHG emissions by 30% by 2030. Our lightweight containers, facility upgrades, and solar energy initiatives are already producing tangible results. We're also expanding social programs around safety, diversity, and community engagement, all underpinned by clear targets and active employee participation.

Our strong governance practices are integral to our success. By maintaining zero tolerance for corruption, investing in information security, and ensuring responsible procurement, we continue to build trust and resilience with our stakeholders.

This report starts an ongoing dialogue. We'll continue refining our data, setting priorities, and engaging with partners. Thank you to our team, customers, suppliers, and community partners for helping shape a more sustainable air cargo industry. Together, we'll keep turning ambition into action.

CHARLES DRUMMOND
Chief Executive Officer



AVIUSULD AT A GLANCE



VISION

To revolutionize the global ULD industry in customer experience, innovation, and continuous improvement.

MISSION

To be the leading provider of tailored aircraft cargo equipment solutions by prioritizing customer centricity, business partner relationships, total cost of ownership, sustainability, and aftermarket services.

CORE

VALUES

CUSTOMER FOCUS

We listen. We anticipate. We deliver.

We are driven by customer centricity. We actively listen to their concerns and proactively anticipate their needs to meet and exceed expectations.

INTEGRITY

We are honest. We are ethical. We are passionate.

We are committed to open communication, trust, and ethical business practices in an environment where passion for our work differentiates us from the competition.

INNOVATION

We are best in class. We set new standards.

We harness our industry-leading expertise and think outside the box to create the ULD solutions of tomorrow.

TEAMWORK

We win together. We learn together.

We are one team. We support each other's growth, learn from our mistakes, and celebrate success together.

EXCELLENCE

We do it right and we do it right the first time.

We continuously improve ourselves, our processes and our products as we strive to be outstanding in everything we do.

OUR HISTORY

For AviusULD, our journey started in the 1970s under the name Alusingen. Although we have had several names during our history, our spirit, mindset and customer focus remain integral to our business. We have the accumulated experience and prestige of all our iterations, including Alusuisse, Alcan, Driessen Air Cargo Equipment, Zodiac Air

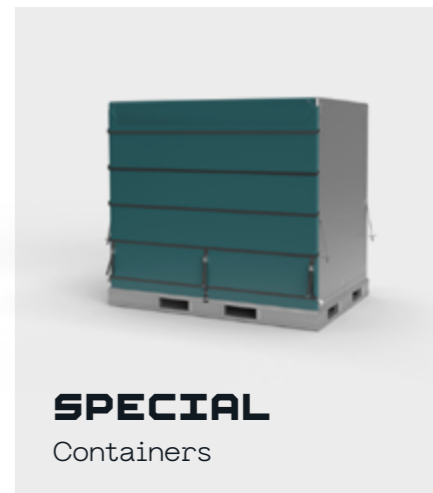
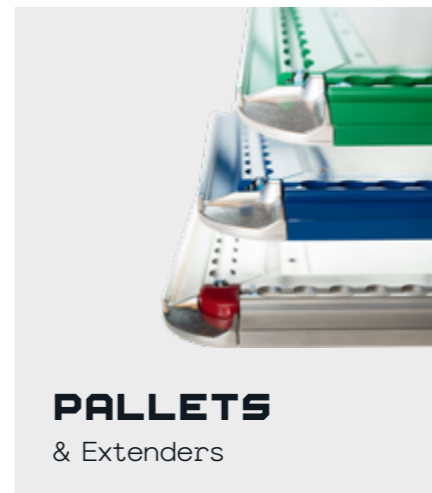
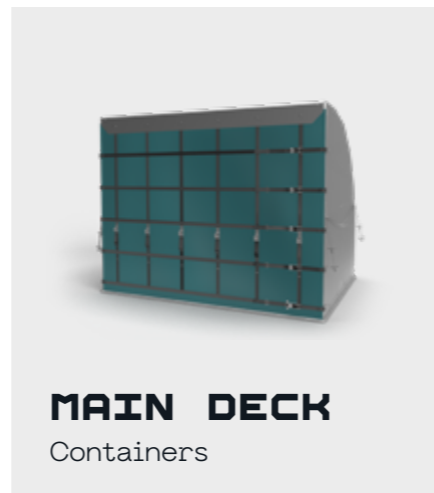
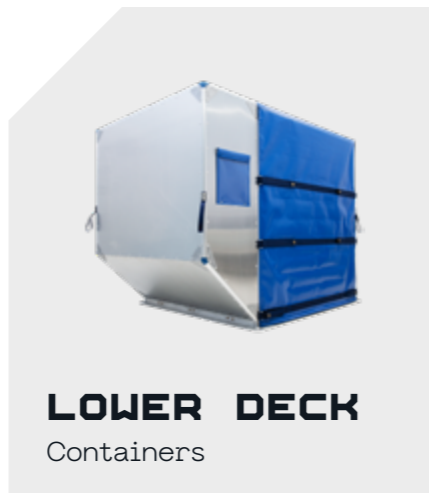
Cargo Equipment and Safran Cabin Cargo – all well-known names in the ULD industry.

With this wealth of experience, customers can expect to receive the same excellent support, superior products and trailblazing innovation as seen during the past decades.

OVER THE PAST 50+ YEARS

we have set new design standards and significant industry milestones, like:

OUR PRODUCTS



OUR LOCATIONS

AviusULD caters to leading Airlines, ULD management companies and MROs around the world, with state-of-the-art facilities in Bangkok (Thailand) and Alkmaar (the Netherlands). Our locations are equipped with the latest machinery and technology, and are run and supported by our highly skilled teams.

AviusULD's network of offices deliver excellence, innovation and superior ULDs to customers in APAC, EMEA, the Americas.



OUR ORGANIZATION

Our EASA-certified manufacturing facility in Bangkok (Thailand) is equipped with the latest machinery and technology in order to consistently provide the highest quality, and to respond to any customer request and handle demands in quantity and lead time.

Bangkok is also the home of our Engineering team and our Sales, Sales Support and Technical Support team for the APAC region.

In addition to requests from customers all around the globe, all spare parts for the APAC region are also served from this state-of-the-art facility.

The offices in Alkmaar (The Netherlands) are the home of our Sales, Sales Support and Technical Support teams for EMEA and

the Americas, and are also the base for our Product Development team.

The Alkmaar location also includes a showroom, offering an ideal environment for customer workshops, seminars and training courses. It also serves as the spare parts distribution center for the EMEA region. Our distribution center in Auburn (USA) supports customers in the Americas.

AviusULD is part of CCE Group, an aerospace platform that brings together leading companies in the cabin and cargo equipment ecosystem. CCE Group also includes Driessen Catering Equipment, the market leader in onboard catering solutions, and Trip&Co, a specialist in advanced cargo protection and custom-engineered products.



LOWER DECK CONTAINERS

AviusULD S-series Lower Deck Cargo Containers are designed to meet every airline's need for superior durability, minimized weight, and adaptability to the industry's unique challenges.

By combining durable and high-quality materials in a modular design with interchangeable parts, we guarantee the lowest TCO (Total Cost of Ownership), easy maintenance and optimized ULD handling.



Modular Design



Lowest TCO



User Friendly



Easy Maintenance



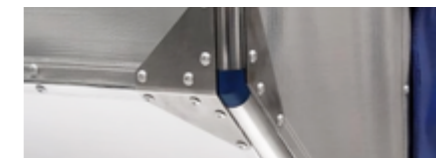
Superior Durability

Design Features



Container Surface

Seamless fitting and smoothness due to contour-adapted extrusions.



Structural Integrity

Maximum robustness due to strong gussets and extrusions.



Enhanced Door Closure

Easy and ergonomic handling due to door locking mechanism.



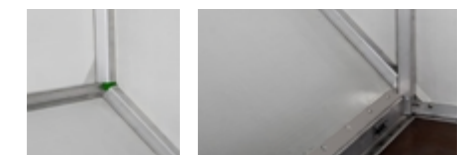
Unique Corner Design

Repair cost-reduction due to individually replaceable forged corners.



Robust Reinforcement

Extrusion inserts create resistance to high impact forces and bending.



Container Interior

Protection of cargo and bags with smooth interior surfaces.

PANEL MATERIALS



ENDUMAX



HERCULIGHT



ALUMINUM

Taking weight-savings and durability to new levels.

- Industry-wide lowest weight AKE container at 51 kg
- High-impact resistant composite material
- Minimizes weight while maximizing durability and fuel-efficiency

The perfect balance between strength, weight, and cost.

- Weighs 55 kg (10 kg less than aluminum configuration)
- Performs 18% better than industry-standard AKE container
- Excellent Total Cost of Ownership (TCO)

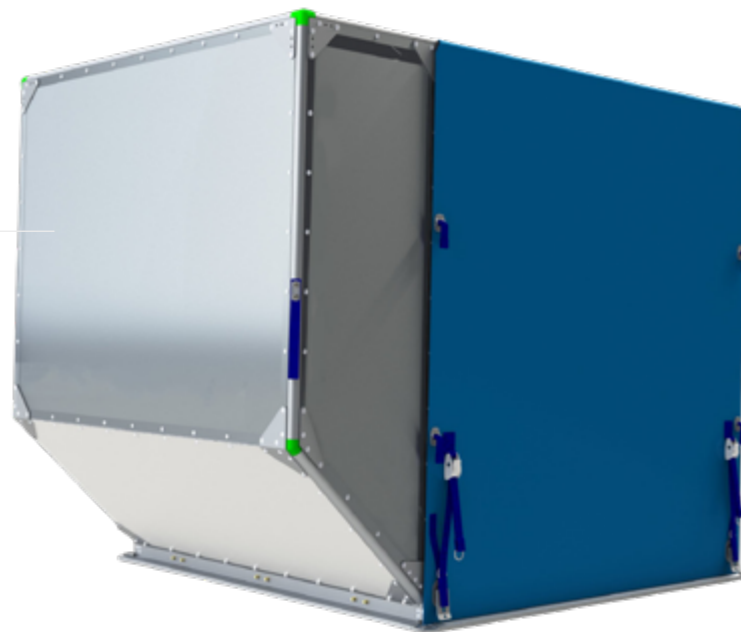
High-grade alloys with the best quality at a competitive price.

- 65 kg for a standard AKE container
- A tried and tested design with the ultimate balance between weight and cost

SEN DOOR

Our Award-Winning SEN door

- Easy, quick and tight closure with new mushroom-locking mechanism
- Reduces opening and closing time an average of 30 seconds
- 30% stronger door with reinforcement
- Lowers handling time and cost by 15%



Ergonomic Pulling



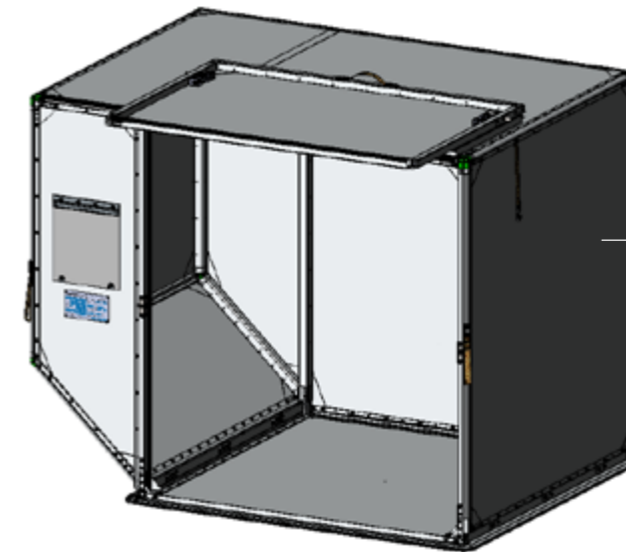
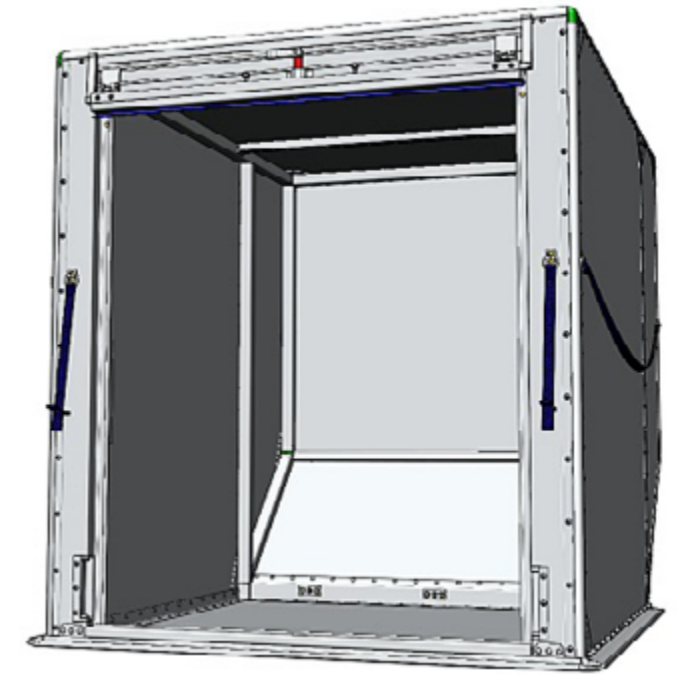
Mushroom-Lock Mechanism



Tight Locking mechanism

SELF-ROLL-UP DOOR

Durable and easy to operate thanks to our new SRU system, with a sliding lock clasp and locking mechanism integrated in the bottom door bar.



SOLID DOOR

Safe and easy operation due to our ergonomic toggle lock system, which includes a visible status indicator. Suitable for all custom seal designs.

ULD TYPES



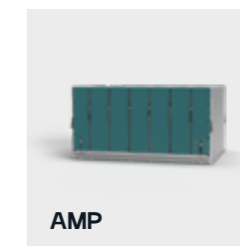
AKE



AKH



AMF



AMP



DPE





MAIN DECK CONTAINERS

AviusULD Main Deck Container range is constructed with impact-resistant flangeless extrusions, which provide a 100% smooth interior.

Designed with standardized parts and made of high-quality materials, our modules meet airlines' need for durability, reduced weight and adaptability to their unique challenges as well as an easy and fast repair.

Common ULD TYPES



Modular Design



Lowest TCO



User Friendly



Easy Maintenance



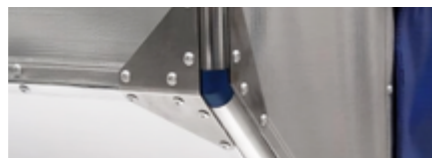
Superior Durability

Design Features



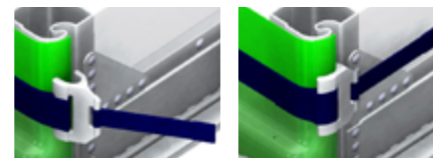
Container Surface

Seamless fitting and smoothness due to contour-adapted extrusions.



Structural Integrity

Maximum robustness due to strong gussets and extrusions.



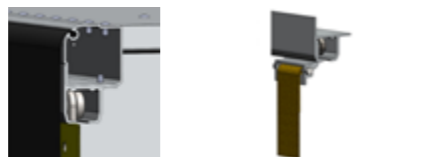
Enhanced Door Closure

Easy and ergonomic handling due to door locking mechanism.



Unique Corner Design

Repair cost-reduction due to individually replaceable forged corners.



Roller Door

Sturdiness and easy operating thanks to our new integrated roller system.

PALLETS & EXTENDERS

AviusULD Pallets are manufactured using the strongest extrusion and sheet alloys to ensure high impact resistance and reinforced stiffness. Additionally, each pallet is equipped with solid reinforcements inserted in every corner, enhancing its ability to withstand day-to-day handling in the aviation logistics chain.



Modular Design



Lowest TCO



User Friendly

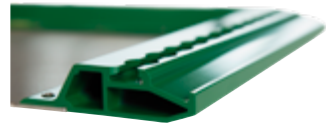


Easy Maintenance



Superior Durability

Design Features



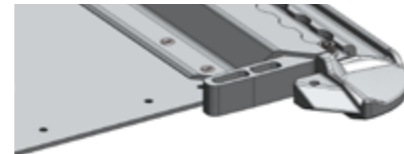
Maximum Loading

The pallet's cross-section design maximizes loading area.



Unique Corner Design

Repair cost-reduction due to individually replaceable forged corners.



Corner Reinforcement

Increased pallet stiffness due to inserted solid corner reinforcements.



Customizable Pallets

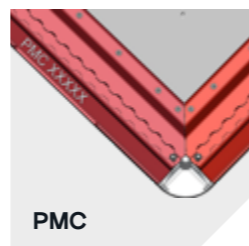
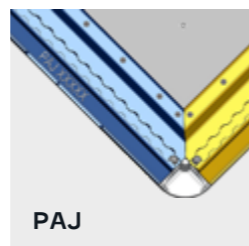
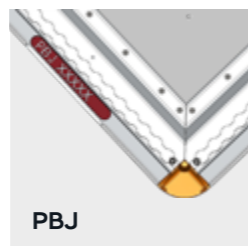
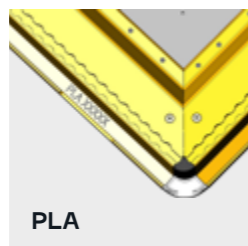
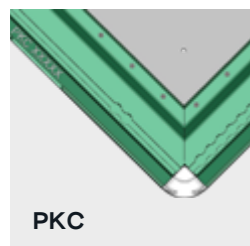
Pallet edge rail coloring, airline code, and/or logo can be custom-built per customer's preference.



Distinct ID Codes

High-quality engraving for optimized legibility. Front cut-out for stacked condition.

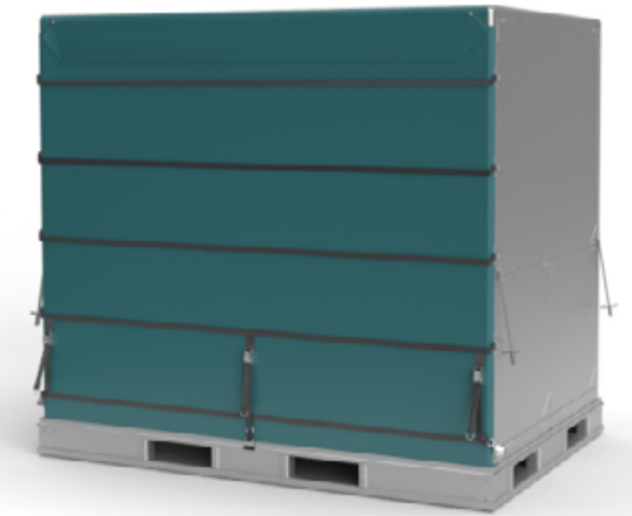
Common ULD TYPES



SPECIAL CONTAINERS

Ground Containers

For ground-handling purposes, non-certified containers can be designed according to your specifications and operational requirements. Many options are available, including different base and door types as well as several panel materials.



FIRE RESISTANT CONTAINERS

AviusULD has developed Fire Resistant Containers (FRCs) that provide an additional layer of protection against fires in the container contents. Our FRCs have a proven capability to withstand and contain fires, including those involving lithium batteries, for up to 6 hours.

We have specifically designed our FRCs to endure the harsh operating environments of cargo containers. Our selection of materials and construction design prioritize damage resistance and ease of maintenance, resulting in the lowest Total Cost of Ownership (TCO) possible.

Currently, there is a lack of fully defined requirements for FRCs, particularly regarding fires involving batteries. For comprehensive details on our existing products and upcoming developments, we encourage you to contact us directly.



Modular Design



Lowest TCO



User Friendly



Easy Maintenance



Superior Durability



SUSTAINABILITY OVERVIEW

SUSTAINABILITY STRATEGY AND GOALS

AviusULD's sustainability strategy is built on the belief that operational excellence and responsible growth must go hand in hand. We integrate sustainability into every stage of our value chain – from design and production to supplier relationships and end-of-life product recovery – to deliver value for our people, customers, communities, and the environment.

Our roadmap is organized around three strategic pillars:



ENVIRONMENT

AviusULD recognizes that the aviation industry must lead the way in carbon reduction and resource efficiency. Our Environmental pillar focuses on minimizing our footprint through smart design, efficient operations, and data-driven decision-making.

We have established a robust **Environmental Roadmap** aligned with international standards such as **ISO 14001**, **ISO 14064**, and the **GHG Protocol**, ensuring that our data collection and emissions reporting are credible and comparable to global best practice.



Our actions span every impact area – from energy management and refrigerant phase-out to improved material use and circular design. Initiatives such as the planned rooftop solar installation, Green Card system for employee-driven improvements, packaging redesign, and lightweight ULD innovation all contribute to meaningful reductions in Scope 1, 2, and 3 emissions.

We also partner with suppliers to reduce upstream impacts and work closely with airline customers to help them meet their own climate targets through durable, fuel-efficient products.

Key goals include:

- Achieve a **4% reduction** in total Scope 1, 2, and 3 GHG emissions by **2030** (baseline: 2024).
- Install rooftop solar capacity to generate renewable energy and reduce Scope 2 emissions.
- Increase waste recovery and material efficiency year-on-year, with a target of **5% annual improvement**.
- Expand circular design initiatives for longer product life and greater recyclability.



SOCIAL

Our Social pillar reflects our commitment to creating a safe, fair, inclusive, and empowering workplace. We recognize that our people are our greatest asset, and we actively support them through rigorous health and safety programs, fair working conditions, and continuous development opportunities.

We maintain a certified **ISO 45001 Occupational Health & Safety Management System**, conduct annual risk assessments, and provide training to build a strong safety culture. Programs like our "Super Yellow Card" encourage all employees to speak up and prevent hazards, while our **Safety Day** events reinforce shared responsibility for well-being.

Beyond safety, we invest in our people's growth through our **Performance and Development Review (PDR)** system, Learn&Work e-learning platform, and our **AviusULD Ascend** partnership with Kaizen Institute Thailand. These initiatives empower our teams to learn, innovate, and pursue career paths within AviusULD.

We also give back to our communities through volunteerism and local partnerships, such as



orphanage donations, mangrove planting, and beach cleaning – all helping strengthen local relationships and deliver impact beyond our operations.

Key goals include:

- Maintain **100% healthcare coverage** for all employees and contractors.
- Reduce TIFR and LTIFR to zero by **2050**, with clear interim targets for 2025 and 2030.
- Increase participation in training programs, career development pathways, and the **AviusULD Ascend** Kaizen initiative.
- Expand CSR participation and local community partnerships, including education, health, and environmental activities.



GOVERNANCE

Good governance is the foundation of trust and responsible business conduct. Our Governance pillar ensures that every part of our company operates with integrity, transparency, and accountability.

Our framework includes a strict **zero-tolerance policy** on corruption, supported by risk-based internal controls, clear Delegation of Authority Guidelines, annual risk assessments, and a robust **Whistleblowing Policy**. Employees receive mandatory anti-bribery and ethics training every year to maintain the highest ethical standards.

Protecting data privacy and information security is equally vital. We follow **ISO/IEC 27001** principles, with secure systems, clear access controls, regular audits, and real-time threat monitoring through **our Security Operations Center (SOC)**. Employee training and phishing simulations further reduce risks.

Beyond our own operations, our **Sustainable Procurement Policy** and **Supplier Code of Conduct** ensure that we partner only with suppliers who uphold strong labor, environmental, and anti-corruption standards. This includes REACH compliance, robust supplier diversity principles, and audits to verify performance. Our approach builds a resilient supply chain that shares our values and supports our stakeholders' trust.

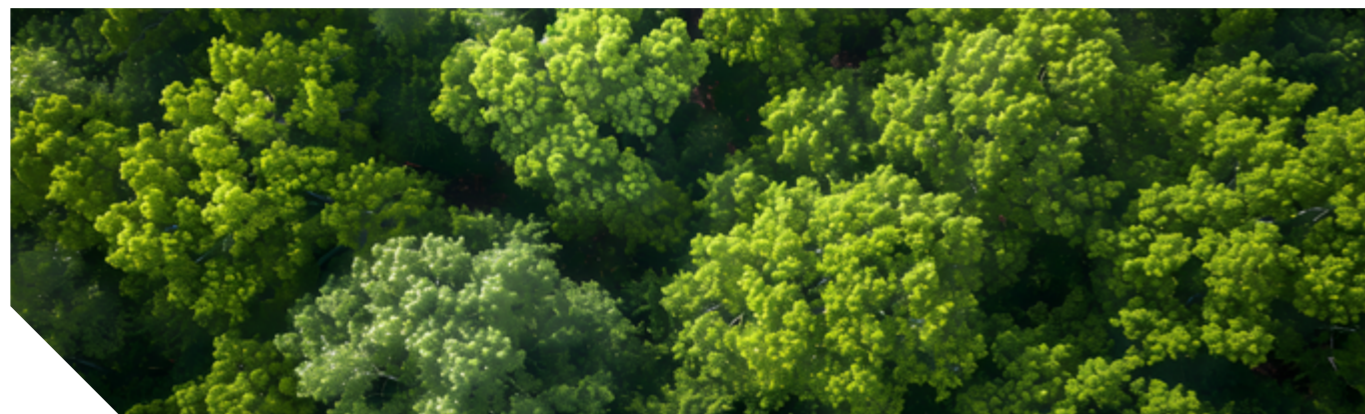


Key goals include:

- Zero tolerance for corruption, with annual risk assessments, mandatory training, and independent audits.
- Protect stakeholder data and privacy through ISO/IEC 27001-aligned controls and ongoing cybersecurity monitoring.
- Strengthen sustainable procurement practices to increase supplier ESG assessments to **40% by 2030**, with **100% strategic suppliers** signing the Supplier Code of Conduct by **2050**.
- Promote supplier diversity and fair opportunities within our supply chain.

LOOKING FORWARD

Our sustainability strategy and goals will continue to evolve alongside our business growth, emerging risks, and stakeholder expectations. By embedding sustainability into every function – from design and operations to procurement and governance – AviosULD aims to lead with responsibility, resilience, and measurable progress toward our long-term ESG ambitions.



MATERIALITY ASSESSMENT

AviosULD recognizes that understanding what matters most to our stakeholders is essential for building a focused, resilient, and credible sustainability strategy. Our **Materiality Assessment** helps us identify and prioritize the environmental, social, and governance (ESG) topics with the greatest relevance to our business operations, value chain, and the communities we impact.

OUR APPROACH

In 2024, we conducted our first comprehensive Materiality Assessment, bringing together insights from leadership workshops, functional teams, supplier input, industry benchmarking, and customer expectations. We analyzed each topic's:

- **Significance to stakeholders:** Reflecting expectations from employees, customers, suppliers, regulators, and local communities.
- **Impact on our business success:** Considering operational performance, cost efficiency, regulatory risks, and our reputation in the aviation logistics industry.

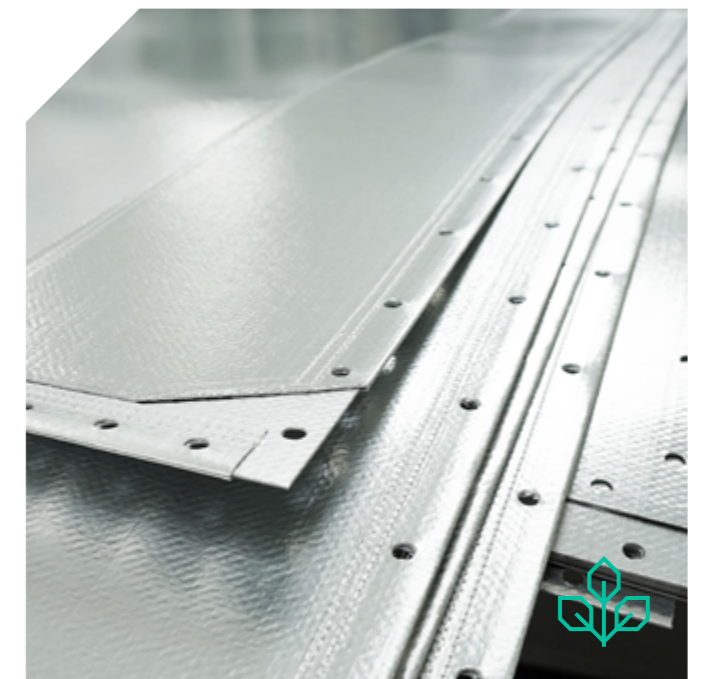
All topics were mapped on a **Materiality Matrix** to clearly visualize which areas require the highest management focus, performance tracking, and transparent reporting.

KEY MATERIAL TOPICS

Our assessment confirmed that AviosULD's most material topics are grouped into three core pillars:

Environment

- Climate impact and carbon footprint (Scopes 1, 2, and 3)
- Energy use and renewable energy transition
- Material efficiency and circular product design
- Waste management and air pollution control
- Chemical safety and REACH compliance



Social

- Occupational health & safety for employees and contractors
- Fair working conditions and well-being
- Diversity, equity, and inclusion (DEI)
- Community engagement and local CSR impact
- Human rights, forced labor prevention, and supply chain due diligence



Governance

- Anti-corruption and business ethics
- Data privacy, cybersecurity, and information management
- Sustainable procurement and supplier compliance
- Supplier diversity and fair opportunity
- Transparent stakeholder engagement and grievance mechanisms



FROM MATERIALITY TO RISK & OPPORTUNITY MANAGEMENT

Identifying these material topics is not just a reporting exercise – it is a foundation for practical risk management and value creation.

For each topic, we:

- Assess the potential risks (e.g., regulatory non-compliance, supply chain disruptions, reputational damage)
- Define mitigation actions (e.g., energy efficiency projects, safety audits, supplier training)
- Identify opportunities for innovation and competitive advantage (e.g., lighter ULDs that help airlines cut fuel burn and emissions)

These priorities guide how we allocate resources, set performance targets, and integrate sustainability into decision-making at every level.

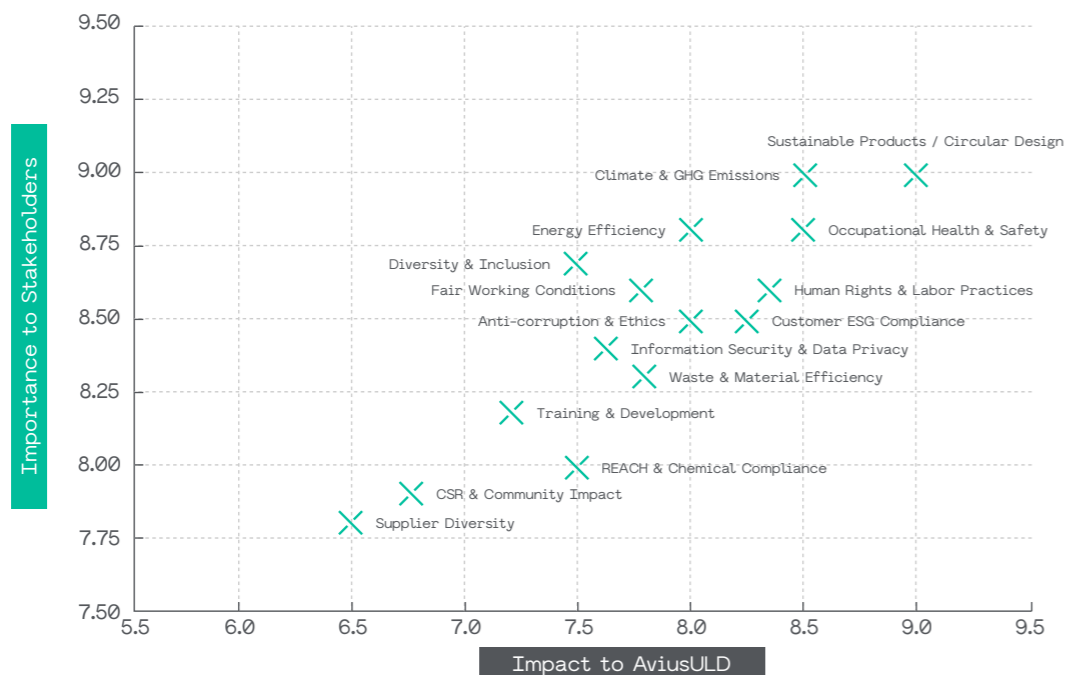


LINKING TO OUR ROADMAP & SDGS

Our **Materiality Assessment** directly shapes our **Sustainability Strategy and Goals**, Environmental Roadmap, and Social and Governance programs. Each topic aligns with our priority **Sustainable Development Goals (SDGs)** and supports clear, measurable KPIs that help us monitor progress and communicate transparently with stakeholders.



AVIUSULD MATERIALITY MATRIX



LOOKING AHEAD

As our business and industry continue to evolve, we will revisit our Materiality Assessment at regular intervals – or sooner if significant changes emerge – to ensure our strategy remains aligned with stakeholder needs and market trends.

Through this systematic approach, AviusULD ensures that we focus on what matters most, manage risks proactively, and deliver sustainable value for our people, partners, and communities.

STAKEHOLDERS

STAKEHOLDER ENGAGEMENT

AviusULD recognizes that strong stakeholder relationships are essential to the success of our sustainability strategy and our long-term business performance. Our stakeholder engagement framework ensures that we understand the expectations and concerns of those who are directly or indirectly impacted by our operations.

KEY STAKEHOLDER GROUPS

We identify our stakeholders through a systematic mapping of our value chain, considering their influence, interest, and potential impact. Our primary stakeholder groups include:

- **Employees:** Our people are at the heart of our operations and continuous improvement.
- **Customers & Airlines:** We work closely with airline partners and logistics customers to meet safety, quality, and environmental requirements.
- **Suppliers:** We engage with material and service suppliers to ensure ethical sourcing, quality, and compliance with sustainability standards.
- **Industry Associations:** We participate in industry working groups and standard-setting bodies to align with best practices.
- **Regulators & Local Authorities:** Compliance with local, national, and international regulations is fundamental to our license to operate.
- **Local Communities:** We engage with surrounding communities to address

shared concerns, such as environmental impact, noise, and traffic.

- **Shareholders & Investors:** We ensure transparency in reporting our ESG performance and business outlook.
- **Certifying Bodies & Auditors:** External audits help validate our compliance with ISO 14001, ISO 45001, and other relevant standards.



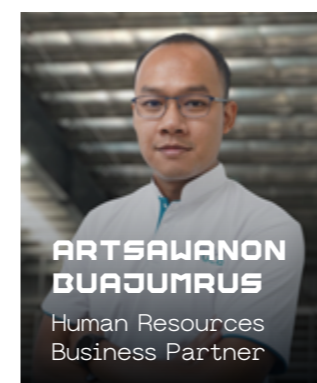
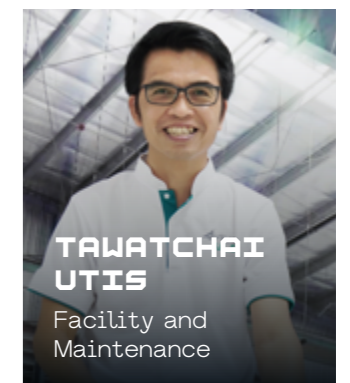
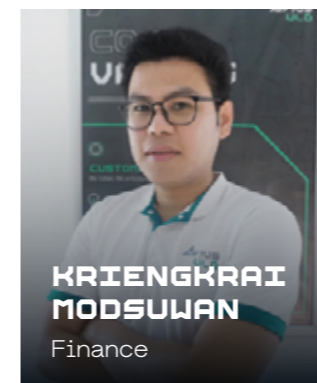
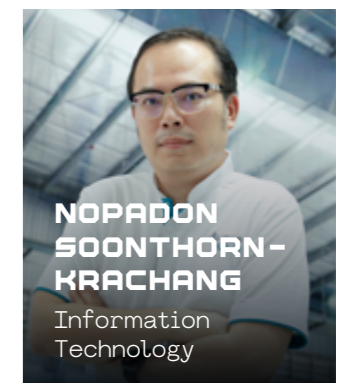
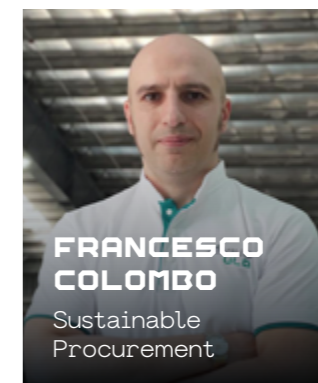
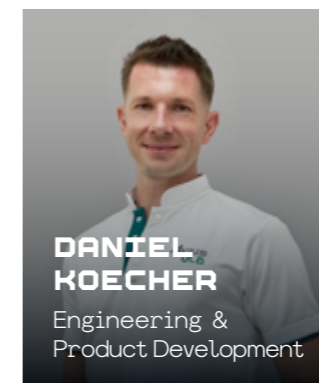
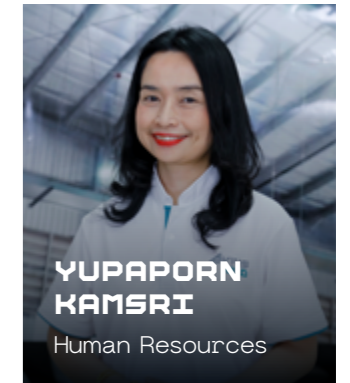
ENGAGEMENT PRACTICES

We maintain ongoing, open dialogue with our stakeholders through various channels, including:

- Regular employee town halls and suggestion programs (e.g., Green Card, Yellow Card)
- Customer surveys and feedback meetings
- Supplier assessments and performance reviews
- Participation in aviation industry forums and working groups
- Local community outreach and support activities
- Formal reports and certifications shared with shareholders and auditors

By engaging proactively with our stakeholders, AviusULD can better identify risks and opportunities, address material sustainability topics, and strengthen trust.

AVIUSULD ESG TEAM



Our dedicated ESG Team coordinates the planning, implementation, and reporting of all sustainability initiatives and stakeholder engagement activities. The ESG Team works closely with leadership, operational departments, and external partners to ensure that our sustainability roadmap aligns with stakeholder expectations and global best practices.

COMMITMENTS AND ENDORSEMENTS

AviusULD is committed to conducting our operations responsibly and aligning our actions with recognized global sustainability frameworks. We believe that strong partnerships and clear commitments help us drive continuous improvement, maintain stakeholder trust, and contribute to the achievement of the **United Nations Sustainable Development Goals (SDGs)**.



GLOBAL FRAMEWORKS AND MEMBERSHIPS

United Nations Global Compact (UNGC)

AviusULD supports the ten principles of the UN Global Compact, covering **human rights, labor, environment, and anti-corruption**. By aligning our policies and daily operations with the UNGC, we ensure our sustainability strategy contributes directly to multiple SDGs, including:



Ecovadis

We participate in the **Ecovadis sustainability rating platform**, which benchmarks our performance on environmental practices, human rights, ethics, and sustainable procurement. Through regular self-assessments and external scoring, we identify opportunities to strengthen our ESG practices and share progress transparently with customers and partners across the value chain.



STANDARDS AND CERTIFICATIONS

To ensure that our commitments are meaningful and measurable, we maintain robust management systems that meet international standards:

- **ISO 14001 – Environmental Management System:** Provides a systematic framework for identifying, managing, and minimizing our environmental impacts across all operations.
- **ISO 45001 – Occupational Health & Safety Management System:** Ensures a safe and healthy working environment for employees, contractors, and visitors, underpinned by regular audits, continuous training, and clear accountability.



- **Planned: ISO 14064 and ISO 14067 Certification (2025):** We actively monitor and disclose our Scope 1, 2, and 3 greenhouse gas emissions in alignment with **ISO 14064** and the **GHG Protocol**, and we plan to certify to both ISO 14064 (GHG emissions) and ISO 14067 (product carbon footprint) in 2025. This will help us strengthen the credibility of our disclosures and demonstrate our commitment to science-based climate action.

CONTINUOUS IMPROVEMENT AND SDG ALIGNMENT

Our **Environmental Roadmap, Social Policy, and Governance Framework** are designed to help us deliver on our SDG priorities in practical ways:

- **Climate and Carbon:** We aim for a 4% reduction in total GHG emissions by 2030 (Scopes 1, 2, and 3).
- **Responsible Supply Chain:** Our Sustainable Procurement Policy integrates supplier risk assessments, REACH compliance, and supplier diversity to advance SDG 12 and promote fair labor practices (SDG 8).
- **People and Community:** Initiatives like our Women Mentorship Program, Employee Health & Safety actions, and CSR activities help us support SDG 5, SDG 3 – Good Health and Well-Being, and local community development.

By embedding these international commitments into our daily operations, AviusULD works to create long-term shared value for our people, partners, customers, and the communities we serve.



AVIUSULD SDGS

AviusULD aligns its sustainability priorities with the **United Nations Sustainable Development Goals (SDGs)** to ensure our actions contribute to shared global ambitions for responsible growth, inclusive work environments, and environmental protection. Through our environmental, social, and governance (ESG) programs, we support key SDGs in practical, measurable ways.

Our priority SDGs include:



SDG 8
Decent Work and Economic Growth

- Fair wages, safe working conditions, overtime management, and freedom of association
- Annual training, career pathways, and internal promotions
- Supplier due diligence to uphold labor standards across the value chain

SDG 5
Gender Equality

- Women Mentorship Program to empower female talent
- Inclusive recruitment and promotion practices
- Commitment to diversity and equal opportunity in our supply chain

SDG 12
Responsible Consumption and Production

- Sustainable Procurement Policy and Supplier Code of Conduct
- Circular design for ULDs: repairability, durability, and recyclability
- Waste reduction initiatives and material efficiency targets

SDG 13
Climate Action

- GHG emissions inventory and 4% total reduction target by 2030
- Roadmap to achieve ISO 14064 and ISO 14067 certifications
- Solar rooftop projects, energy-saving measures, and Scope 3 improvements

SDG 4
Quality Education

- Learn&Work platform with technical, soft-skill, and well-being courses
- Kaizen partnership (AviusULD Ascend) for continuous improvement training
- External community programs, scholarships, and youth engagement

SDG 17
Partnerships for the Goals

- Membership in UN Global Compact and Ecovadis
- Collaboration with suppliers and industry groups to raise ESG performance
- Community partnerships through CSR, such as orphanage and environmental activities

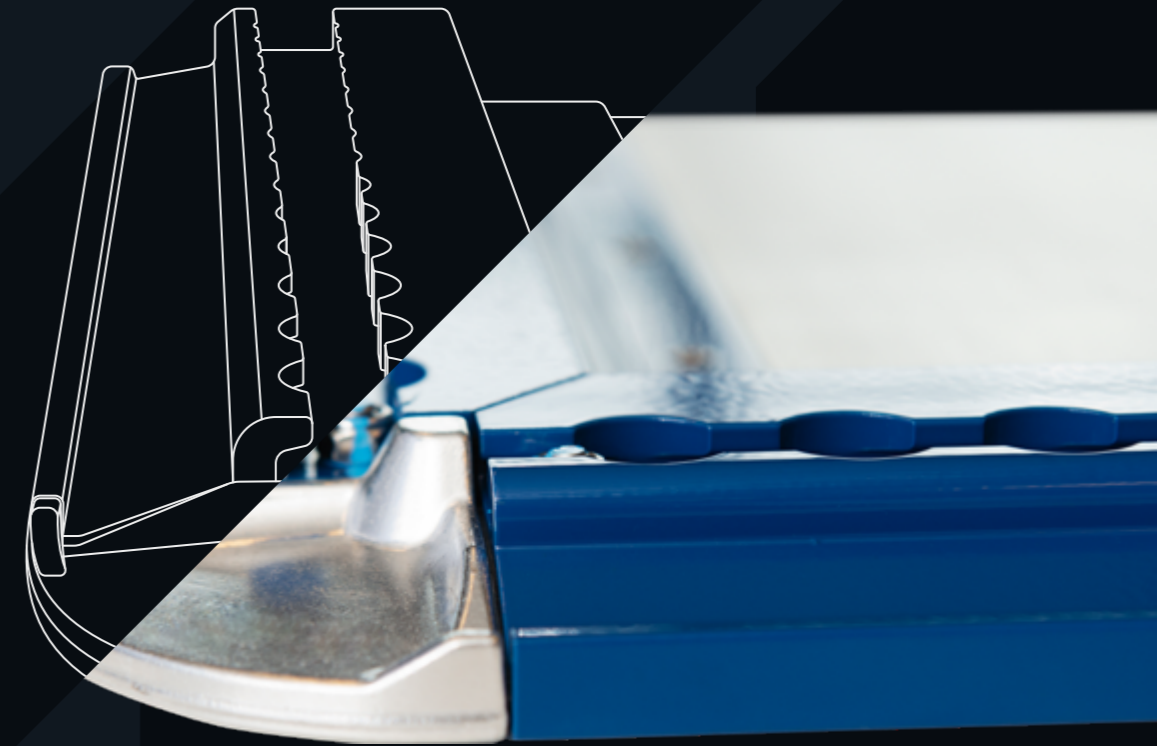
By mapping our sustainability strategy to the SDGs, we ensure that our daily actions and long-term goals contribute to a more inclusive, resilient, and sustainable future – for our people, our industry, and the communities we serve.



- Overview
- Carbon Footprint
- Energy
- Water
- Air Pollution
- Materials, Chemicals and Waste
- Product Use and End of Life
- Customer Health & Safety

02 ENVIRONMENT

AviusULD Sustainability Report 2024–2025





ENVIRONMENT



OVERVIEW

AviusULD is committed to integrating environmental sustainability into every aspect of our operations – from responsible material sourcing and innovative product design to energy efficiency, waste reduction, and product end-of-life recovery. We believe that strong environmental performance goes hand in hand with operational excellence and long-term business resilience.

Our approach is built on continuous improvement and aligns with international standards such as **ISO 14064-1** for greenhouse gas accounting and the **GHG Protocol**, ensuring that our measurements and reporting are robust, credible, and transparent. In addition, we maintain our **ISO 14001 Environmental Management System** certification, which provides a systematic framework for identifying, managing, and minimizing our environmental impacts.

We recognize that true sustainability requires collaboration across the entire value chain. That's why we actively engage our employees, suppliers, customers, and partners to identify new opportunities for reduction, reuse, and innovation. Our employees play a vital role in

this process through programs like the Green Card system, which encourages practical suggestions for resource efficiency and waste minimization, and through quarterly townhall meetings that share progress and strengthen accountability.

ENVIRONMENTAL ROADMAP & STRATEGIC FOCUS AREAS

Our **Environmental Roadmap** defines clear actions and targets across priority areas:

- **Energy:** Improving efficiency, reducing grid dependency, and expanding renewable energy through initiatives like our planned rooftop solar installation.
- **Water:** Managing consumption responsibly, optimizing cooling systems, and exploring rainwater reuse.
- **Air Pollution:** Preventing emissions from refrigerants, controlling particulates, and monitoring indoor air quality.



DRIVING RESULTS TOGETHER

In FY2024, AviusULD launched impactful environmental improvement projects that have already delivered measurable reductions in energy use, waste, and emissions. These include equipment upgrades, process optimizations, layout improvements, and the development of product-level footprint baselines. Our targets are supported by data-driven KPIs that ensure progress is tracked, reported, and shared transparently.

Looking ahead, we remain focused on expanding renewable energy, collaborating with suppliers to reduce Scope 3 impacts, and embedding circular economy principles into our designs and operations. Through training, clear policies, and shared responsibility, every AviusULD employee is empowered to contribute to our sustainability journey.

Together, we are building an operational model that conserves resources, reduces emissions, and supports the long-term success of our customers and stakeholders – creating shared value across our value chain.

- **Materials and Chemicals:** Using high-performance, lightweight materials responsibly, phasing out hazardous substances, and maximizing recovery and recycling.
- **Carbon Emissions:** Measuring and disclosing Scope 1, 2, and 3 GHG emissions, and implementing projects to reduce our carbon footprint at the organizational and product level.
- **Circular Design:** Designing ULDs for durability, repairability, and recyclability to extend lifespan and minimize environmental impacts at the end of life.



CARBON FOOTPRINT

GHG Emissions Inventory (FY2024)

AviusULD measures and manages its organizational greenhouse gas (GHG) emissions across all scopes in accordance with **ISO 14064-1** and the **GHG Protocol**. Emission factors are based on **ecoinvent v3.10** and localized energy data.

Scope	Source Categories	Emissions (tCO ₂ e)	Share
1	Company-owned vehicles, LPG, refrigerants	53.9	0.1%
2	Purchased electricity (market-based)	1,016.6	1.5%
3	Purchased goods, logistics, and use of sold goods	67,547	98.4%
Total (Scope 1+2+3)		68,617.5	100%

Scope 3 includes emissions from aluminum production, inbound/outbound transport, and the product use phase.

EMISSION INSIGHTS

SCOPE 1 Direct

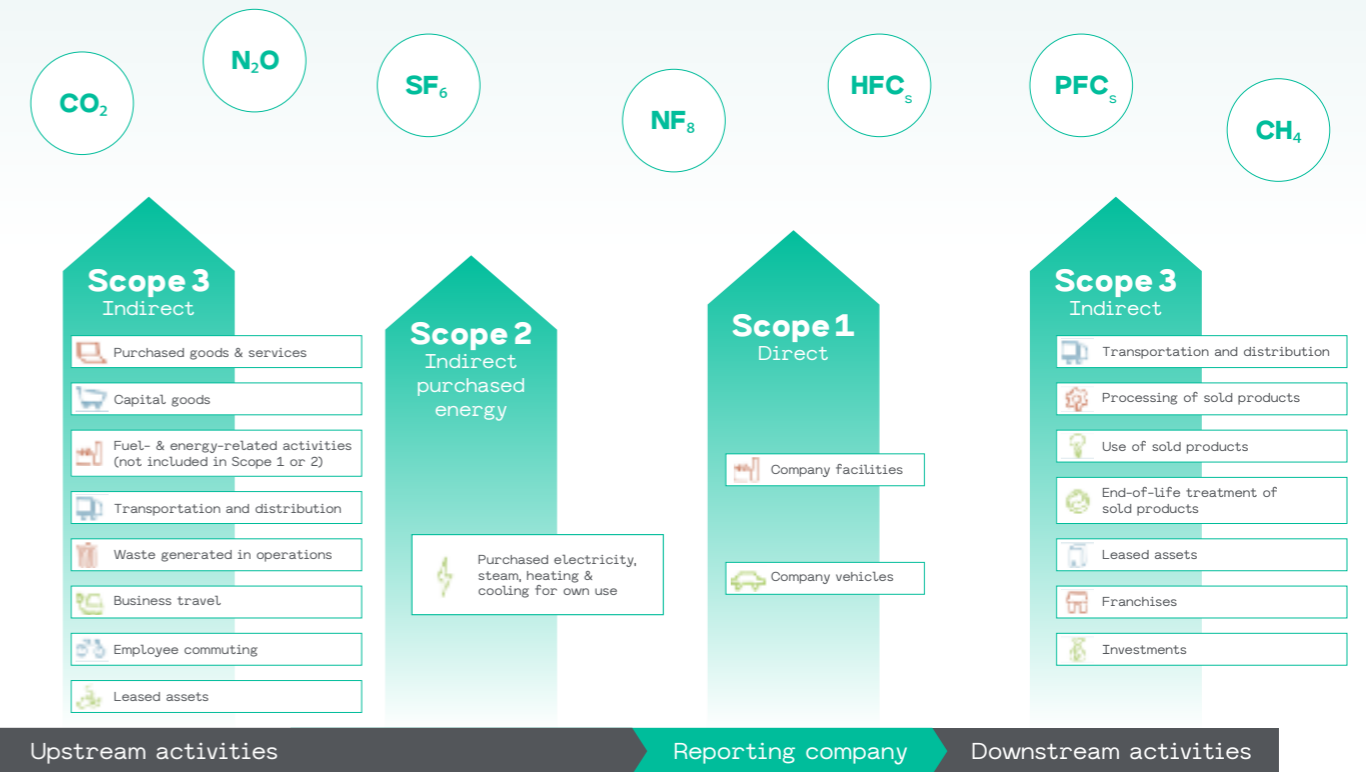
Minimal emissions due to low fossil fuel use and proactive refrigerant phase-outs.

SCOPE 2 Electricity

Bangkok operations contribute 96% of electricity-related emissions. Transition to solar energy is underway.

SCOPE 3 Value Chain

Dominated by material-related emissions (aluminum and composite sourcing) and downstream product use during global air transport.



GHG REDUCTION MEASURES

AviusULD has launched several initiatives to reduce its carbon footprint:

- **Planned 500 kWdc Solar Rooftop:** Expected to offset 304 tCO₂e annually by reducing reliance on grid electricity.
- **Packaging & Material Efficiency:** Lightweighting and reuse projects directly lower Scope 3 emissions.
- **Product Use Impact Reduction:** Container designs are optimized to minimize drag and weight during airline use.

These efforts are integrated under our **Environmental Sustainability Roadmap**, which outlines structured reduction steps toward 2030



INTERNAL ENGAGEMENT & TRANSPARENCY

AviusULD promotes awareness through regular communication of GHG results and action plans:

- **Quarterly Townhalls:** GHG data and reduction activities are presented to all employees – most recently on April 11, 2025



- **Green Card Program:** Employees submit ideas to reduce emissions, with company-wide participation



- **Carbon Dashboards:** Track intensity metrics such as tCO₂e per million USD revenue



GHG REDUCTION TARGET

AviusULD is committed to:

4%

TOTAL GHG REDUCTION

(Scope 1+2+3) by 2030, using 2024 as the baseline.

This target will be met through a combination of **energy transformation**, **value chain collaboration**, and **product innovation**, ensuring that AviusULD remains a responsible player in global logistics sustainability.





ENERGY

ENERGY CONSUMPTION AND EFFICIENCY

In FY2024, AviusULD's total electricity consumption was **1,729 MWh**, sourced entirely from the national grid at our production site in Bangkok. This site alone accounted for **96% of Scope 2 emissions**, underscoring the energy intensity of manufacturing operations.

SCOPE 2 EMISSIONS

by Site

Region	Electricity Use (tCO ₂ e)	Share of Scope 2
Thailand	976	96%
Netherlands	21	2%
United States	2	<1%
Total	999	100%

ENERGY EFFICIENCY ACTIONS

AviusULD continues to implement targeted energy efficiency projects to reduce both operational costs and emissions:



Initiative	Energy Saved (MWh/year)	CO ₂ e Reduction (t/year)	Highlights
Air Compressor Replacement	486	243	50% energy cut increased capacity
Air Conditioner Upgrade	334	167	Eliminated R22 56% less energy
Production Room Downsizing	179	89	Re-layout reduced cooling needs
High-Speed Door Installation	43	~13	Reduced air loss from prolonged door openings
Air Leakage Resolution	31	16	Sealed piping system to reduce compressor load

These actions collectively resulted in **over 1,000 MWh of annual energy savings** and a reduction of **~530 tCO₂e**.

FUTURE PLANS

RENEWABLE ENERGY AND ENGAGEMENT

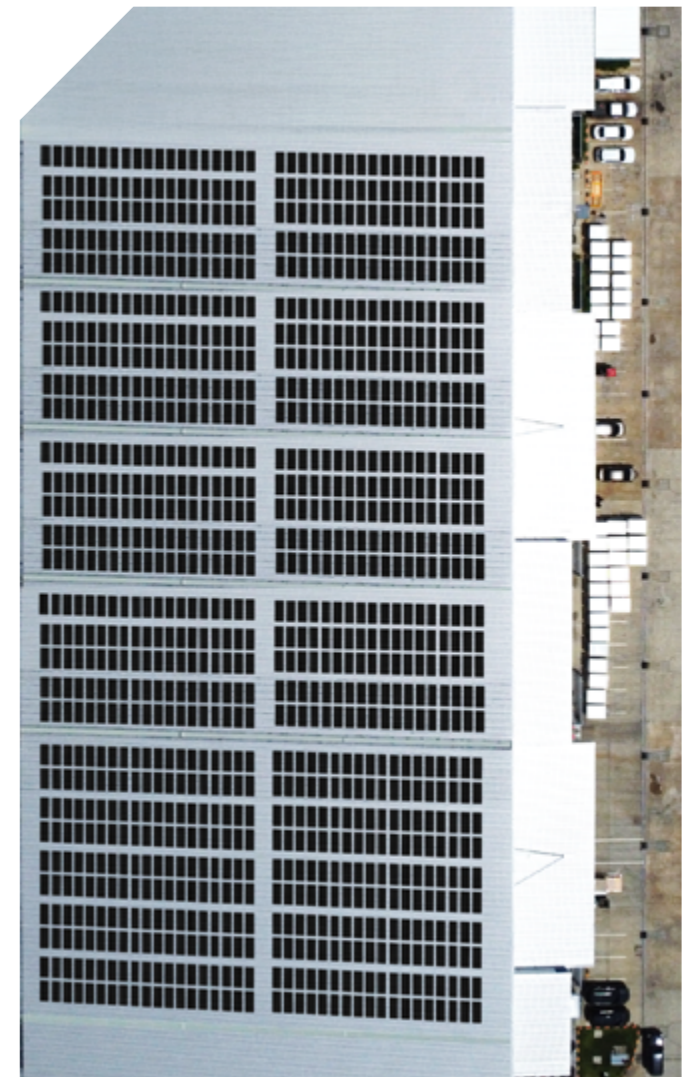
Solar Rooftop Expansion (Planned)

As part of our commitment to reduce Scope 2 emissions and increase renewable energy use, AviusULD plans to install a **500 kWdc rooftop solar system** at our Bangkok site.

This system is expected to generate approximately **304 MWh/year**, which would offset over **300 tCO₂e** annually – representing more than 30% of our current electricity-based emissions (Scope 2).

The system will be installed on the main factory building, with a target commissioning date by **FY2026**, contributing significantly to our **50% renewable energy** target by 2030. Feasibility and capacity planning are already completed, and this investment aligns with our GHG Roadmap and ISO 14001 energy objectives.

In parallel, we continue to explore further on-site renewable opportunities and energy storage potential in future phases.



EMPLOYEE ENERGY-SAVING SUGGESTION PROGRAM

AviusULD also promotes a culture of continuous improvement by:

- Encouraging employee-led energy-saving ideas
- Recognizing and rewarding implemented suggestions
- Embedding proposals into factory operations and maintenance initiatives



STRATEGIC ENERGY GOALS

by 2030

10%

reduction in energy intensity per product

35%

of total site energy from renewable sources



ENVIRONMENT

WATER

In FY2024, AviusULD's Bangkok facility recorded a total water consumption of approximately **6,505 m³**. Our factory has a relatively low water consumption, as **water is not used in the production process**, making the Bangkok site's consumption predominantly for utilities and sanitation.

WASTEWATER MANAGEMENT

AviusULD utilizes both on-site and off-site wastewater treatment facilities to ensure responsible water discharge management:

On-site Wastewater Treatment

- **Grease Traps:** Installed at all key locations in every office. Regularly inspected and maintained by the sanitation team under the scheduled maintenance plan.
- **Treatment Pits in Front of Offices:** Managed by the **Bangkok Free Trade Zone (BFTZ)** with water quality testing every two months, including **BOD** (Biochemical Oxygen Demand) and **COD** (Chemical Oxygen Demand).

In 2024, our wastewater quality met all required standards prior to discharge.

Off-site Wastewater Treatment

- Wastewater from all factories within BFTZ is collected and treated at a **central wastewater facility** managed by the zone. This ensures proper final treatment and quality inspection before discharge.



WATER MANAGEMENT INITIATIVES

- **Evaporative Cooling System Optimization**
Upgraded pump operation using a **digital timer**, reducing unnecessary water usage during non-operating hours.
- **Rainwater Harvesting System (planned)**
Will collect and store rainwater for **cooling tower makeup, sanitation, and landscaping**.
- **Wastewater Management and Training**
Includes **wastewater segregation, treatment procedures, and regular employee training**. Internal **audits and daily checklists** are used to ensure consistent compliance.

MONITORING AND KPIS

AviusULD tracks water use intensity and aims to reduce consumption per unit produced.

The Environmental Policy defines the following KPI:

- **Target:** Reduce water consumption intensity by **5% by 2027**, using 2024 as the baseline.

Progress is monitored **monthly** across all buildings, with **automated data collection and cost tracking** integrated into operational dashboards.

AIR POLLUTION

OVERVIEW

AviusULD's production processes are designed to minimize atmospheric emissions. While our factory operations do not involve high-emission combustion or chemical reactions, we have identified and managed specific sources of air pollutants such as refrigerant leakage, particulate matter (PM), and process-generated dust.



1. Atmospheric Pollutants (Refrigerants)

- **Air Conditioner Replacement Project:**

Replaced 19 units using obsolete **R22 refrigerant** with energy-efficient **R32 inverter air conditioners**, reducing greenhouse gas impact and improving indoor air quality.

- **Benefits:**

- Eliminated high-GWP refrigerant from use
- Energy reduction: **158 MWh/year**
- Reduced CO₂-equivalent emissions

2. Particulate Matter (PM) Management

- **Sticker Printing Room:**

Installed an **air exhaust system** to capture fumes and fine particles from printing processes.

- **Laser Cutting Zone:**

Fitted with a dust collector system to reduce airborne aluminum dust.

Maintenance performed every 3 months ensures continued efficiency.



3. Noise Management

- **Noise Conservation Program (2024):**

- Launched to safeguard employee hearing and reduce workplace stress
- Measures include: tool life control (e.g., sawing blade changes), equipment upgrades, and zone-specific sound level monitoring
- Operator training and routine assessments are conducted annually



4. Supporting Pollution Controls

- **Traffic and Congestion Reduction:**

- Established clear vehicle flow routes and speed limits within the premises
- Weekly operator briefings to ensure compliance

- **Lighting Optimization:**

- Improved indoor lighting systems to meet Lux standards and reduce eye strain, enhancing safety and air system performance



- **Air Conditioner PM Program:**

- Regular **preventive maintenance every 4 months** to ensure efficient performance and reduce indoor air pollution load

MONITORING AND TARGETS

AviusULD conducts **regular environmental measurements**, including **air quality, noise, and dust levels** in alignment with regulatory and ISO 14001 standards. Key 2024 results show that all measured parameters remain **well below national limits**, as outlined in the Environmental Measurement Report 2024.

Environmental Target (by 2030):

- **Noise Conservation Program (2024):**

- Reduce refrigerant emissions to near zero
- Minimize indoor PM through source control and ventilation systems



MATERIALS, CHEMICALS AND WASTE MANAGEMENT

MATERIAL COMPOSITION AND RESOURCE USE

AviusULD's operations are centered around lightweight, high-strength materials tailored for the air cargo industry. Our primary materials include:

- **Aluminium alloys:** Used in structural frames of containers and pallets for their strength-to-weight ratio.
- **Technical textiles** such as **Endumax**, **Herculight** and **PVC-coated polyester:** Employed for durability and fire resistance in soft-sided panels and flaps.
- **Auxiliary materials:** Mounting plates, locking hooks, composite sheets, and engineered plastics.



By focusing on material performance and reusability, we aim to extend product life cycles while reducing environmental impact.

MATERIAL EFFICIENCY AND RECOVERY INITIATIVES

AviusULD continuously enhances material utilization through design improvements, recovery projects, and internal reuse systems:



- **Endumax Cutting Optimization:** Improved cutting layouts reduced waste by 2.35%, lowered cycle time, and simplified production flow.



- **Packaging Redesign for AKE/AKH:** Optimized packaging specifications led to up to 66% less wood use, reducing employee labor time required for material handling and assembly.



- **Aluminium Coil Recovery:**

Reclaimed 633 kg of AL 0.7 mm coil previously classified as scrap by fine-tuning cutting parameters.



- **Internal Material Reuse:**

- Reused leftover 3 mm aluminum sheets for secondary components (mounting plates, locking hooks)
- Eliminated Kraft paper purchases by **reusing clean internal scrap paper** in packaging operations

These initiatives support our dual goals of **material cost reduction** and **waste minimization**, forming a foundation for circular production practices.

CHEMICALS AND HAZARDOUS SUBSTANCE MANAGEMENT

The safe handling of chemicals is a critical aspect of our HSE program. AviusULD has implemented a comprehensive system that includes:

- **Inventory Control:** All chemicals are recorded, labeled, and stored in designated secure areas with secondary containment.
- **Employee Training:** All relevant staff are trained in chemical handling, PPE use, labeling, and spill response through annual programs.
- **Spill Preparedness:** Emergency kits and containment equipment are stationed at key risk areas, and evacuation and response drills are conducted annually.
- **Hazardous Waste Storage:** Temporary storage areas are ventilated, clearly marked, and operated under strict access control.



We are committed to **substituting hazardous substances** with safer alternatives whenever feasible. For example, we transitioned to **R32 refrigerant** in all new air conditioning units to replace legacy R22, significantly reducing both ozone-depleting potential and greenhouse gas emissions.

WASTE MANAGEMENT STRATEGY

Waste is managed through a structured **segregation, documentation, and recovery process**:

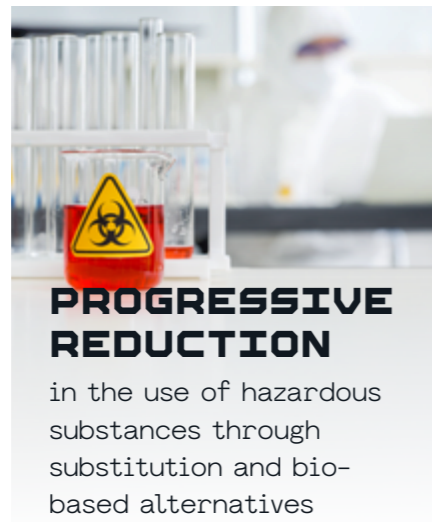


- **Source Segregation:** Waste streams are separated by type (e.g., aluminum, textiles, general, chemical) at the point of generation.
- **Mapping and Flow Charts:** Visual workflows ensure traceability from generation to disposal or reuse.
- **Compliance:** Waste tracking complies with Thai regulations (e.g., Kor.Or.1 and Kor.Or.2 manifest systems).
- **Recycle Waste Collection Station:** A dedicated area facilitates internal education and boosts recycling participation.

Our focus is on reducing landfill waste, increasing recycling rates, and maximizing resource recovery from internal operations.

KPIS AND STRATEGIC COMMITMENTS

AviusULD monitors materials, chemicals, and waste management as part of our ISO 14001-based environmental framework. Our strategic commitments focus on reducing hazardous substance exposure, improving compliance, and advancing responsible waste handling. Key performance indicators include:



These priorities are tracked through regular internal audits, supplier reviews, and continuous improvement activities, with oversight from our **HSE and Continuous Improvement teams** to ensure full alignment with AviusULD's environmental and sustainability objectives.

ENVIRONMENT

PRODUCT USE AND END OF LIFE

DESIGN FOR LONGEVITY AND EFFICIENCY

AviusULD's Unit Load Devices (ULDs) are engineered for **durability, reparability, and operational efficiency** throughout their life cycle.

- **Standard Maintenance Guidelines**
Each container comes with a Component Maintenance Manual (CMM), outlining inspection, servicing, and part replacement to extend product lifespan.
- **Design Optimization**
New-generation models like **lightweight aluminum** containers and **Endumax** composite ULDs are designed to:
 - Reduce energy use during transport
 - Lower overall material weight
 - Extend lifespan via enhanced impact and abrasion resistance
- **Collapsible AKE Container**
The collapsible ULD introduces a new dimension of operational efficiency and carbon reduction:
 - Collapses in under 2 minutes, no tools required
 - Enables stacking of up to 14 units per pallet, reducing repositioning emissions
 - Reclaims cargo space for revenue-generating loads, improving aircraft utilization
 - Minimizes storage costs and empty return trips – lowering carbon and financial waste

REPAIRABILITY AND LIFECYCLE SUPPORT

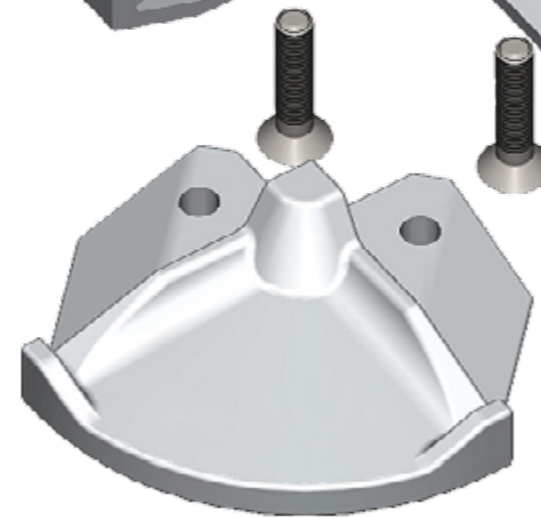
To extend product life and minimize waste, AviusULD supports full-cycle maintenance services:

- **Spare Parts and Tools**
Illustrated Parts Lists (IPLs) and **spare part kits** ensure easy sourcing of repair materials.
- **ULD Repair Supplement (URS)**
Provides **approved repair methods not listed in the CMM**, enabling more flexible repair capability for both customers and service centers.



Design for Ease of Repair

Corner piece and panel modules are designed for quick replacement and compatibility across models, reducing part inventory and downtime



CIRCULAR DESIGN AND END-OF-LIFE COLLABORATION

AviusULD embeds **circular economy principles** into both product and partnership design:

Modular Components

Units are built using **reusable, detachable parts** – such as corner pieces – that can be recovered for new builds or spare use.

Endumax Recycling Program

Collaboration with external recyclers enables **collection and recycling of Endumax composite panels**, promoting a **closed-loop material flow**.

Disposal Guidance

Customers are provided with information on **proper disassembly and disposal**, ensuring that non-recyclable parts are handled responsibly.



ENVIRONMENTAL IMPACT IN USE PHASE

Lightweight, durable, and repairable containers significantly lower downstream emissions:

- Reduced aircraft fuel burn due to lower ULD weight
- Less container turnover = fewer emissions from production and logistics
- Repairability avoids production of new parts and excess transport
- Collapsible containers eliminate inefficient repositioning of empty ULDs



These product strategies significantly contribute to Scope 3 emissions reduction in alignment with AviusULD's carbon footprint goals.

CUSTOMER HEALTH & SAFETY

AviusULD is committed to ensuring that all products and services meet stringent standards for **health, safety, and compliance** throughout their lifecycle. While formal reporting on customer health and safety metrics is still under development, the company is actively evaluating:

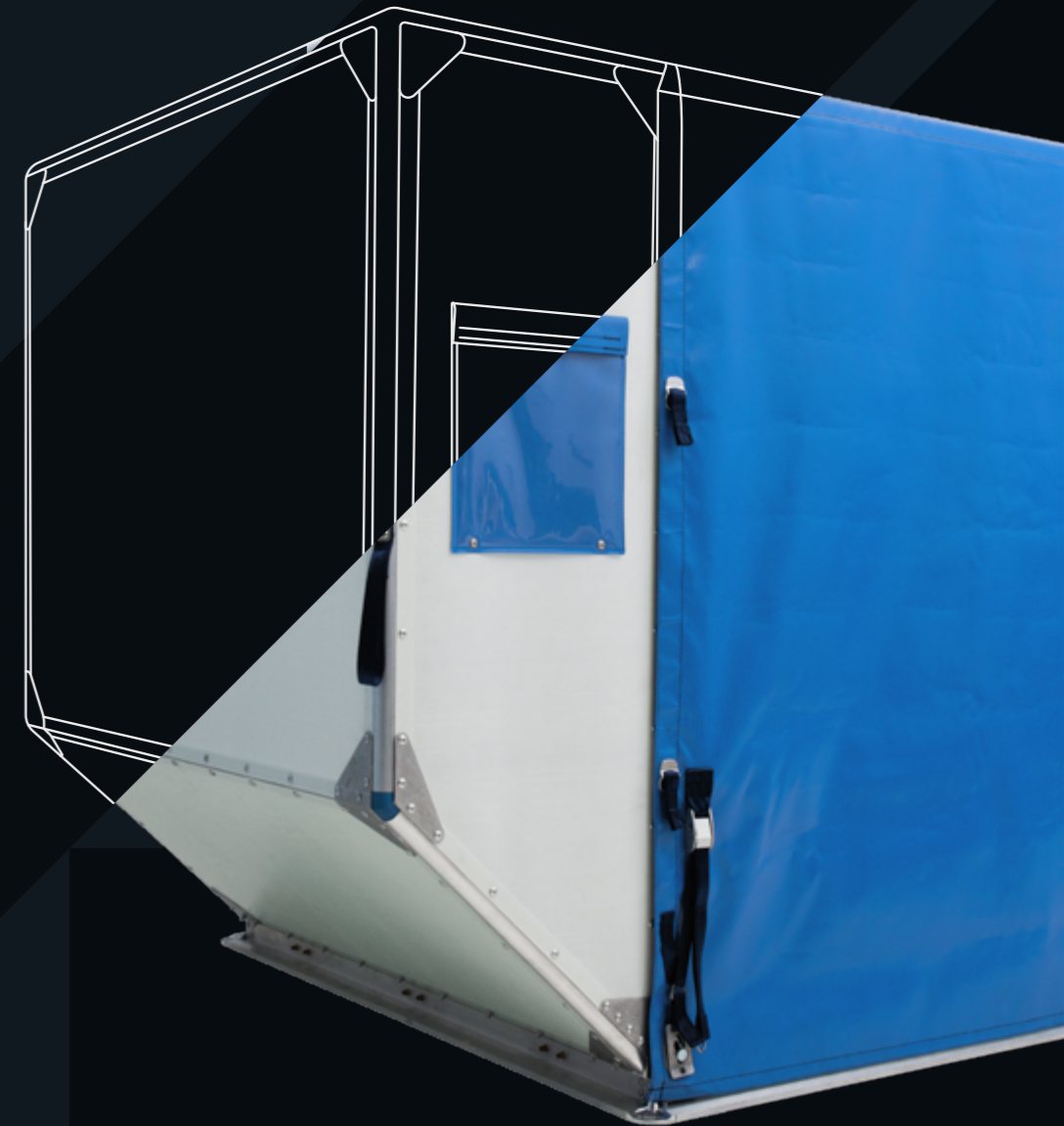
- Safety features embedded in product design (e.g., non-toxic materials, rounded edges)
- Risk reduction in handling and maintenance
- Regulatory compliance (e.g., EASA, IATA, ISO standards)
- Procedures for incident reporting and product recalls



- Overview
- Employee Health & Safety
- Working Conditions
- Social Dialogue
- Career Management & Training
- Diversity, Equity & Inclusion
- Human Rights & Labor Rights
- Corporate Social Responsibility (CSR)
- Company Events

DEB SOCIAL

AviusULD Sustainability Report 2024–2025





OVERVIEW

AviusULD's people are the driving force behind our performance, continuous improvement culture, and commitment to sustainability. We believe that creating decent, fair, and safe working conditions is not only our responsibility but also a strategic priority that helps us deliver reliable, high-quality service to our customers worldwide.

As of FY2024, AviusULD employs approximately [242.5] people. Our team represents a diverse mix of experiences, backgrounds, and perspectives, with a gender split of [59% male] and [41% female], and [99%] working as full-time permanent staff while the remainder are contract or subcontractor workers. All workers, regardless of employment status, are covered by our core health, safety, and human rights policies.



OUR COMMITMENT TO SAFE, FAIR AND RESPECTFUL WORK

AviusULD's Social strategy focuses on four key pillars:

1. Protecting health, safety, and well-being

We maintain ISO 45001 certification and apply strict occupational health and safety measures, from risk assessments to mental wellness support.

2. Promoting fair working conditions

We comply with Thai labor laws, align with ILO conventions, and ensure fair wages, transparent compensation, and open dialogue between employees and management.



3. Fostering dialogue and participation

Our Welfare Committee, suggestion systems like the Yellow and Pink Cards, and annual engagement surveys ensure employees have multiple ways to share ideas, raise concerns, and shape improvements.

4. Enabling growth and inclusion

We invest in training, internal mobility, and diversity initiatives – from our Learn&Work platform and AviusULD Ascend Kaizen partnership to our Women Mentorship Program and inclusive hiring for persons with disabilities.

STRONG GOVERNANCE AND PARTNERSHIPS

Our Social programs align with SDG 8 – Decent Work and Economic Growth, and support SDGs on Gender Equality and Quality Education. We partner with certified trainers, local schools, and recognized global initiatives to ensure our people grow alongside our business.

Through regular monitoring, transparent reporting, and continuous engagement with employees and contractors, we aim to build a workplace where everyone feels safe, valued, and able to reach their full potential.



Together, these commitments strengthen our business performance, build trust with stakeholders, and make AviusULD a great place to work – today and in the future.



EMPLOYEE HEALTH & SAFETY

AviusULD places the health, safety, and well-being of its employees and contractors at the core of its operational priorities. Our approach is aligned with **ISO 45001:2018** and **ISO 14001**, ensuring compliance with international standards while actively contributing to **SDG 3 – Good Health & Well-being** and **SDG 8 – Decent Work and Economic Growth**.

We promote a proactive safety culture by engaging every employee in risk awareness, prevention, and continuous improvement.

RISK ASSESSMENT

We conduct annual workplace **risk assessments** for all functional areas to identify, evaluate, and mitigate physical, ergonomic, and chemical hazards. Risk registers are updated and employees receive practical training to recognize hazards.



SAFETY TRAINING AND INDUCTION

All new hires and subcontractors complete a **Basic Safety Training Course**, which includes health and safety risks, good working practices, and a **"Safe Work Safe Life" site walk-through** with Production and HSE Managers. This ensures familiarity with:

- Assembly points
- Emergency equipment
- Hazardous areas

Annual refreshers and practical OJT (On-the-Job Training) are provided to maintain awareness.



EMERGENCY PREPAREDNESS

AviusULD maintains a comprehensive **Emergency Management Plan**, covering firefighting, chemical spills, hazardous leaks, and other incidents. Preparedness includes:

- Annual fire drills and evacuation exercises
- Chemical spill response training
- Accessible emergency equipment in all zones

Emergency plans are tested and updated based on lessons learned.



INCIDENT REPORTING AND EMPLOYEE PARTICIPATION

We encourage transparent reporting of incidents, near misses, and suggestions through the **Yellow Card system**, supported by our **Communication, Participation, and Consultation** practices. The **Super Yellow Card Campaign** further recognizes outstanding reports that help prevent incidents and improve workplace safety. Winners are announced monthly to reinforce engagement.



EQUIPMENT SAFETY INSPECTIONS

Regular inspections ensure that critical safety equipment is maintained and ready for use:

- Fire hoses, extinguishers, alarm systems
- AEDs, first aid kits, eyewash stations
- Chemical storage rooms and ventilation systems
- Emergency lighting and evacuation routes

Annual service reports by external providers validate our compliance and readiness.

REGULAR HEALTH CHECK-UPS

We provide **annual health check-ups** for all employees and contractors, covering:

- Physical exams and vital signs
- Chemical exposure monitoring (12 working areas tested every 6 months)
- Hearing and vision screening

2024 results confirmed 100% normal findings, with no repeat testing required.



ERGONOMICS AND RSI PREVENTION

To reduce **Repetitive Strain Injury (RSI)** risks:

- Ergonomic assessments are carried out in high-risk zones, e.g., sticker rooms
- Layouts and work practices are redesigned to minimize manual handling
- Operators are trained on safe lifting and posture
- Re-assessments ensure that improvements are effective



STRESS AND PSYCHOLOGICAL WELL-BEING

We recognize mental health as an integral part of occupational safety. Our initiatives include:

- Daily Exercise Before Work sessions to boost endorphins and reduce stress
- Quick physical warm-ups to prevent injuries
- QR-code access to a self-assessment mental health tool
- Hotline support for confidential consultations



HAZARDOUS SUBSTANCE CONTROL

We monitor chemical concentrations in all critical work areas every six months – all 2024 samples met Thai Department of Labour and ACGIH standards. Controls include:

- Local exhaust ventilation (e.g., sticker printing room)
- Preventive maintenance of exhausts
- PPE reminders and signage
- On-the-job chemical safety training
- Proper storage and spill kits

NOISE CONSERVATION PROGRAM

Our **Noise Conservation Program** is designed to limit employee exposure:

- Annual noise level surveys confirm compliance (within 85 dBA)
- Hearing conservation training and PPE usage are mandatory
- Signage and regular awareness reminders
- Rotational work arrangements in high-noise zones

This program safeguards hearing while promoting a quieter, healthier workspace.



CONTRACTOR HEALTH & SAFETY

Subcontractors and other non-employee workers are integrated into our HSE system:

- Health check-up matrix ensures role-specific medical tests
- Results are reviewed annually 2024 tests found no abnormal exposure
- OJT and safety orientation are provided for each project
- Work permits, JSA, and specialized training (e.g., hot work, height work) are mandatory
- Contractor and supplier controls are managed through documented procedures

OTHER INITIATIVES

Safety Key Player Project – Nominees compete to demonstrate safety knowledge, mindset, and best practices. Winners are recognized quarterly as role models.

Annual Sports Day – Promotes fitness, stress relief, and team unity. These events strengthen health and well-being outside the production floor.



HEALTH & SAFETY TARGETS (2025-2050)

Indicator	2025 Target	2030 Target	2050 Goal
TIFR (Total Injury Frequency Rate)	≤ 4.19	≤ 2.79	Zero harm
LTIFR (Lost Time Injury Frequency)	≤ 2.79	≤ 1.40	Zero harm
Healthcare Coverage	100%	Maintain	Maintain
Contractor Safety Compliance	100% risk-based coverage	Maintain	Maintain



SUSTAINABILITY OVERVIEW

WORKING CONDITIONS

AviusULD is committed to providing safe, fair, and respectful working conditions that meet or exceed legal requirements and align with international labor standards such as the **ILO Declaration on Fundamental Principles and Rights at Work**. Our programs support **SDG 8 – Decent Work and Economic Growth**, ensuring that every employee experiences dignity and security in the workplace.

MANAGING WORKING HOURS AND OVERTIME

We launched an **Overtime Reduction Program** in 2024 to balance operational performance with employee well-being, aligning with our commitment to fair working conditions and sustainable labor practices.

- Overtime hours were reduced from **21.1% to 15.5%**, with a **target of 12.4% by 2025**.
- Key strategies include:
 - **Workload balancing** and **cross-training** to enable better flexibility across shifts
 - **Lean initiatives**, such as the **Soft Goods Line redesign**, which achieved a **25% time saving for Sen Door** and **11.6% for Velcro Door**

To sustain results and improve agility, we have also invested in **digital tools** that simplify processes and reduce admin time:



- **5S Digital Audits** improve visibility and response time in factory zones
- **DocuSign** accelerates document approval workflows, reducing delays and paper use
- **RFQ Apps** digitizing RFQ requests enhances procurement speed, transparency, and responsiveness across department

Weekly overtime monitoring dashboards allow supervisors to track hours and address potential overloads before they occur. Together, these actions promote healthier work schedules while supporting operational excellence.

FAIR COMPENSATION FOR EXTRA OR ATYPICAL HOURS

All employees are trained during onboarding on:

- Regular working hours and rest periods
- Payment for overtime, holiday work, and other non-standard shifts

This ensures that all compensation is transparent and compliant with Thai labor laws.

ADEQUATE WAGES AND ALLOWANCES

AviusULD ensures that all employees receive fair pay:

- Annual **Living Wage Report** to verify pay levels
- Wage increases and allowances announced through clear HR communications
- Recent updates include a minimum wage increase and a meal allowance adjustment in January 2025



TRANSPARENT REMUNERATION COMMUNICATION

We keep all employees informed through:

- Performance & Development Review (PDR) sessions
- Public announcements of bonus schemes and merit increases
- Training and HR channels that clearly explain pay calculation and adjustments

FAMILY-FRIENDLY PROGRAMS

We support employees' family responsibilities with:

- Maternity, paternity, marriage, ordination, and funeral leave
- Allowances for newborns and weddings
- Transportation support for key family events
- Clear training on all entitlements during induction

FLEXIBLE WORK ORGANIZATION

AviusULD offers flexible working hours for eligible roles to promote work-life balance:

- Clear policies announced to all staff
- Manager-level flexibility detailed in employment agreements
- Ongoing review to expand flexibility across departments



HEALTH CARE COVERAGE

All employees are covered by our **Group Life & Health Insurance**, which includes:

- Regular health check-ups
- Coverage for medical treatment and emergencies
- Well-communicated benefits and annual policy reviews



EMPLOYEE SATISFACTION SURVEY

We conduct annual **Employee Engagement Surveys** to gather employee feedback on working conditions, well-being, communication, and leadership responsiveness. The results are reviewed across all departments and directly inform action plans that strengthen morale, trust, and retention.

Following the 2024 survey, three core areas for improvement were identified:

- **Company-Level Actions (2):**
 - 1. Vision Communication** – To ensure employees at all levels understand the company's long-term direction and feel connected to our goals.
 - 2. Rewards & Recognition Program** – To foster a culture of appreciation and highlight individual and team achievements.
- **Department-Specific Action Plans (1 per function):**

Each department developed its own engagement action plan tailored to its needs – covering topics like team meetings, career development, cross-training, people needs, and bias awareness. A total of 22 engagement actions were launched in 2025.

These plans are tracked monthly, with progress shared in management meetings and communicated via shopfloor briefings and email.

This structured, data-driven approach helps ensure that employee voices lead to tangible improvements in our culture and work environment.



GRIEVANCE AND WHISTLEBLOWING

Employees can raise concerns through:

- An internal **Grievance Mechanism** outlined in our Employee Code of Conduct
- A formal **Whistleblowing Policy** for confidential reporting of misconduct

All reports are handled with strict confidentiality, fair investigation, and documented follow-up

SUGGESTION PROGRAM - PINK CARD

Our **Pink Card Program** empowers employees to share ideas that improve working conditions, safety, and efficiency:

- Available in both manual and digital formats, with reports tracked via Power BI
- High-impact suggestions are recognized each month
- Example: Modifying equipment to reduce WIP and streamline processes in the Soft Goods area



2030 SOCIAL TARGETS WORKING CONDITIONS

Focus Area	2030 Target
Living Wage Coverage	100% of direct workforce
Flexible Hours Policy	Expanded to all eligible departments
Health Care Access	100% of direct employees covered
Grievance Response Rate	100% resolved within 30 working days

SOCIAL DIALOGUE

AviusULD believes that open, honest, and constructive dialogue with our employees is essential for a resilient, engaged, and productive workplace. We maintain multiple channels for social dialogue, aligning with **ILO standards**, Thai labor law, and **SDG 8 – Decent Work and Economic Growth**.



EMPLOYEE REPRESENTATIVES

Employees elect representatives through a formal process to form a **Welfare Committee**, ensuring that their interests are fairly represented in discussions with management.

- The Welfare Committee meets regularly to raise issues, share feedback, and develop solutions collaboratively.
- Meeting minutes and election results are shared transparently and submitted to the **Department of Labour Protection and Welfare**.

COLLECTIVE BARGAINING AGREEMENTS

We have collective agreements in place that cover key areas of working life:

1. Career Management & Training

- Employees participate in annual **training needs surveys** as part of their Performance and Development Review (PDR).
- Managers use this input to develop training budgets and long-term career pathways.

2. Diversity, Equity & Inclusion (DEI)

- Discussions ensure DEI principles are embedded in policies and opportunities for all employees.

3. Working Hours, Overtime, and Leave

- Agreements define fair and flexible practices, including overtime compensation and leave entitlements, communicated through onboarding and annual policy updates.

4. Employee Health & Safety

- Health and safety measures are discussed with employee representatives to keep practices up to date, relevant, and widely understood.

OTHER ACTIONS ON SOCIAL DIALOGUE

Beyond formal agreements, we support ongoing dialogue through:

- Regular reviews of compensation and benefits, such as **meal allowance adjustments** in 2025.
- Townhalls, surveys, and feedback systems that keep all voices heard.

CAREER MANAGEMENT & TRAINING

AviusULD believes that investing in the skills, growth, and long-term career development of our employees is essential to our success. We align our programs with **SDG 4 – Quality Education** and **SDG 8 – Decent Work and Economic Growth**, ensuring that our people are prepared for the challenges and opportunities of the aviation industry.

SKILLS DEVELOPMENT TRAINING

Every year, we prepare and implement a **Training Plan** that covers technical, safety, soft skills, and leadership courses. Courses are delivered in a variety of formats:

- Classroom training
- On-the-Job Training (OJT)
- E-learning through our **Learn&Work** platform

By giving employees access to valuable knowledge beyond their daily roles, we build confidence, life skills, and well-rounded professional growth.



AVIUSULD ASCEND - OUR KAIZEN PARTNERSHIP

In 2024, AviusULD partnered with **Kaizen Institute Thailand** to launch the **AviusULD Ascend** program – a company-wide continuous improvement initiative. Through this partnership:

- Teams receive practical training in Kaizen methodologies
- Employees learn to identify waste, balance lines, and solve problems using tools like Yamazumi and One-Piece Flow
- Line leaders and shopfloor teams can put lean principles into practice, driving efficiency and quality

AviusULD Ascend empowers our people to think like problem-solvers and become confident change agents, redefining ULD performance through daily improvements.





PERFORMANCE APPRAISAL AND CAREER PLANNING

Each year, all employees participate in a structured **Performance and Development Review (PDR)** process. Managers and employees discuss:

- Individual performance
- Skills gaps and future training needs
- Career aspirations

Training needs are documented and used to build the following year's budget and development plan. This ensures a personalized approach that aligns individual goals with company priorities.

INTERNAL MOBILITY

AviusULD encourages employees to grow within the organization by:

- Sharing internal job postings on company channels
- Promoting open communication about career paths
- Encouraging transfers to new roles or departments when employees are ready to take on new challenges

Internal mobility helps us retain talented people and ensure everyone has the opportunity to develop their careers with us.

HUMAN RIGHTS & LABOR RIGHTS

AviusULD is fully committed to upholding internationally recognized human rights throughout our operations and supply chain. We align our practices with the **ILO Declaration on Fundamental Principles and Rights at Work**, the **UN Guiding Principles on Business and Human Rights**, and **SDG 8 – Decent Work and Economic Growth**.

We have established measures to prevent child labor, forced labor, and human trafficking, ensuring that every employee and contractor works under conditions that respect human dignity and freedom.

RISK ASSESSMENT & IMPACT IDENTIFICATION

We conduct regular risk assessments to identify any potential exposure to child labor, forced labor, or human trafficking. These assessments include mapping our workforce and supplier activities, reviewing country risk profiles, and consulting stakeholders in potentially affected groups.

STAKEHOLDER CONSULTATION

We engage in open dialogue with stakeholders – including employees, contractors, and community representatives – to ensure that any concerns about labor rights are heard, documented, and addressed promptly. Minutes from these discussions guide our roadmap for ongoing improvement.

INTERNAL CONTROLS & MONITORING

AviusULD monitors its controls through:

- Regular compliance reviews and spot checks
- Supplier and contractor screening
- Internal audits of hiring practices and working conditions

EMPLOYEE TRAINING

All employees and relevant contractors receive training on:

- The risks and signs of child labor, forced labor, and trafficking
- Company policy commitments and escalation procedures
- How to use grievance mechanisms if any concern arises

2030 TARGETS CAREER MANAGEMENT & TRAINING

Focus Area	2030 Target
Annual Training Plan Completion	100% of planned courses delivered
Annual Performance Reviews	100% Annual Performance Reviews
Individual Development Plans	100% of staff with updated annual IDPs
Training Hours per Employee	Minimum 42 hours of training per employee per year

AGE VERIFICATION & YOUNG WORKER PROTECTION

We verify the age of every candidate before hiring. If young workers are employed (permitted by local law), specific measures are taken to ensure:

- No work is undertaken that could harm their health, safety, or moral development
- Additional supervision and support are provided

GRIEVANCE MECHANISM

Employees and third parties can report suspected cases through our confidential **Whistleblowing Program** and grievance channels. All reports are investigated promptly, with protection against retaliation for any employee who raises a concern in good faith.

These commitments reflect AviusULD's promise to operate ethically and transparently, maintaining high standards for labor rights and setting clear expectations for all partners in our value chain.



S O C I A L

DIVERSITY, EQUITY & INCLUSION (DEI)

AviusULD is committed to creating an inclusive workplace where every employee feels valued, respected, and able to reach their full potential. We align our DEI efforts with **SDG 5 – Gender Equality**, **SDG 8 – Decent Work**, and best practices in ethical recruitment, equal opportunity, and workplace fairness.

OUR COMMITMENT TO SAFE, FAIR AND RESPECTFUL WORK

1. Non-Discrimination in Recruitment

Our job postings include clear statements supporting **equal opportunity**, to ensure candidates know we value diversity and inclusion from the start. We verify all hiring practices are fair and consistent with local laws, with checks to prevent discrimination based on age, gender, religion, or any other protected characteristic.

2. Fair Promotion & Development Processes

We apply objective criteria when assessing promotions and professional growth:

- Managers are trained to review performance fairly
- Development opportunities are open to all employees
- Clear documentation ensures transparency and equity in decisions

3. DEI & Workplace Harassment Training

All employees complete **annual training** on:

- Understanding bias and discrimination
- How to foster an inclusive culture
- Recognizing and addressing harassment

This training helps build awareness, confidence, and practical tools for respectful interactions at work.





4. Women Mentorship Program

In 2025, AviusULD launched its first **Women Mentorship Program** to empower female employees through:

- Group mentoring with experienced leaders
- Knowledge sharing and peer support
- Interactive sessions that include open discussion, reflection activities, and practical career guidance

The pilot group brings together a select group of early- to mid-career women, with the vision to grow the program to reach and inspire more participants in the future.



5. Inclusion of Employees with Disabilities

AviusULD is committed to hiring and supporting employees with disabilities:

- We report to the Department of Labour on our inclusion progress
- As of 2025, we have employed two staff members with disabilities, who have the same responsibilities, compensation, and career development opportunities as other team members



6. Grievance Mechanism on Discrimination & Harassment

Our **Whistleblowing Policy** and **Employee Code of Conduct** ensure that any employee can report discrimination or harassment confidentially:

- All reports are investigated fairly and promptly
- Findings are communicated transparently, with protection from retaliation

REWARDS & RECOGNITION WITH AN INCLUSIVE LENS

Our **Rewards & Recognition Policy** ensures that everyone has equal access to acknowledgment for outstanding contributions:

- Recognition is tied to performance, innovation, teamwork, and living our values
- Programs like peer nominations, spot awards, and annual ceremonies foster a culture where diverse achievements are celebrated

2030 DEI TARGETS

Focus Area	2030 Target
Non-discrimination compliance	100% verified in hiring & promotion
DEI training coverage	100% of employees trained annually
Employees with disabilities	Maintain & grow inclusion commitments
Grievance resolution rate	100% of reports addressed fairly



CORPORATE SOCIAL RESPONSIBILITY (CSR)

AviusULD believes that sustainability is not only about our operations but also about creating a positive impact for the communities where we live and work. Our CSR initiatives align with **SDG 4 – Quality Education**, **SDG 13 – Climate Action**, and **SDG 17 – Partnerships for the Goals**, demonstrating our commitment to responsible corporate citizenship.

2024

BUILDING COMMUNITY CONNECTIONS

In September 2024, we hosted **"AviusULD Sharing and Creating a Better Environment"**, an event that showcased our dedication to community well-being:

- Led by our CEO and CFO, our team donated scholarships and essential supplies worth **THB 100,000** to the Chaiyapruk Foundation Orphanage.
- Employees joined children in planting vegetable gardens and expanding green spaces at the foundation's farm.
- This event reinforced our long-term commitment to community development and environmental stewardship.



2025

DEEPENING IMPACT THROUGH VOLUNTEERING

In 2025, AviusULD is expanding its hands-on CSR efforts with meaningful activities that demonstrate our values in action:

Orphanage Home Activity (July 2025)

Volunteers will visit the Shelter for Homeless Children in Samut Prakan Province to spend time with the children through games, play, and meal preparation. Donations of toys and essentials will help brighten their daily lives.

Mangrove Planting Activity (June 2025)

Employees joined the CSR Mangrove Planting Activity at the Mangrove Forest Conservation and Nature Study Center in Chonburi Province. Together, they learned about the local ecosystem, participated in a nature walk, and planted **120 mangrove trees** to help restore coastal environments.



LOOKING AHEAD

- We plan to launch a **Beach Cleaning Activity** in **Q4 2025**, engaging employees in coastal debris collection and marine waste awareness to protect ocean ecosystems.
- Our CSR programs will continue to combine youth development, environmental protection, and local community partnerships – encouraging more employee participation every year.

Together, we create lasting value for our people, our stakeholders, and our shared future.

COMPANY EVENTS

AviusULD believes that a strong, positive workplace culture grows through shared experiences that bring people together. We organize company-wide events to celebrate milestones, build unity, and foster an environment of trust and teamwork – fully aligned with our core values and **SDG 8 – Decent Work and Economic Growth**.

HIGHLIGHTS FROM 2024-2025

1st Anniversary Celebration (May 2024)

In May 2024, AviusULD celebrated its first anniversary with a merit ceremony, blessings, alms-giving, and reflections led by the leadership team. Employees shared cake, stories, and appreciation for our shared journey so far.



Anti-Drugs "White Factory" Project (Jun 2024)

In June 2024, we held a training session with local authorities on drug prevention, legal frameworks, and our zero-tolerance policy, reinforcing our commitment to a safe, healthy, drug-free workplace.

Sports Day 2024 (Aug 2024)

Held under the theme "Play Hard, Win Together", Sports Day featured parade contests, cheering competitions, and games like Sepak Takraw, Volleyball, Chairball, and Football. This event strengthened teamwork and showcased our values of Excellence and Collaboration.



Team Building Trip 2024 (Sep 2024)

Employees enjoyed rafting adventures and a nature-themed party that built trust and communication through shared challenges, while highlighting our commitment to sustainability and team spirit.



Annual Football Match (Dec 2024)

Our first-ever friendly football match saw shopfloor employees and office staff competing in good spirits – strengthening bonds and healthy competition across teams.

New Year Celebration 2024 (Dec 2024)

With the theme "Back to School: Relive Your School Days", employees wore nostalgic uniforms, enjoyed music and contests, and celebrated achievements from the past year.



Quarterly Townhall Meetings

Our **Townhall Meetings** are held every quarter to keep all employees aligned on business updates, ESG progress, operational targets, and people development. These open forums foster transparency, knowledge sharing, and trust between management and employees.



Safety Day

AviusULD organizes an annual **Safety Day** where all employees gather to refresh awareness of key health and safety practices. Activities include:

- Training workshops
- Demonstrations of safe working techniques
- Safety exhibitions and quizzes
- Recognition for outstanding contributions to safety culture

This event reinforces our commitment to zero harm and empowers everyone to take ownership of a safe workplace.

All Manager Conference (Feb 2025)

This conference brings together managers and partners to align strategic goals, build action plans, and strengthen collaboration for the year ahead.

Sawasdee Songkran 2025 (Apr 2025)

In April 2025, we celebrated Thai New Year under the theme "Thailand's Soft Power". Traditional dance, Buddha bathing, a fashion contest, and Thai cuisine brought cultural pride and fun to our work community.



LOOKING AHEAD

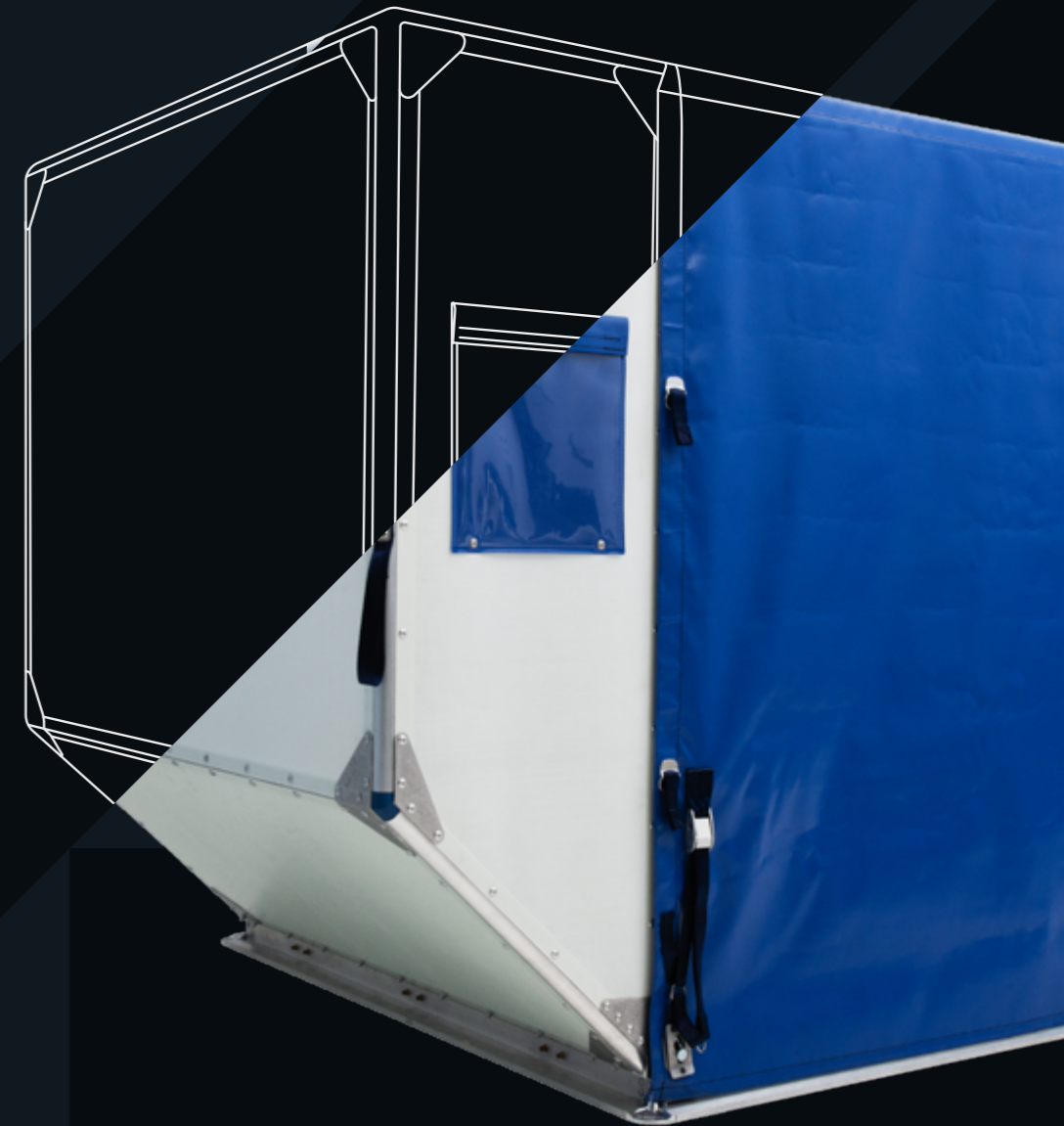
Through milestone celebrations, sports, safety events, and leadership workshops, AviusULD continues to invest in activities that unite our people, build trust, and inspire long-term commitment to shared goals.

- Overview
- Anti-Corruption
- Information Management
- Sustainable Procurement
- REACH
- Supplier Diversity

04

GOVERNANCE

AviusULD Sustainability Report 2024–2025



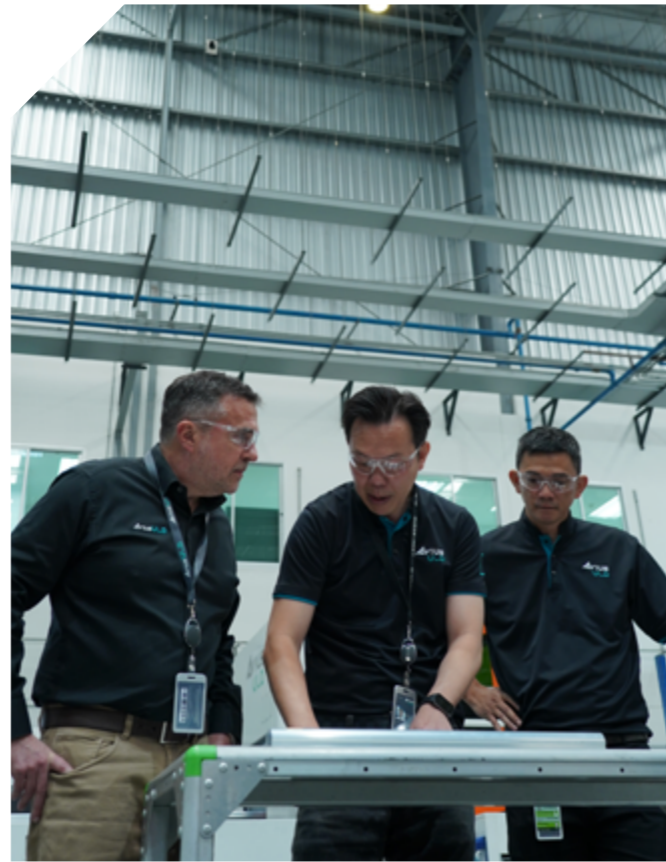
OVERVIEW

At AviusULD, we recognize that strong corporate governance is fundamental to building stakeholder trust, managing risk, and achieving sustainable growth. We believe that integrity, accountability, and transparency must guide every decision we make – from our Board and leadership teams to every employee, supplier, and partner across our value chain.

A CULTURE OF INTEGRITY AND ACCOUNTABILITY

Our governance framework is built on a robust foundation of policies and procedures that clearly define expected behaviors and responsibilities for all stakeholders. Our **Code of Ethics, Employee Code of Conduct, Conflicts of Interest Charter, and Whistleblowing Policy** outline the principles that guide our day-to-day operations. These documents are regularly updated and communicated to ensure that everyone understands their role in maintaining our high standards.

To support this, we conduct regular awareness campaigns and training sessions on key governance topics such as anti-bribery, conflicts of interest, information security, data privacy, and supplier ethics. All employees, including managers and operational staff, are expected to complete mandatory training modules each year, ensuring that good governance is embedded in our workplace culture.



ZERO TOLERANCE FOR CORRUPTION

AviusULD has a clear **zero-tolerance policy** for all forms of corruption, bribery, fraud, and misconduct. This is backed by our risk-based approach to internal controls:

- **Annual Anti-Corruption Risk Assessments** identify high-risk areas and inform mitigation plans.
- Clear **Delegation of Authority Guidelines** and multi-step payment approvals prevent unauthorized transactions.
- **Whistleblowing channels** provide safe, confidential avenues for employees and external stakeholders to report concerns without fear of retaliation.
- Independent external audits help verify that our financial reporting is accurate, transparent, and free of material fraud or error.

By reinforcing this framework through training, monitoring, and external validation, we help ensure that all business decisions reflect our commitment to ethical conduct.

RESPONSIBLE DATA AND INFORMATION MANAGEMENT

Trust is the foundation of our stakeholder relationships. We protect it through strong **information management** practices, aligning with **ISO/IEC 27001**, the **EU GDPR**, and Thailand's PDPA. Key measures include:

- Annual **Information Security Awareness Training** for all employees.
- Technical safeguards such as access controls, encryption, secure backups, and real-time threat monitoring by a **Security Operations Center (SOC)**.
- A clear **Incident Response Plan** to ensure prompt action in case of data breaches.
- Supplier due diligence and contract clauses that require partners to comply with our data protection standards.

Our secure cloud-based systems and privacy processes ensure that sensitive information is handled responsibly, minimizing the risk of breaches and protecting stakeholder trust.

BUILDING AN ETHICAL, SUSTAINABLE SUPPLY CHAIN

Good governance extends beyond our own walls. Our **Sustainable Procurement Policy** and **Supplier Code of Conduct** set clear ESG expectations for all suppliers and service providers. Through our robust procurement framework:

- ESG requirements are embedded in contracts and verified through questionnaires, audits, and on-site inspections.
- Suppliers must comply with international labor rights standards, environmental management best practices, and chemical regulations like EU REACH.

- Risk assessments and capacity building help suppliers strengthen their own sustainability performance.
- We promote **Supplier Diversity** by
- encouraging partnerships with businesses owned or operated by women, minority groups, or other underrepresented communities.

By holding our supply chain to high standards of ethics and sustainability, we build stronger, more resilient partnerships that create long-term value for all.

GOVERNANCE FOR LONG-TERM RESILIENCE

Our governance systems are designed to adapt as our company grows. We maintain open channels for reporting, regular policy reviews, and clear accountability across teams and departments. Our Board and leadership are committed to overseeing the effective implementation of governance principles and ensuring that compliance is not just a requirement but a way of doing business every day.

Through these actions, AviusULD continues to demonstrate that good governance is the backbone of our sustainability journey. By operating transparently, managing risks proactively, and empowering people to do the right thing, we build a foundation for trust, long-term growth, and our shared ambition to be a responsible leader in aviation logistics.





GOVERNANCE

ANTI-CORRUPTION



AviusULD maintains a strict zero-tolerance stance toward all forms of bribery, fraud, and corruption. This commitment is embedded in our **Code of Ethics, Employee Code of Conduct, and Anti-Corruption Policy**, ensuring that our operations uphold the highest standards of integrity and transparency across every business activity.

Our policy applies to all AviusULD employees, directors, contractors, and business partners, and is aligned with **UN Global Compact Principle 10** on anti-corruption and the **Thai Anti-Corruption Act**.

KEY MEASURES & CONTROLS

1. Awareness & Training

All employees receive mandatory annual anti-corruption awareness training, covering bribery prevention, conflicts of interest, and ethical conduct. Training is delivered through our **Learn&Work** platform for computer users and classroom sessions for operators on the shop floor. To reinforce learning, training materials and records are centrally tracked.

2. Conflicts of Interest Charter

Our **Conflicts of Interest Charter** requires all employees in relevant roles to complete an annual disclosure form and promptly declare any actual or potential conflicts. The procedure ensures that personal interests do not influence business decisions and that

all declarations are reviewed and managed systematically.

3. Accounting & Payment Controls

AviusULD enforces strong financial safeguards, including:

- **Delegation of Authority Guidelines** that define clear approval levels for sensitive transactions
- Multi-person sign-off for payments above certain thresholds
- Strict invoice matching, supplier vetting, asset control, and inventory checks

These controls reduce the risk of fraud or unauthorized payments.

4. Risk Assessment & Due Diligence

We perform regular corruption risk assessments across all operations to identify high-risk areas and prioritize mitigation. Our **Corruption Risk Assessment Table** helps define clear action plans to keep risks within acceptable levels.



5. Whistleblowing & Reporting

AviusULD's **Whistleblowing Policy** guarantees confidential channels for employees, suppliers, and other stakeholders to report concerns about bribery, fraud, or unethical conduct without fear of retaliation. All reports are investigated promptly and fairly, with zero tolerance for retaliation against whistleblowers.

6. Independent External Audit

External audits, such as annual financial reviews by Deloitte, help verify that our financial control systems remain robust, transparent, and free from material fraud or misstatement.

ONGOING COMMITMENT

We continue to strengthen our anti-corruption culture through:

- Annual awareness campaigns and refresher training
- Continuous improvement of risk controls and accounting procedures
- Open dialogue and transparent reporting of any irregularities

By embedding integrity and due diligence into every decision, AviusULD ensures we meet stakeholder expectations, comply with legal requirements, and maintain trust in our operations.

INFORMATION MANAGEMENT

AviusULD is committed to protecting confidential information, ensuring data integrity, and safeguarding the privacy of our stakeholders. We align our information security practices with **ISO/IEC 27001**, **EU GDPR**, and industry best practices to prevent unauthorized access, misuse, or disclosure of data.

KEY MEASURES & CONTROLS

Employee Training

All employees complete annual **Information Security Awareness Training**, delivered through our **Learn&Work** platform for PC users and classroom sessions for operators. We use **KnowBe4** to run phishing simulations, risk scoring, and reporting to strengthen our defense against cyber threats.

Risk Assessment & Secure Score

We perform comprehensive **Information Security Risk Assessments** using **Microsoft Secure Score**, which guides action plans and sets a target score above 80% with monthly reviews. Additional security patching and system hardening help maintain this score in the "On Track" zone.

Control Audits & Attack Simulations

Internal audits include annual attack simulations and phishing email tests to validate controls and user readiness. Audit results drive continuous improvements to policies and technical safeguards.

Incident Response Plan (IRP)

We maintain a clear **Incident Response Plan** to respond promptly to breaches of confidential information, covering detection, containment, eradication, recovery, and reporting.

Third-Party Data Protection

We protect third-party information from unauthorized access or disclosure through:

- **Access Controls:** Role-based user rights and account reviews
- Supplier NDAs and data protection clauses
- Encryption for data in transit and at rest

Supplier Due Diligence

As part of our ESG-focused procurement, we perform information security due diligence on suppliers and service providers using tools like **Microsoft Purview**, ensuring that third parties meet our standards for data governance and compliance.

Stakeholder Consent

We follow a clear **Privacy Notice** and **Consent Form** under the Thai PDPA and EU GDPR for HR-related data. Employees and stakeholders confirm consent for processing, sharing, and retention of their personal information.

Whistleblowing for Info Security Concerns

Our **Whistleblowing Policy** and **Employee Code of Conduct** provide confidential channels for employees and stakeholders to report information security concerns without fear of retaliation.

RECORDS RETENTION & BACKUPS

We maintain a formal **Records Retention Schedule**, with data securely stored and managed in our cloud infrastructure. Our **Information Technology Management Procedure** (Data Backup & Recovery) and **Quality Management System Procedure** (Document Control & Records Management) define clear processes for:

- Secure data storage
- Regular system backups and testing
- Controlled data disposal and retention timelines

These procedures ensure that critical business and personal data remains protected, accessible, and compliant with our legal and contractual obligations.



CONTINUOUS CYBERSECURITY MONITORING

We have engaged a **Security Operations Center (SOC)** service for real-time threat detection, monitoring, and response. This proactive approach helps us identify vulnerabilities early and respond effectively to evolving cyber threats.

COMMITMENT TO RESPONSIBLE INFORMATION MANAGEMENT

Through regular training, robust controls, independent audits, and open reporting channels, AviusULD ensures that information security is everyone's responsibility – helping us protect our data, our stakeholders' trust, and our long-term resilience.



SUSTAINABLE PROCUREMENT

AviusULD recognizes that the sustainability of our products depends not only on our own operations but also on the standards and practices of our suppliers and service providers. Our **Sustainable Procurement Policy**, **Supplier Code of Conduct**, and operational procedures set clear expectations that all suppliers uphold ethical, environmental, and social responsibilities in line with international norms such as the **UN Global Compact** and **ILO conventions**.

BUILDING A RESPONSIBLE SUPPLY CHAIN

Our procurement framework integrates sustainability principles throughout the supplier lifecycle:

- **Pre-qualification & Screening:** All potential suppliers complete a detailed **Supplier Questionnaire** that assesses key ESG topics, including human rights, working conditions, diversity, environmental impact, and compliance with REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals). Suppliers must confirm that no forced or child labor is used and that safe, fair working conditions are maintained.
- **Products Purchase Agreements:** Our contracts include dedicated ESG clauses that bind suppliers to meet labor, safety, environmental, and chemical management standards. Requirements for REACH compliance and hazardous substance reporting ensure our products meet international customer expectations.
- **Supplier Code of Conduct:** All strategic suppliers must sign the Supplier Code of Conduct, which sets clear obligations on anti bribery, human rights, non-discrimination, working hours, freedom of association, and fair wages. Environmental expectations cover waste management, emissions reduction, and continuous improvement toward a circular economy.
- **Auditing & Monitoring:** Top-tier suppliers are subject to regular on-site ESG audits, including review of documents, interviews with workers, and factory walkthroughs to verify real practices. Non-compliance is addressed through action plans and, if necessary, contract termination.
- **Capacity Building & Collaboration:** We provide training and guidance for suppliers to strengthen their sustainability programs. Buyer teams receive annual ESG training to ensure they understand how to implement procurement best practices and monitor compliance.

Through these actions, AviusULD aims to increase the percentage of strategic suppliers with formal sustainability assessments from **15% in 2025 to 40% by 2030**, with a target of **100% signing the Supplier Code of Conduct by 2050**.



REACH COMPLIANCE



AviusULD is committed to ensuring that all products and materials supplied to our operations comply with the **EU REACH Regulation (EC No. 1907/2006)**. Our requirements for chemical management are embedded in multiple procurement documents and processes.

SUPPLIER OBLIGATIONS

Suppliers must:

- Declare if their products contain any **Substances of Very High Concern (SVHCs)** above the 0.1% w/w threshold.
- Provide complete, up-to-date **Material Safety Data Sheets (MSDS)** for all chemicals supplied.
- Notify us promptly if new chemicals are added or if REACH regulations are updated.
- Commit to substituting hazardous substances with safer alternatives where feasible.
- Operate an **Environmental Management System**, preferably certified to ISO 14001, to support robust control of chemical use, storage, and waste.

MONITORING & VERIFICATION

Our **Supplier Risk Assessment Matrix** includes REACH compliance checks as a key criterion for supplier evaluation. On-site audits and documentation reviews are used to verify suppliers' declarations and their management of hazardous substances. Should any non-compliance be found, clear corrective action plans are implemented.

This systematic approach protects our employees, our customers, and the environment, ensuring that AviusULD remains a trusted partner in global air cargo and logistics.



GOVERNANCE

SUPPLIER DIVERSITY

At AviusULD, we believe that diversity and inclusion must extend beyond our internal workforce and into our supply chain partnerships. A diverse supplier base strengthens our resilience, broadens our access to innovative ideas, and supports local economic growth.

OUR COMMITMENT IN ACTION

- **Inclusive Sourcing:** We actively encourage sourcing from suppliers owned or operated by women, minorities, or other underrepresented groups, particularly in communities near our main sites.
- **Supplier Questionnaire & Audits:** Diversity data is captured through our **Supplier Questionnaire** and verified during ESG audits. We ask suppliers about their workforce demographics, DEI policies, and actions taken to promote fair opportunities for their employees
- **Policy & Code of Conduct:** Our **Supplier Code of Conduct** and **Sustainable Procurement Policy** both explicitly require suppliers to provide equal opportunity, avoid discrimination in recruitment and promotion, and create inclusive workplaces for all staff
- **Capacity Building:** Through supplier development programs, we share good practices on fair labor, human rights, and anti-discrimination, helping our partners advance their own inclusion goals.

By prioritizing supplier diversity alongside quality, cost, and delivery, AviusULD aims to drive positive change in our industry and deliver shared value across the supply chain.



2025 SUSTAINABILITY



At AviusULD, we see sustainability as an integral part of how we deliver reliable, efficient, and high-quality solutions to our customers in the global aviation and logistics industry. For us, sustainability is not a stand-alone promise – it is embedded in our daily decisions, our continuous improvement culture, and the way we work with our employees, suppliers, and partners.

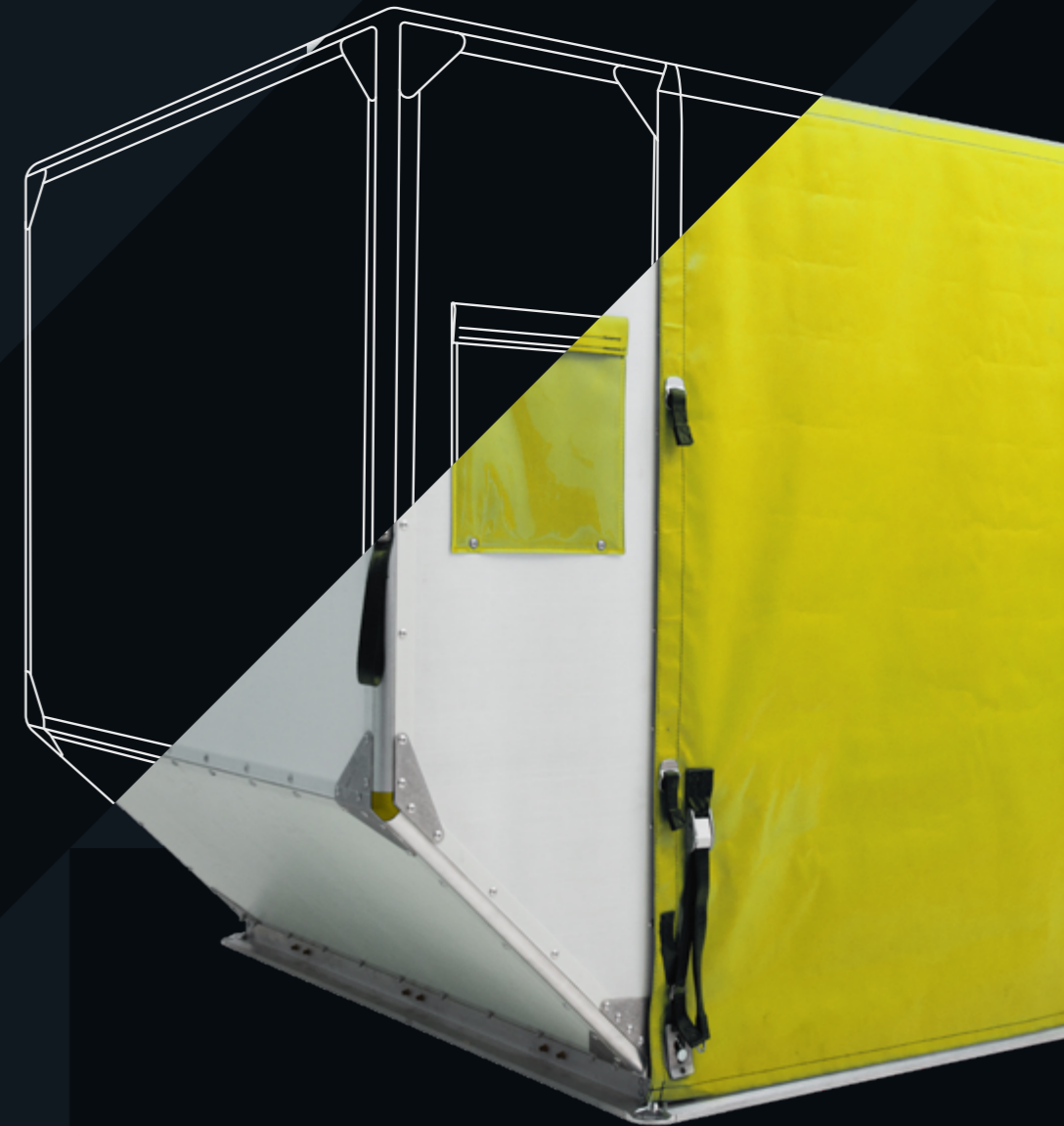
This report reflects our progress to date in managing our environmental footprint, strengthening occupational health and safety, supporting fair and inclusive working conditions, and maintaining robust governance practices. By aligning our actions with credible international standards and frameworks, we ensure our operations stay compliant, resilient, and ready for future challenges.

We know that true progress depends on collaboration and open dialogue. We thank our employees, partners, and stakeholders for their ideas, feedback, and trust in our ability to do business responsibly and grow sustainably. Together, we are committed to refining our practices, raising our performance, and setting clear, measurable goals that deliver real impact for our business and everyone connected to it.

As we look ahead, AviusULD will continue to integrate sustainability into our operations, products, and supply chain – so we can create long-term value, strengthen our customer relationships, and support the continuous improvement that defines who we are.

—
APPENDIX

AviusULD Sustainability Report 2024–2025



AVIUSULD ESG KPI DASHBOARD



ENVIRONMENT

	Unit	2022	2023	2024	2025*
GHG					
Total Scope 1 GHG emissions	metric tons CO ₂ e	n/a	n/a	53.9	(WIP)
Total Scope 2 GHG emissions	metric tons CO ₂ e	n/a	n/a	1,016.6	(WIP)
Total gross Scope 3 GHG emissions	metric tons CO ₂ e	n/a	n/a	67,547.0	(WIP)
Total Scope 3 Downstream GHG emissions	metric tons CO ₂ e	n/a	n/a	61,763.0	(WIP)
Total Scope 3 Upstream GHG emissions	metric tons CO ₂ e	n/a	n/a	5,783.8	(WIP)
ENERGY					
Total Non-Renewable energy used	MWh	2,158	1,787	1,560	731
Total Renewable Energy used	MWh	-	-	-	-
Total LPG used	Kg	695	262	181	78
Total DIESEL used	Liters	10,261	3,850	4,036	1,917
Total energy consumption in MWh	MWh	2,637	1,967	1,737	789
Total energy consumption in MWh per Product Sales	MWh/mUSD	30.59	29.63	28.03	27.59
WATER					
Total water consumption	Cubic meter	7,210	6,298	6,505	3,197
WASTE					
Total weight of non-hazardous waste	Tons	n/a	241.85	314.32	126.46
Total weight of hazardous waste	Tons	n/a	1.77	3.76	2.898
Total weight of waste to Landfills or Incineration with energy recovery	Tons	n/a	91.6	105.24	37.136
Total weight of waste diverted from Landfills (recycled, reused, recovered)	Tons	n/a	154.18	222.75	79.005
MATERIAL					
Total consumption of Raw Materials in Tons (Extrusion, Sheet, Cover group)	Tons	7,671	3,399	4,073	1,533
Total consumption of Chemicals in weight	Kg	33,306	23,765	20,418	9,726
Total weight of recycled input materials in Tons	Tons	0	0	0	438.21
Total consumption of Raw Materials in Tons Product Sales	Tons/mUSD	89	51	66	54
CUSTOMER HEALTH AND SAFETY					
Number of customer health and safety incidents report	#	0	0	0	0



SOCIAL

	Unit	2022	2023	2024	2025*
EMPLOYEE HEALTH AND SAFETY					
Number of hours worked	Hours	309,457	360,429	405,212	200,742
Total injuries frequency rate (TIFR) for direct workforce	%	3.45%	8.97%	6.98%	2.75%
Lost time injury frequency rate (LTIFR) for direct workforce	%	2.55%	5.13%	4.19%	2.75%
DIVERSITY					
% of women employed in the whole organization	%	36%	37%	41%	42%
% of women at top management level	%	0%	25%	33%	33%
% of employees from a vulnerable group in the whole organization	%	1%	1%	1%	1%
WORKING CONDITIONS					
% of the total workforce covered with Healthcare	%	100%	100%	100%	100%
Employee Satisfaction score from surveys on working conditions, job satisfaction, and well-being	%	0%	0%	71%	(WIP)
SOCIAL DIALOGUE					
Social Dialogue: # meetings between the CEO and employee representatives	#	6	2	6	2
CAREER MANAGEMENT AND TRAINING					
Average hours of training per employee	Hours	30	42	71	22
HUMAN RIGHTS					
Number of child or forced labor incidents reported	#	0	0	0	0
Number of confirmed Discrimination incidents	#	0	0	0	0
CORPORATE SOCIAL RESPONSIBILITY (CSR)					
Number of CSR activities conducted	#	0	1	1	2

GOVERNANCE

	Unit	2022	2023	2024	2025*
ETHICS					
% of the total workforce trained on Ethics	%	0%	0%	0%	100%
Number of reports related to whistleblower procedure	#	0	0	0	0
Number of confirmed corruption incidents	#	0	0	0	0
Number of critical confirmed information security incidents	#	0	0	0	0
SUSTAINABLE PROCUREMENT					
% of targeted suppliers by spending that have received sustainability assessment/certificate	%	0%	0%	0%	29%
% of targeted suppliers that are covered by on-site Sustainability & CSR audit	%	0%	0%	0%	11%
% of targeted suppliers by spending that have signed the supplier code of conduct (which includes clauses on environmental, labor, and human rights requirements)	%	0%	0%	0%	83%
% of audited suppliers engaged in corrective actions or capacity building	%	0%	0%	0%	100%
% of buyers across all locations who have received training on sustainable procurement	%	0%	0%	0%	100%

Remark: *Indicates metrics based on data from January to June 2025.

AVIUS
ULD