



PlanToys will be a Carbon Neutral Organization by 2025



Dear Readers,

Since our inception in 1981, PlanToys has embraced a sustainable mindset dedicated to respecting and preserving natural resources for future generations. For over 40 years, we have been committed to an unchanging mission to nurture **Better Kids, Better World through Sustainable Play** by creating well-designed toys that promote children's development, nurture their freedom to play, and instill a positive attitude toward themselves, society, and the environment.

Our commitment to sustainability extends beyond our products to our processes, ensuring minimal or no negative impact on our staff, consumers, and the environment. We achieve this by utilizing eco-friendly materials and processes. Beyond toys, we uphold our values through societal, environmental, and activities for children's development.

Our enduring mission is embodied in our three pillars of sustainability: **Sustainable Play, Sustainable Way, and Sustainable World**. These pillars guide our planet-friendly operations and align with the United Nations Sustainable Development Goals (UNSDGs). Specifically, we focus on GOAL 4: Quality Education, 12: Responsible Consumption and Production, and 13: Climate Action.

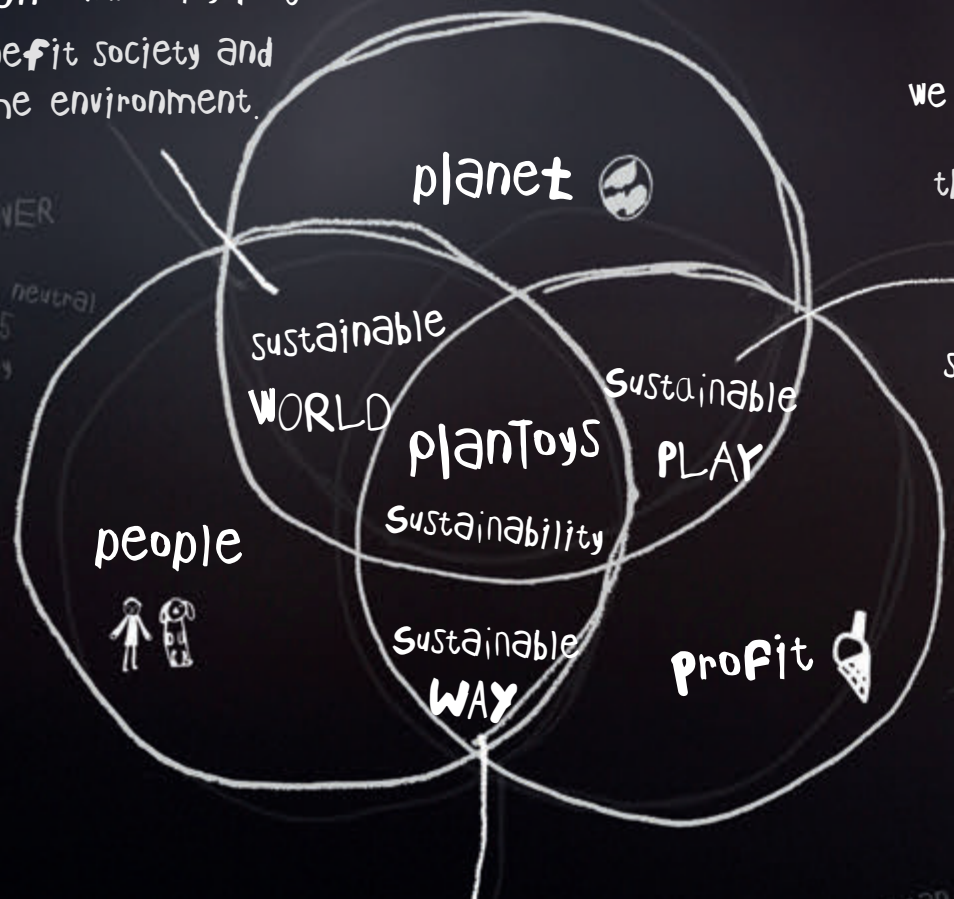
In running a sustainable business, we are responsible for simultaneously taking care of society and the environment. How can we increase efficiency and maximize resource utilization to reduce our negative environmental impact? The answer lies in our goal to achieve carbon neutrality by 2025.

We eagerly anticipate the support and cooperation of our employees, partners, and customers in reaching this milestone together.

Kosin Virapornsawan
Managing Director

annual reforestation
mom-made toys
toy donation
toy rental
toy clinic
second-hand toys
Forest of play
play space design

we promote
Better kids, Better World ❤️
through community projects that
benefit society and
the environment.



we create products and services
that foster a child's development
with a positive attitude
towards oneself,
society, and the environment.

we ensure our manufacturing process is
responsible for our employees
and the environment.

happy organization

eco-design + child development
clean energy
international standard
eco-efficiency manufacturing
circularity
sustainable materials





Goal 1: No Poverty

We support the local community in having sufficient income for a sustainable livelihood.

Employment in the community:

65.25% of our resources and raw materials are purchased within a 30 km radius of the factory. We buy rubberwood that no longer produces latex from local farmers and provide expertise on sustainable rubber plantation maintenance through the T-Ver project, allowing farmers to sell carbon credits. Additionally, we hire local community members for craftsmanship tasks such as sewing clothes, doll outfits, and bags that come with toy sets.



Our toys are made from **65.25%** of resources that come from a **30 KM** radius around the factory to save time and reduce carbon emissions from transportation.



local community suppliers



T-Ver project



Develop skills for employees to enhance their careers:

PlanToys regularly conducts employee skill development and training programs, enhancing their expertise in their respective fields and enabling them to sustain their livelihoods.

Financial support by employees savings cooperative:

We established the Employees Savings Cooperative in 2002, known as the PlanToys Employees Savings Cooperative Limited, with a share capital of \$2,627.



share capital
\$2,627
in 2002



Members
163
employees



Current capital fund
\$919,977



Loan amount
\$909,619



Savings deposits
\$53,310



Goal 2: Zero Hunger

We design toys to help children learn about and appreciate the value of food, leading to the reduction of food waste. Additionally, we provide knowledge on organic farming to our employees, promoting safe and sustainable consumption.



Support local farmers and provide rice for employees' consumption:

PlanToys collaborated with local farmers in Trang province to source sustainable and organic rice for consumption. This will promote sustainable agriculture and provide a steady income for farmers, thus supporting their livelihoods and ensuring food security. PlanToys' Organic Rice project teaches employees about organic farming with local farmers, providing clean and safe rice for consumption and sharing.

- Employees' planting area: 3,200 sqm., producing 400 kg. of rice.
- The community enterprise has allocated an area for us to learn about organic rice cultivation from 143 farmers on a 1,256,000 square meter plot. A total of 8,740 kg. of rice harvested was given to our employees for consumption and sharing.
- We provide free rice for employees' lunch, with approximately 600 kg. monthly.

Educational toys on nutrition:



Wonky Fruits and Vegetables:

Teaches children about food values to reduce food waste.



5 Color Veggie Set Assorted Fruit & Vegetables:

Familiarizes children with various vegetables.



Seafood Platter:

Educates about food sources and impacts of marine waste on sea life.



Breakfast Menu:

Highlights the importance of breakfast.



Goal 3: Good Health and Well-being

Ensure healthy lives and promote well-being for all

Promote physical activity with active play:

Active play encourages physical activity and healthy habits. Examples are croquet, Mini Golf, Meadow Ring Toss, Pétanque, and Delivery Bike.



Mental well-being Initiatives with emotional intelligence toys:

These toys help children identify and express emotions. Examples: Build-A-Robot, My Mood Memo, and Better Aging Collection for the elderly to improve their physical, cognitive, and mental health.



Our heartfelt responsibility is our employees' well-being:

We promote activities to enhance employees' well-being, including quit-smoking campaigns, healthy eating, regular exercise, and annual health check-ups.

PLANTOYS promotes health and well-being through play for children

Let me help
you see how
nutritious food
really is,
even if we're
a bit
wonky-looking!

We're here
to teach
children about
eating healthy.

Please don't let us
become food waste.

You can be
having fun
chopping up!





Goal 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Inclusive play for all:

Mom-Made Toy:

We began developing adaptive toys for special needs children in 2011 with the Mom-Made Toy project for PlanToys' 30th anniversary. In collaboration with parents and Lowe Thailand, we created Friendly Free-Weight, My Mood, and Braille Domino, benefiting 30,837 children with cerebral palsy, autism, and visual impairments. We also support schools and organizations across Thailand, integrating these concepts into our current adaptive toys.



Wonky Fruit & Vegetable Set:

This set educates children about the nutritional value of food and the importance of reducing food waste.

Build a Robot and My Mood Memo:
Designed considering neurodivergent children, these toys help children identify and express their emotions.



Braille and Hand Sign Numbers and Alphabets engage visually impaired children and help all children understand different approaches to play, emphasizing that children of varied abilities can thrive and play together.

Unit Plus Collection:

Educational toy sets that can be used across different age groups and combined for collaborative play.



More than
50
million
children play
with our toys

Promotion of quality education:

PlanToys emphasizes creating opportunities for self-improvement to build a strong foundation for sustainable living, whether enhancing employees' work knowledge or through children's play.

We created the Forest of Play Trang, a natural play area in Trang Province. In the past year, it hosted 23,085 visitors. Ninety schools and educational institutions from the southern region, including Trang, Satun, Krabi, and Songkhla, visited the Forest of Play Trang.



23,085
visitors
at Forest of Play Trang
in 2023

Collaborate with educational institutions:

Since 2021-2024, there are 14 PlanToys Toy Libraries established :

TK Park, Bangkok
Bangkok Refugee Center (BRC)
Public Library, Nuea Khlong District, Krabi
Public Library, Khao Phanom District, Krabi
Public Library, Wang Wiset District, Trang
Public Library, Ratsada District, Trang
Public Library, Mueang District, Trang
Public Library, Huai Yot District, Trang
Public Library, Hat Samran District, Trang
Public Library, Na Yong District, Trang
Public Library, Sikao District, Trang
Public Library, Palian District, Trang
Public Library, Kantang District, Trang
Chaloem Rajakumari Public Library, Yan Ta Khao District, Trang

PlanToys



14
PlanToys
Toy Libraries
in Thailand

Toys contributions:





Goal 5: Gender Equality

Achieve gender equality and empower all women and girls. Gender equality is a fundamental human right and a foundation for a peaceful, prosperous, and sustainable world.

Gender-neutral toys:

We designed all PlanToys toys to be gender-neutral for all children. For example, PlanToys Dollhouse and Kitchen Play Set are designed for joyful learning by all genders.

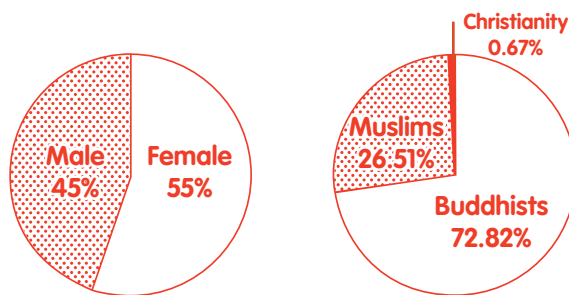


Provide equal opportunities for employment and career advancement:

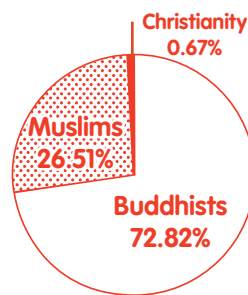
Our team consists of 329 employees of diverse backgrounds. Among our entire workforce, we ensure equal employment opportunities and career advancement for all positions.



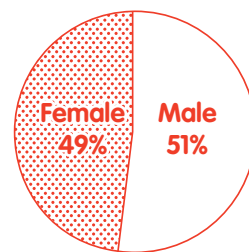
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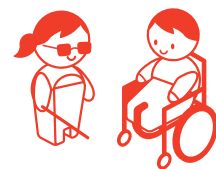
Gender
Male: 148 / Female: 181



Religions



Equal career advancement
Leadership positions are evenly dispersed among men and women.
Male: 8 / Female: 7



Diversified team members
PlanToys is an equal opportunity employer and employs 6 team members with physical disabilities.



Goal 6: Clean Water and Sanitation

Wastewater treatment system:

At the PlanToys factory, we ensure sustainable water and sanitation management for all. Treated wastewater is used for watering plants, and we continuously monitor the treatment system to uphold environmental and community responsibility.



Goal 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable, and modern energy for all.

Educational toys on clean energy:

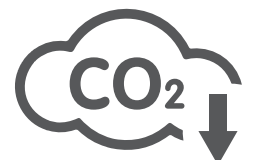
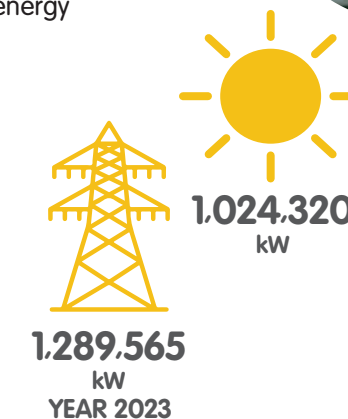
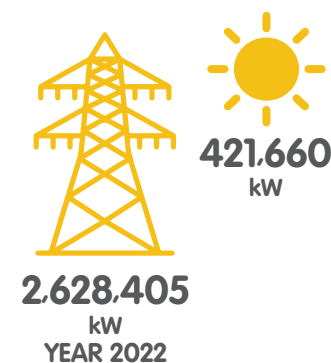
Through play, Green Dollhouse teaches children the importance of using clean energy in their daily lives, fostering a positive attitude towards living in an environmentally friendly manner as they grow up. The 16,678 units sold globally introduce children to alternative ways of using clean energy in daily life, promoting environmental responsibility.

Utilizing solar roof:

We started installing a solar roof in 2022. Previously, we used about 2-3 million kW of electricity annually.

2022: Total electricity used: 2,628,405 kW.
421,660 kW replaced by solar energy

2023: Total electricity used: 1,289,565 kW.
1,024,320 kW replaced by solar energy



Solar roof usage has reduced our electricity consumption by 44%, reducing carbon emissions by
564 tCO₂e



16,678
Green Dollhouses
educate children
globally about clean
energy



Goal 8: Decent Work and Economic Growth

Ensure all employees, including those in the supply chain, receive fair wages, safe working conditions, and opportunities for professional growth, setting an industry standard and positively impacting the broader community.

Our commitment to Goal 8 is evidenced by our ISO 45001 and SA8000 certifications, which confirm the health and safety standards we uphold in our office and factory environments for the quality of life of our employees. This certification is a testament to our dedication to providing a healthy work environment for all employees. Additionally, it highlights our commitment to underscores our comprehensive program that ensures equal opportunities for all.

Safe working:

- Accident cases decreased by 50% from 2022 to 2023.
- In 2023, there were a total of 6 accident cases. Our goal is to reduce accident cases during operations to zero!

Besides ensuring the well-being of employees, we also support various aspects of the supply chain:

- Fair Employment: Hiring local community members at fair wages.
- Local Sourcing: Procuring raw materials from local suppliers to support economic growth.



Goal 9: Industry, Innovation, and Infrastructure

Build resilient infrastructure, promote sustainable industrialization, and foster innovation.

Innovative ways for work efficiency:

At PlanToys, we have implemented automation systems in various departments to enhance efficiency, save time, and optimize resource usage. For instance, installing semi-automatic machines in the wood-cutting section allows us to cut more wood pieces in less time. We have also set up dust barriers to prevent the spread of dust, enabling vacuum cleaners to effectively collect sawdust, which we then upcycle into PlanWood material. This measure improves dust collection efficiency and reduces dust within the factory, promoting better employees' health. Additionally, we are investing in new innovations in automation systems by collaborating with government agencies for research and financial support, further developing our manufacturing processes.



Goal 10: Reduced Inequalities

Reduce inequality within and among countries.

Inclusive Toy Designs with Diverse Representation PlanFamily Dolls:

PlanFamily isn't just about play—it's about empowerment. We created dollhouse figures with various skin tones and included the elderly population with different characteristics, encouraging children to embrace their uniqueness and appreciate the differences in others. Through imaginative play, children learn empathy, acceptance, and the importance of inclusivity, laying the foundation for understanding a diverse society.



Goal 11: Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient, and sustainable.

Eco-friendly urban toys:

We designed toys that educate children about sustainable urban living. For instance, a toy city set incorporating green buildings, public transport systems, and parks can help children understand the importance of sustainable urban development. Examples: the Green Dollhouse, Central Station, and Parking Garage.



Community engagement:

Collaborate with local communities to organize events or workshops that promote sustainable living.

At Forest of Play Trang, we engage with communities through activities such as Children's Day at the Forest of Play and school field trips, which we offer free of charge. Additionally, we host Day Camps where the PlanToys Play Experience team provides learning activities about nature, art, and social skills development through interactive play.

In 2023, Forest of Play Trang held 24 events with total 23,085 participants.

We also organize activities by the Play Experience team at various locations in Bangkok. For instance, we offer free playtime at Forest of Play Bangkok, collaborate with UNHCR to conduct activities for refugee families, and partner with the Bangkok Metropolitan Administration for the Bangkok Reading Festival. We host Earth Day activities to instill environmental awareness in children and offer storytelling sessions and workshops for families to participate in activities together.


In 2023, Forest of Play Bangkok held 16 events with over 1,000 participants.

PlanToys partnered with TKpark to hold an event, Play Matters—the Circle of Play, to promote learning through play for all ages, including children with special needs. We organized play activities and workshops for all age groups to raise awareness of how play can enhance lives, from childhood to the elderly.

A total of 4,689 people attended Play Matters.



In 2023,
all activities in
Bangkok and Trang
attracted over
28,689
participants



Since initiating the production
of adaptive toys in 2011,
at present, we have sold a total of

170,218*

adaptive toys,
helping children with special needs
enhance appropriate development.

* Source of data:
the sales revenue of Build-A-Robot, Braille Number 1-10,
Braille Alphabet A-Z, Hand Sign Number 1-10,
Hand Sign Alphabet A-Z, and My Mood Memo.

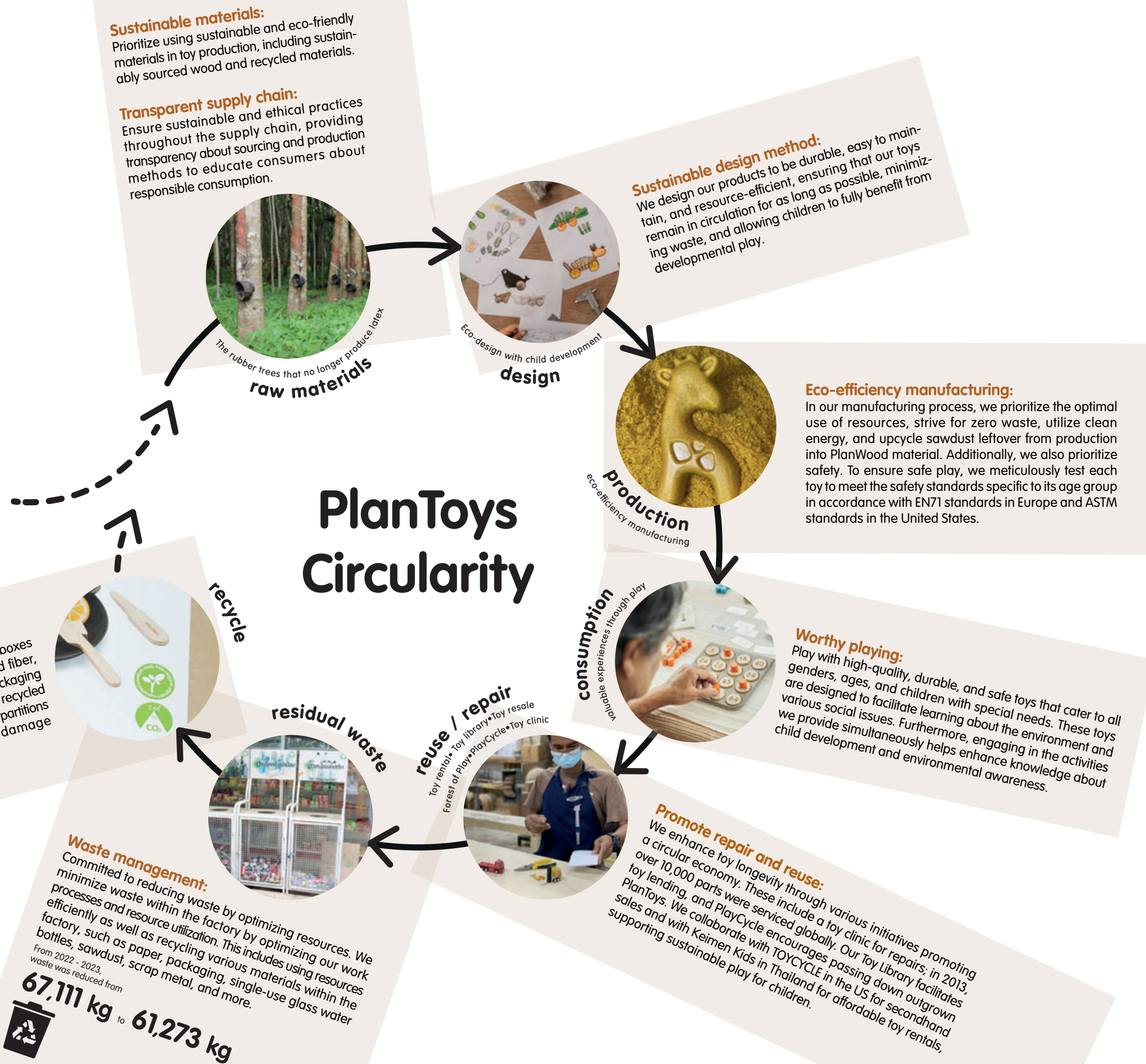


Goal 12: Responsible Consumption and Production

Circular design:

We ensure responsible consumption and production to sustain the livelihoods of current and future generations.

When designing toys, we prioritize sustainability throughout the entire product life cycle. We consider sourcing materials, applying eco-design principles, responsible manufacturing practices for the environment to reduce carbon footprint, distribution methods, and offering new services to extend the lifespan of toys, even managing products that have reached the end of their life.



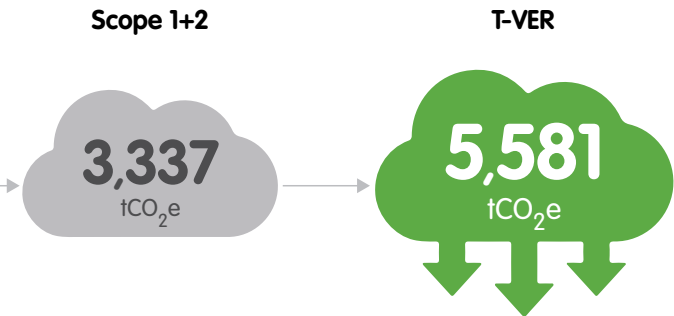
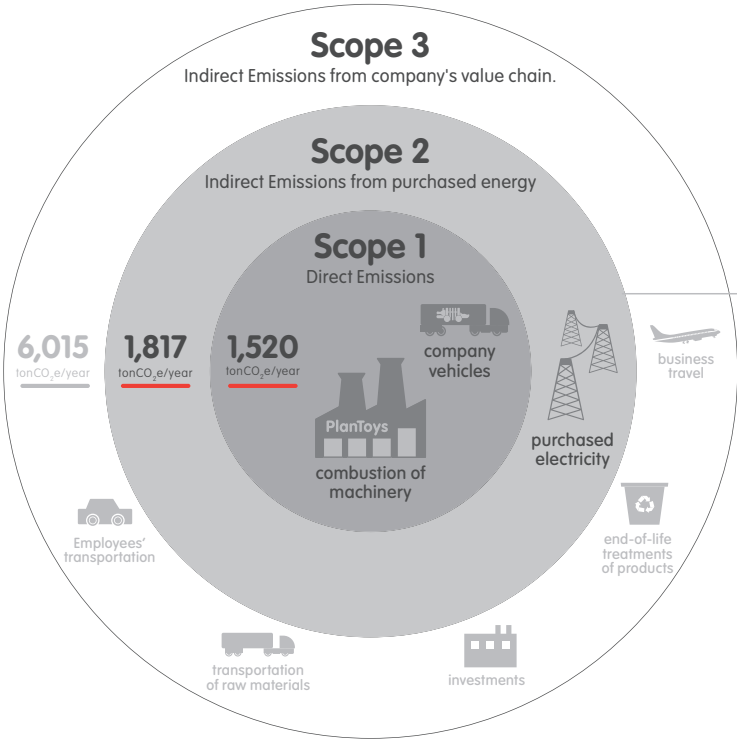


Goal 13:
Climate Action

Take urgent action to combat climate change and its impacts.

Carbon Footprint Reduction:

PlanToys will lead the organization toward carbon neutrality by 2025. We're committed to running a sustainable business by minimizing environmental impact and optimizing resource use.



PlanToys releases approximately 3,337 tCO₂e from the combustion of machines, corporate vehicles, transportation of raw materials and waste, and factory energy. (Based on carbon emissions calculations in Scope 1: Direct Emissions and Scope 2: Energy Indirect Emissions.)

As project leaders, we collaborated with local farmers on the T-Ver initiative, covering 1,340,112 Sqm. of rubber and palm plantations around the factory. This project aims to reduce approximately 5,581 tCO₂e by 2025.

Annual Reforestation



We have been part of the Plan Love Forest project, the Plan Group's annual reforestation, since 2004. Today, we planted 34,000 trees in total that can reduce carbon emissions by 323 tCO₂e/year

Solar Energy



We installed 1,851 solar panels to reduce carbon emissions from electricity used within our factory. Solar roof usage has reduced our electricity consumption by 44%, reducing carbon emissions by 564 tCO₂e.

Circularity



PlanToys' eco-design principles guide our design process, starting from material sourcing, utilizing resources efficiently, and environmentally friendly production processes, including sourcing 65.25% of materials within 30 km of our factory to reduce transportation emissions and support local communities. We also support rubber farmers by purchasing and upcycling rubber wood that no longer produces latex. In addition, we have after-sale services, such as Toy Rental, a secondhand toy e-marketplace in the USA, and the PlayCycle project, which extend toys' life cycles and prevent them from ending up in landfills.



Educational toys on climate change:

We designed the Finding Penguin and Sailing Boat series to teach children about climate change and its effects. These toys help children learn about the impacts of global warming, causing animals to lose their homes.





Goal 15: Life on Land

Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss.

Sustainable sourcing:

PlanToys emphasizes eco-friendly processes within the factory and carefully considers the entire supply chain. We ensure materials, especially wood, are sourced sustainably, collaborating with suppliers practicing sustainable rubber plantations. We diligently work to find manufacturers and sources of raw materials that allow us to control quality while promoting sustainability.

Learning through play:

We design toys that educate children about biodiversity and ecosystems, such as the Beehives, Sort & Count Tree, Animal Puzzle, Wild Animal Set, and Animal Set, to help children understand the value of preserving life on land and the relationship in the ecosystem.

Support conservation initiatives:

We participated in the T-Ver project and collaborated with stakeholders to cover 1,340,112 square meters of local rubber and palm plantations. In addition to reducing approximately 5,581 tCO₂e annually, we arranged for experts to impart knowledge on sustainable plantation management practices. Furthermore, we planted additional trees at Forest of Play Trang as part of a campaign in partnership with global customers to maintain the integrity of diverse ecosystems.



Goal 16: Peace, Justice, and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

Promote Values of Peace and Tolerance:

Cultural diversity toys showcase diverse cultures to foster global unity.

Examples: Sushi Set, Steak Set, Pasta, Cheese and charcuterie Board, and Bread Set.



Sushi Set



Steak Set



Bread Set



Goal 17: Partnerships for the Goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Collaborative initiatives:

PlanToys curated the "PlanToys Play for All" initiative, providing inclusive play experiences for diverse demographics, including children with special needs, seniors, and individuals of all ages interested in play. At the BKK Read & Learn Festival organized by the Bangkok Metropolitan Administration, play fosters holistic physical, emotional, social, and cognitive development and instills positive attitudes. We endeavor to ensure equitable access to thoughtfully crafted play experiences for all, striving to engender joy and fulfillment in play for everyone.

PlanToys collaborated with UNHCR and Bangkok Refugees Center (BRC) to conduct learning activities through play and provide developmental consultations to over 70 refugee families, establishing a Toy library at BRC.

Transparency and reporting:

Regularly publish annual sustainability reports that detail the company's efforts towards achieving the UNSDGs. This transparency can attract partnerships with like-minded organizations and foster trust among consumers and stakeholders.

Engage in global forums:

We Participated in global forums, conferences, and workshops on UNSDGs. These platforms allowed us to share our experiences, learn from others, and establish partnerships that drove collective action towards the goals.

PlanToys participated in the SME Roundtable held by United Nations Thailand and Global Compact Network Thailand on February 9th at the United Nations Conference Center. This forum provided an opportunity to exchange experiences and discuss how integrating sustainability in operations and improving ESG performance unlocks market opportunities.

Awards and recognition in 2023:



The Wonky Fruit and Vegetable Set and Cargo Ship won the Thailand Green Design Awards for efficient resource utilization.



The Wonky Fruit and Vegetables set received the ATA Environmental and Sustainability Award from the Australian Toy Association for sustainability and environmental consideration.



The Cheese and Charcuterie Board won the ASTRA Play Awards in eco category, United States, and PlanToys was named the Manufacturer of the Year from ASTRA.



The Pull-Along Hedgehog received the Innovation Award in the World of Kids Toys category from Kind + Jugend ASEAN 2023.



The Numbers 1-10 won the Gioco per sempre Awards 2023 at Toys Milano in Italy.



The Beaver Tumble won the Design Excellent Award (Demark) in Thailand and the Good Design Award (G-Mark) in Japan.



TOP 5 ECO-CHAMPS

that Reduce Their Carbon Footprints in 2023



more
to come!