



# ESG Performance Report for Listed Companies in 2024

UNION PLASTIC PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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## ESG Performance

Company Name : UNION PLASTIC PUBLIC COMPANY LIMITED      Symbol : UP  
Market : SET      Industry Group : Industrials      Sector : Petrochemicals & Chemicals

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### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes  
Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

The company has established policies and practices that comply with environmental laws, regulations, and requirements relevant to its business operations. It has also obtained ISO 14001 environmental management system certification. The company is committed to minimizing negative environmental impacts in various aspects, such as energy, water, waste, pollution, and greenhouse gas reduction, in alignment with the company's business context and priorities. These environmental management policies and practices are disclosed on the company's website.

The company continuously reviews its environmental policies, practices, and goals annually to ensure their appropriateness in managing sustainability in the environmental dimension. It has established environmental conservation and energy-saving policies and plans, which are integrated into business operations, covering procurement, production, service delivery, and waste disposal.

Reference link for environmental policy and guidelines : <http://unionplastic.co.th/uploads/lqflk20241128154429.pdf>

#### Information on review of environmental policies, guidelines, and/or goals over the past year

##### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year : Yes  
Changes in environmental policies, guidelines, and/or goals : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

The company has efficiently managed energy across various systems, including lighting, air conditioning, and key production machinery.

To enhance energy efficiency, the company has replaced hydraulic injection molding machines with electric injection molding machines, reducing electricity consumption. Additionally, it has maintained electrical control system equipment and installed a **500.25 kWp Solar Rooftop** to generate electricity for production processes. This initiative helps reduce external electricity consumption and significantly contributes to lowering greenhouse gas emissions into the atmosphere.

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

##### Compliance with energy management principles and standards<sup>(1)</sup>

Energy management principles and standards : Other : Complying with Thailand's energy laws.

Remark: <sup>(1)</sup>The company is highly aware of its responsibility towards society, the environment, and energy conservation. Therefore, it has adopted an energy management system, recognizing that energy conservation is crucial and should be a collective effort among all employees. This ensures the sustainability of energy management, benefiting both employees and the organization.  
The company has established energy conservation strategies as guidelines for efficient energy management and utilization, maximizing benefits

## Compliance with water management principles and standards

Water management principles and standards : Other : The company manages water resources to enhance efficiency and optimize water usage, recognizing its importance as a key factor in production. Regular maintenance and inspections of the water supply system within the production process are conducted to ensure compliance with established standards continuously.

## Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : Reusing waste from the production process and promoting waste segregation awareness among employees.

## Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Other : Installing a solar rooftop system to reduce electricity costs and lower greenhouse gas emissions into the atmosphere

## Information on other environmental management

### Plans, performance, and outcomes related to other environmental management

#### Summary of the Company's Energy Management

The company places great importance on social and environmental responsibility, as well as energy conservation. An energy management system has been implemented to promote continuous improvement, with the involvement of all employees, to enhance efficiency and reduce environmental impact.

#### Energy Strategies

Integrate energy conservation into daily operations in compliance with laws and regulations.

Continuously improve the efficiency of energy and resource usage.

Set clear energy-saving goals and action plans, and effectively communicate them to all employees.

Provide support in terms of personnel, budget, training, and participation opportunities.

Encourage employees to submit energy-related suggestions through Kaizen activities.

Review and update energy policies, goals, and plans annually by management and the energy team.

#### Operational Approaches

Improve lighting systems, air conditioning, and key production machinery.

Replace plastic injection machines from hydraulic systems to electric systems to reduce energy consumption and enhance operational efficiency.

Install a 500.25 kWp Solar Rooftop system to generate electricity for production processes, reduce external electricity usage, and lower greenhouse gas emissions.

## Information on incidents related to legal violations or negative environmental impacts

### Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

#### Energy Strategies

Integrate energy conservation into daily operations in compliance with laws and regulations.

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Reference link for company's energy management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>620250321163703.pdf

Page number of the reference link : 37-38

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023 : purchased electricity for consumption 9,333,217.00 Kilowatt-Hours	2024 : Reduced by 6.29% or 9,919,883.00 Kilowatt-Hours

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

#### Summary of Electricity Efficiency Performance (2022-2024)

Between 2022 and 2024, the company set a target for electricity efficiency at 2,600 kilowatt-hours per ton of production.

Throughout all three years, the company consistently outperformed this target.

In 2022, the actual electricity efficiency was **2,474 kWh/ton**, slightly better than the target.

In 2023, efficiency significantly improved to **2,126 kWh/ton**, well below the target. Although total electricity

consumption increased, higher production volumes contributed to improved efficiency.

In **2024**, the efficiency was **2,299 kWh/ton**, still better than the target, despite a slight decrease in production volume compared to the previous year.

Overall, the company demonstrated effective energy management, with consistent improvement in electricity efficiency year over year.

### Diagram of performance and outcomes in energy management



### Information on electricity management

#### Company’s electricity consumption (\*)

	2022	2023	2024
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	9,088,216.62	9,333,217.04	9,919,883.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	9,088,216.62	9,333,217.04	9,919,883.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	20,062.29	19,648.88	23,788.69

Additional explanation : (\*) Exclude electricity consumption outside of the Company

#### Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Metric ton of raw material)	2,474.00000000	2,126.00000000	2,299.00000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	5.46000000	4.65000000	5.51000000

#### Electricity Expense (\*)

	2022	2023	2024
Total electricity expense (Baht)	36,709,316.56	41,804,821.27	35,973,704.21
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	5.72	6.06	5.47
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	5.48	5.68	5.08

	2022	2023	2024
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	81,036.02	88,010.15	86,267.88

Additional explanation : <sup>(1)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	1,800.00	1,789.00	2,000.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	41,879.31	83,766.46	22,460.15
LPG (Kilograms)	15.00	30.00	45.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2022	2023	2024
Total fuel expense (Baht)	320,770.00	426,960.00	229,680.00
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.05	0.06	0.03
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.05	0.06	0.03

Additional explanation : <sup>(1)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	2.47	2.12	2.29

## Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	0.00000368	0.00000288	0.00000324
Intensity of total energy consumption within the organization (Kilowatt-Hours / Person (employee))	5.50000000	4.50000000	5.50000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

##### Summary of the Company's Water Management

The company places great importance on effective water resource management. Regular maintenance and quality inspections of the internal water supply system are conducted to ensure efficient and optimal water usage throughout the production process.

##### Performance Highlights

**Actual water usage was consistently lower than the target** in all three years

**Improved efficiency** despite increased production in 2023

Demonstrates the company's success in controlling and reducing water consumption in a sustainable manner

Reference link for company's water management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 36,541.00 Cubic meters	2024 : Reduced by 3.5% or 35,261.00 Cubic meters

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

##### Summary of the Company's Water Management

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##### Performance Highlights

**Actual water usage was consistently lower than the target** in all three years

**Improved efficiency** despite increased production in 2023

Demonstrates the company's success in controlling and reducing water consumption in a sustainable manner

### Information on water management

#### Water withdrawal by source



	2022	2023	2024
<b>Total water withdrawal (Cubic meters)</b>	35,842.00	36,541.00	35,261.00
Water withdrawal by third-party water (cubic meters)	4,530.00	4,570.00	4,170.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	31,312.00	31,971.00	31,091.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	79.12	76.93	84.56
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.05	0.05	0.05

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water discharge by destinations

	2022	2023	2024
<b>Total wastewater discharge (cubic meters)</b>	26,297.60	22,414.40	24,092.00

### Water consumption

	2022	2023	2024
<b>Total water consumption (Cubic meters)</b>	9,544.40	14,126.60	11,169.00

### Recycled water consumption

	2022	2023	2024
<b>Total recycled water for consumption (Cubic meters)</b>	0.00	0.00	0.00

### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01423758	0.01920337	0.01577974
Intensity of total water consumption (Cubic meters / Person (employee))	79.12000000	79.93000000	84.56000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	1,116,807.65	1,190,784.15	1,147,538.06
Total water withdrawal expense from third-party water (Baht)	1,116,807.65	1,190,784.15	1,147,538.06
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.17	0.17	0.17
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.17	0.16	0.16
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	2,465.36	2,506.91	2,751.89

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

#### Waste, Pollution, and Waste Management

The growing issue of waste pollution due to the increasing volume of waste disposal can cause disturbances to communities and society. The company recognizes the problems arising from business processes and has therefore set a target to reduce waste in order to minimize the amount sent for disposal. This also builds trust that the company can appropriately manage and mitigate negative impacts from its operations that may affect nearby communities and society.

The company follows the 3R principle in waste management: **Reduce**, **Reuse**, and **Recycle**. Efforts are also made to promote waste segregation among employees by encouraging them to properly sort waste into general waste, recyclable waste, and hazardous waste, enabling effective waste handling.

#### Waste Reduction Activities in 2024 (B.E. 2567)

##### Reduce:

Replacing hydraulic machinery with electric-powered machines to minimize raw material losses.

##### Reuse:

Reusing packaging to optimize resource use and reduce packaging costs.

##### Recycle:

Recycling production waste into reusable plastic crates for internal company use.

In addition, waste management covers all business processes, including waste from production and packaging. Waste is categorized into hazardous, non-hazardous, and recyclable (or non-recyclable) types. Pollution management also encompasses various types of pollution such as air, odor, noise, chemicals, and hazardous substances—excluding water pollution. These pollutants may originate from production machinery or vehicles used in transportation, which could directly affect the health and safety of employees and nearby communities.

The company has implemented an efficient waste sorting system alongside awareness campaigns and stakeholder engagement to help achieve the 2024 waste reduction goals effectively and satisfactorily.

Furthermore, the company conducts environmental quality assessments within production processes, offices, and surrounding areas at least once a year. In 2024, measurements showed that air quality, odor, noise, and lighting levels were all within the standard limits as stipulated by law.

Reference link for company's waste management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
Page number of the reference link : 38

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2023 : non-hazardous waste 300,997.00 Kilograms	2024 : Increased by 10% or 273,634.00 Kilograms	• Reuse

## Information on performance and outcomes of waste management

### Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

The "Transforming Waste into Merit" project: The company has donated used plastic bottles to Wat Chak Daeng for recycling into monk robes and ceremonial cloths.

### Information on waste management

#### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
Total waste generated (Kilograms)	883,100.00	207,788.86	200,321.50
Total non-hazardous waste (kilograms)	671,000.00	193,848.86	181,251.50
Total hazardous waste (kilograms)	212,100.00	13,940.00	19,070.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	1.32	0.28	0.28
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	1.00	0.26	0.26
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.32	0.02	0.03

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	0.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The company places great importance on managing and reducing greenhouse gas emissions. It has identified that the main sources of emissions from its business activities are the use of electricity from air conditioning systems in offices and fuel consumption from company vehicles. Therefore, the company has implemented continuous maintenance measures for air conditioning systems in accordance with its energy conservation plan throughout the year 2024. In addition, the company has installed a rooftop solar energy system (Solar Rooftop) to reduce electricity consumption in the production process, which in turn decreases greenhouse gas emissions resulting from electricity generation.

Reference link for company's greenhouse gas management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 39

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Carbon Neutrality

#### Setting carbon neutrality targets

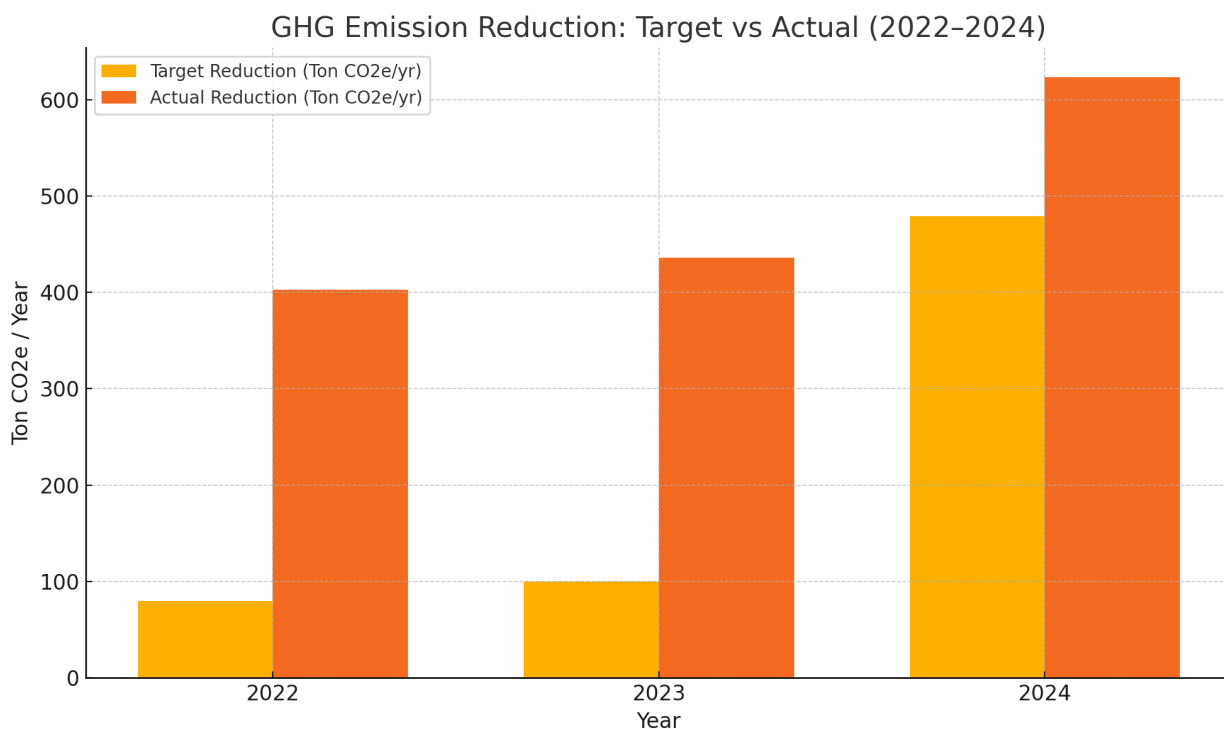
##### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 2	2023 : Greenhouse gas emissions 0.00 tCO <sub>2</sub> e	2024 : Reduced by 2,511.00 tCO <sub>2</sub> e	None

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

### Diagram of performance and outcomes in greenhouse gas management



#### Information on greenhouse gas management

##### The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	403.00	436.00	623.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	403.00	436.00	623.00

##### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	0.000601	0.000593	0.000880
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.89	0.92	1.49
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	0.89000000	0.92000000	1.49000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Information on verification of the company's greenhouse gas emissions over the past year

##### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

### Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

**Remarks** - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

## ESG Performance

Company Name : UNION PLASTIC PUBLIC COMPANY LIMITED      Symbol : UP  
Market : SET      Industry Group : Industrials      Sector : Petrochemicals & Chemicals

### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes  
Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights, Others : The right to fair wages that are sufficient for a decent living and the right to work with dignity.

The company places great importance on human rights for all individuals involved with the organization. The key policies are as follows:

1. Treat everyone equally and respect human rights.
2. Do not support or engage in human rights violations, and avoid risks that may lead to violations.
3. Promote and encourage work practices that uphold human rights.
4. Communicate human rights guidelines to employees and business partners to ensure understanding and compliance.
5. If any human rights violations are found, the company will investigate and, if necessary, provide remedies.
6. Establish a channel for receiving complaints related to human rights violations.
7. Develop a human rights management system to reduce risks and prevent issues.
8. Continuously monitor and ensure compliance with this policy.
9. Encourage business partners to adhere to human rights principles.
10. Those who violate this policy may face disciplinary action and legal consequences.

#### Information on review of social and human rights policies, guidelines, and/or goals over the past year

##### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes  
Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights, Others : The right to access information and transparency, including digital rights and the protection of per

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#### Information on compliance with human rights principles and standards



## Compliance with human rights principles and standards<sup>(2)</sup>

Human rights management principles and standards : Others : Human Rights of Labor laws

Remark: <sup>(2)</sup> Throughout its history, the company has operated based on good governance principles, aligning with labor practices and complying with labor laws. Employment decisions are made without discrimination regarding race, religion, gender, or age. The company adheres to fair treatment of employees, emphasizing equality, equity, and freedom, while recognizing the value of life and physical well-being. It also prioritizes employees' quality of life to ensure happiness in their workplace.

### Information on Human Rights Due Diligence : HRDD

#### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company has implemented **human rights training** for board members, executives, and employees to reinforce principles of equality and non-discrimination. To strengthen risk management:

**Human rights due diligence (HRDD)** is conducted using impact severity and likelihood assessments, categorizing risk levels as **low, medium, high, or very high**.

Key human rights risks are identified based on stakeholder feedback and business value chain analysis.

The company aligns with **Sustainable Development Goals (SDGs)**, particularly **SDG 3, SDG 4, SDG 5, and SDG 8**, by focusing on:

- Workplace safety**
- Equal access to training for all employees**
- Respect for labor rights and non-discrimination**
- Enhancing quality of life for communities and society**

Reference link for the information and an HRDD process : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 47

### Information on other social management

#### Plans, performance, and outcomes related to other social management

##### Social Sustainability

The company emphasizes social development and employee well-being through the following initiatives:

**Employee Development:** Promoting training and skill development for employees at all levels.

**Workplace Safety & Well-being:** Implementing safety measures to ensure a secure and healthy work environment.

**Community Engagement:** Supporting social initiatives such as education, community development, and volunteer activities.

### Information on incidents related to legal or social and human rights violations

#### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type : Company  
Data disclosure coverage (%) : 0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan : Yes  
Employee and labor management plan implemented by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Occupational health and safety in workplace, Others : There is an employee welfare committee.

#### Employees and Workforce

The Company adheres to human rights principles from recruitment to employee care, ensuring that all employees and personnel feel a sense of belonging as part of one corporate family.

#### Employment

The Company recognizes the importance of improving the quality of life for persons with disabilities and promoting opportunities for them to demonstrate their abilities. This initiative helps generate income, fosters self-reliance, and reduces the burden on families and society in line with the Company's policies.

The Company employs workers without discrimination, ensuring equal treatment regardless of gender, nationality, race, social class, religion, beliefs, or social status. It also embraces diversity in thought and perspective. In the past year, the workforce composition included **61.87% female employees** and **38.13% male employees**.

In 2024, the Company complied with the **Persons with Disabilities Empowerment Act B.E. 2550 (2007), Sections 33 and 35**, by employing **six persons with disabilities** at a ratio of **1 disabled person per 100 employees**, exceeding the legal requirements. Additionally, the Company strictly **prohibits child labor** below the legally required age and does not engage in **forced labor** within the Company or its supply chain

Reference link for employee and labor management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
Page number of the reference link : 43

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee and labor management goals? : Yes

#### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"><li>Fair employee compensation</li><li>Employee training and development</li></ul>	-	2023: -	2024: -

### Information on performance and outcomes for employee and labor management

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

### Summary of Employee Statistics for the Year 2024

In 2024, the company had a total of **417 employees**, comprising **411 regular employees** (representing **98.56%**) and **6 employees with disabilities** (representing **1.44%** of the total workforce).

By gender:

There were **159 male employees**, accounting for **38.13%**

And **258 female employees**, accounting for **61.87%**

This indicates a noticeably higher proportion of female employees compared to male employees.

### Diagram of performance and outcomes for employee and labor management



### Information on employment

#### Employment

	2022	2023	2024
Total Employment (Person)	453	475	417
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	453	475	417
Male employees (persons)	175	178	159
Percentage of male employees (%)	38.63	37.47	38.13

	2022	2023	2024
Female employees (persons)	278	297	258
Percentage of female employees (%)	61.37	62.53	61.87
<b>Total of workers who are not employees (Person)</b>	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	108	135	106
Percentage of employees under 30 years old (%)	23.84	28.42	25.42
Total number of employees 30-50 years old (Persons)	250	248	159
Percentage of employees 30-50 years old (%)	55.19	52.21	38.13
Total number of employees over 50 years old (Persons)	95	92	152
Percentage of employees over 50 years old (%)	20.97	19.37	36.45

### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	43	49	39
Percentage of male employees under 30 years old (%)	24.57	27.53	24.53
Total number of male employees 30-50 years old (Persons)	90	91	58
Percentage of male employees 30-50 years old (%)	51.43	51.12	36.48
Total number of male employees over 50 years old (Persons)	42	38	62
Percentage of male employees over 50 years old (%)	24.00	21.35	38.99

### Number of female employees categorized by age

	2022	2023	2024
--	------	------	------

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	65	86	67
Percentage of female employees under 30 years old (%)	23.38	28.96	25.97
Total number of female employees 30-50 years old (Persons)	160	157	101
Percentage of female employees 30-50 years old (%)	57.55	52.86	39.15
Total number of female employees over 50 years old (Persons)	53	54	90
Percentage of female employees over 50 years old (%)	19.06	18.18	34.88

### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	426	446	389
Percentage of employees in operational level (%)	94.04	93.89	93.29
Total number of employees in management level (Persons)	21	22	21
Percentage of employees in management level (%)	4.64	4.63	5.04
Total number of employees in executive level (Persons)	6	7	7
Percentage of employees in executive level (%)	1.32	1.47	1.68

### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	158	161	143
Percentage of male employees in operational level (%)	90.29	90.45	89.94
Total number of male employees in management level (Persons)	16	16	15
Percentage of male employees in management level (%)	9.14	8.99	9.43
Total number of male employees in executive level (Persons)	1	1	1
Percentage of male employees in executive level (%)	0.57	0.56	0.63

### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	268	285	246
Percentage of female employees in operational level (%)	96.40	95.96	95.35
Total number of female employees in management level (Persons)	5	6	6
Percentage of female employees in management level (%)	1.80	2.02	2.33
Total number of female employees in executive level (Persons)	5	6	6
Percentage of female employees in executive level (%)	1.80	2.02	2.33

### Significant changes in the number of employees

Significant changes in number of employees over the past 3 : Yes  
Years

#### Organization-Wide Summary

2022: **453 employees**

2023: **475 employees** (+22 from 2022)

2024: **417 employees** (-58 from 2023)

▼ **Net decrease of 36 employees** from 2022 to 2024.

Overall, the organization experienced a rise in total headcount in 2023, followed by a significant drop in 2024 — especially within the **Engineering** and **Factory** departments.

### Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	72	76	67
Northern (Person)	7	7	6
Central (Person)	32	34	30
Northeastern (Person)	32	34	30
Southern (Person)	7	7	6
Eastern (Person)	21	22	19

### Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	106	111	97
Northern (Person)	5	5	4
Central (Person)	38	40	35

	2022	2023	2024
Northeastern (Person)	104	109	96
Southern (Person)	3	3	3
Eastern (Person)	26	27	24

### Employment of workers with disabilities

	2022	2023	2024
<b>Total employment of workers with disabilities (persons)</b>	6	6	6
Percentage of disabled workers to total employment (%)	1.32	1.26	1.44
<b>Total number of employees with disabilities (Persons)</b>	6	6	6
Total male employees with disabilities (persons)	5	5	5
Total female employees with disabilities (persons)	1	1	1
Percentage of disabled employees to total employees (%)	1.32	1.26	1.44
<b>Total number of workers who are not employees with disabilities (persons)</b>	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
<b>Contributions to empowerment for persons with disabilities fund</b>	No	No	No

### Information on compensation of employees

#### Employee remuneration by gender

	2022	2023	2024
<b>Total employee remuneration (baht)</b>	142,460,000.00	149,240,000.00	143,820,000.00
Total male employee remuneration (baht)	56,984,000.00	53,950,191.00	54,253,388.34
Percentage of remuneration in male employees (%)	40.00	36.15	37.72
Total female employee remuneration (baht)	85,476,000.00	95,289,809.00	89,566,611.66
Percentage of remuneration in female employees (%)	60.00	63.85	62.28
Average remuneration of employees (Baht / Person)	314,481.24	314,189.47	344,892.09
Average remuneration of male employees (Baht / Person)	325,622.86	303,090.96	341,216.28

	2022	2023	2024
Average remuneration of female employees (Baht / Person)	307,467.63	320,841.11	347,157.41
Ratio of average remuneration of female employees to male employees	0.94	1.06	1.02

### Employee remuneration categorized by department over the past year

Department / Line of work / Unit / Business group	Employee remuneration (baht)
Departments Summary: Accounting and Finance Factory Operations Engineering Internal Audit Others Total: 5 departments	143,820,000.00
<b>Total employee remuneration</b>	<b>143,820,000.00</b>

### Provident fund management policy

Provident fund management policy : Have

The Company and its employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. Both the employees and the Company contribute to the fund monthly at a rate of 3 percent of basic salary. The fund, which is managed by BBL Asset Management Co., Ltd., will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2024 amounting to approximately Baht 3 million (2023: Baht 2 million) were recognised as expenses.

Reference link for provident fund management policy : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 146

### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	453	475	417
Proportion of employees who are PVD members (%)	100.00	100.00	100.00
Total amount of provident fund contributed by the company (baht)	2,291,295.00	2,340,693.00	2,291,149.98
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.61	1.57	1.59

### Information on employee development

#### Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	13.47	10.40	15.00



	2022	2023	2024
Total amount spent on employee training and development (Baht) <sup>(3)</sup>	45,505.62	127,026.32	612,632.11
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000071	0.000184	0.000931
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000068	0.000173	0.000866

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

Remark: <sup>(3)</sup> Employee Knowledge Development

The company places great importance on employee development by implementing a training plan consisting of 272 courses, primarily focusing on in-depth skills and specialized competencies.  
In 2024, the total training hours amounted to 6,255.60 hours, with an average of 13.81 training hours per employee per year.

## Information on safety, occupational health, and work environment

### Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	1,050,792.00	1,087,464.00	1,032,008.00
Total number of hours worked by employees (Hours)	1,050,792.00	1,087,464.00	1,032,008.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	7	9	16
Total number of employees that lost time injuries for 1 day or more (Persons)	7	9	5
Percentage of employees that lost time injuries for 1 day or more (%)	1.55	1.89	1.20
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) <sup>(*)</sup>	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) <sup>(**)</sup>	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	103	92	43
Total number of male employee turnover leaving the company voluntarily (persons)	36	33	17
Total number of female employee turnover leaving the company voluntarily (persons)	67	59	26
Proportion of voluntary resignations (%)	22.74	42.40	35.83
Percentage of male employee turnover leaving the Company voluntarily (%)	7.95	6.95	4.08
Percentage of female employee turnover leaving the Company voluntarily (%)	14.79	12.42	6.24
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee, Other : There is a Committee on Occupational Safety, Health, and Environment.

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Other : Obtaining consent from data owners before collecting, accessing, and modifying their data. Data owners should be able to access, modify, or request the deletion of their own information.
Reference link to consumer data privacy and protection policy and guidelines	:	<a href="http://unionplastic.co.th/uploads/grBi420231124141720.pdf">http://unionplastic.co.th/uploads/grBi420231124141720.pdf</a>
Page number of the reference link	:	1-3

#### Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Others : Promoting products ethically by avoiding marketing practices that pressure consumers or mislead them about the product's outcomes.

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Appropriate marketing communications through digital channels

### Information on customer management plan

#### Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Development of customer satisfaction and customer relationship

#### Evaluation Summary and Improvement Plan

##### 1. Customer Satisfaction Average Score: 82-83% (exceeding the 80% target)

◆ Key Issues: Unable to maintain a 3-day stock, leading to delivery delays. Product quality issues with defective items reaching customers.

✔ Improvement Plan: Improve the production process to reduce defects and establish a 3-day stock. Hold meetings with relevant teams to address delivery issues.

##### 2. Product Quality Average Score: 80-84%

◆ Key Issues: Defective products reaching customers. Delayed internal communication, slowing problem resolution.

✔ Improvement Plan: Create a list of recurring issues and analyze solutions. Enhance Q-Point and Limit Sample standards. Improve communication within the organization and with customers.

##### 3. Quotation & Cost Average Score: 81-94%

◆ Key Issues: Incomplete quotation data. Pricing is not competitive.

✔ Improvement Plan: Gather more accurate and complete data from customers before preparing quotes. Adjust pricing structure to enhance competitiveness.

##### 4. Delivery Average Score: 86-91%

◆ Key Issues: Insufficient Safety Stock affecting timely deliveries. Frequent urgent/special deliveries.

✔ Improvement Plan: Maintain a minimum of 3 days of Safety Stock. Hold daily meetings at 3:00 PM to address delivery issues.

##### 5. Service Average Score: 82-86%

- ◆ Key Issues: Delayed response to customer inquiries due to dependency on other departments.
- ✔ Improvement Plan: Improve feedback response time. If an issue cannot be resolved immediately, notify customers 1-2 days in advance.

6. Engineering Average Score: 84-90%

- ◆ Key Issues: Lack of R&D support from the parent company, limiting product design and development collaboration with customers.

- ✔ Improvement Plan: Hire R&D experts to provide support and consultancy in design and development.

Overall Summary The evaluation results are positive (above 80%). Key areas needing improvement: Product quality, stock management, and customer communication. Recommended actions: Strengthen defect prevention, enhance the quotation process, and improve stock management.

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals : No

#### Details of setting customer management goals

### Information on performance and results of customer management

#### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The company conducts a customer satisfaction survey annually.

### Diagram of performance and outcomes of customer management



### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

### Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes  
customers/consumers

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## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : <http://unionplastic.co.th/uploads/DFNCm20250327182040.pdf>

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Sports and recreation, Others : Strengthening communities by supporting their participation in decision-making related to the company's projects.

#### Presented scholarships, educational supplies, sports equipment, and fire extinguishers

at Wat Khlong Suan School, Ban Pho District, Chachoengsao Province.

Reference link for company's community and social management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 48-49

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : Yes

#### Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Religion and culture	Number of projects supporting religious and cultural activities.	2023: -	2024: -

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

The company promotes religious and cultural activities, such as Songkran and Loy Krathong traditions, in collaboration with the community.

#### Diagram of performance and outcomes in community and social management



## Benefit from implementing social development project

### Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Donations / Grants (Baht)	5,000.00	5,000.00	5,000.00

### Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2022	2023	2024
Beneficiaries of the company's community development projects (%)	50.00	60.00	70.00

## Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	5,000.00	5,000.00	5,000.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	0.000780	0.000725	0.000760
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	0.000746	0.000680	0.000706

Additional Explanation : (\*) Total revenues and total expenses from total financial statement

**Remarks** - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.



## ESG Performance

Company Name : UNION PLASTIC PUBLIC COMPANY LIMITED      Symbol : UP  
Market : SET      Industry Group : Industrials      Sector : Petrochemicals & Chemicals

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### Corporate Governance Policy

#### Information on overview of the policy and guidelines

##### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors places great importance on good corporate governance and is committed to conducting business with transparency and accountability, adhering to the intention of conducting business with morality, free from corruption, and taking into account all groups of stakeholders. In 2019, the Board of Directors of Union Plastic Public Company Limited reviewed the content and revised the 2012 Good Corporate Governance Principles (CG Principles) and the Code of Conduct, which integrates social, environmental, and corporate governance issues (Environmental, Social, and Governance: ESG) by applying the 2017 Good Corporate Governance Principles (CG Code), the criteria of the Thai Listed Companies Governance Survey Project (CGR), and the criteria for assessing the quality of the annual general meeting of shareholders (AGM) to supervise, monitor, and review the development of the company to have a management system that is moral, transparent, and accountable, which helps build confidence among shareholders, investors, and all groups of stakeholders. The Company requires that directors, executives, and employees be aware of the guidelines and implement them for maximum benefit. It promotes knowledge of the Company's ethics to all employees at all levels, emphasizing the creation of awareness among employees from the beginning of their employment through orientation, along with communicating and explaining the principles and guidelines for all employees to have knowledge, understanding and be able to strictly apply them as principles in their work. The revised Good Corporate Governance Manual and Business Ethics are disclosed on the company website ([www.unionplastic.co.th](http://www.unionplastic.co.th)).

**The principles and practices of the Board of Directors' corporate governance are divided into 8 main points as follows:**

Principle 1 Role and responsibilities of the Board

Principle 2: Determining the Company's Objectives and Goals

Principle 3: Strengthening the effectiveness of the board

Principle 4: Recruitment and development of senior executives and personnel management

Principle 5: Promoting innovation and responsible business      Principle 6 Risk Management and Internal Control

Principle 7 Financial Information and Disclosure

Principle 8: Promote stakeholder engagement and communication.

Reference link for the full version of corporate governance policy and guidelines : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 62

##### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies, Other guidelines regarding the board of directors

##### Nomination of Directors

The Board of Directors consists of individuals with knowledge, expertise, and experience that can greatly benefit the company. They are dedicated and commit their time fully to fulfilling their responsibilities. The Board is appointed by shareholders to oversee the company's operations, appoint the management team responsible for business operations, establish specialized committees as assigned, appoint the company's auditors, and appoint the company secretary to handle

meeting arrangements and ensure compliance with legal requirements. The policy and guidelines related to the Board of Directors are outlined

Reference link for Nomination of Directors : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 62

## Determination of Director Remuneration

Union Plastic Public Company Limited is committed to being a leading manufacturer of plastic components in the country, building trust among shareholders and stakeholders in business operations, and promoting continuous and sustainable development and growth. The company conducts its business responsibly, fairly, transparently, and in a manner that is auditable, adhering to good corporate governance principles and ethical standards. The ultimate goal is to maximize benefits for shareholders and relevant stakeholders.

To achieve this, the Board of Directors has established a corporate governance policy to serve as a guideline for directors, executives, and all employees of the company to follow. The policy includes the following principles:

The company's directors, executives, and employees shall manage and operate with honesty, transparency, fairness, and accountability. They shall carefully monitor and address conflicts of interest while strictly opposing all forms of corruption, both direct and indirect, in accordance with good corporate governance principles and the established business code of conduct.

The company supports participation and communication to ensure that all shareholders are treated equally, have the right to access information and disclosures, and have appropriate channels to communicate with the company.

The company promotes and supports the maintenance of financial credibility, ensuring the disclosure of important corporate information, both financial and non-financial, in an adequate, accurate, reliable, timely, and transparent manner.

The company promotes and establishes a control system, including financial control, operational control, corporate governance, internal audit, and appropriate and effective risk management.

The company values the rights of all stakeholders, including shareholders, creditors, business partners, competitors, employees, communities, and the environment. It ensures that these rights and agreed-upon terms are protected and properly upheld in accordance with legal regulations and corporate social responsibility principles, which contribute to the company's sustainable growth.

The company defines a business code of conduct to serve as a guideline for directors, executives, and employees to follow alongside the company's regulations and policies.

The company conducts annual self-assessments at both individual and collective levels for the Board of Directors to evaluate their performance and responsibilities.

The company requires all directors, executives, and employees to acknowledge and adhere to these guidelines to maximize benefits. It promotes awareness of the company's code of conduct among employees at all levels, fostering ethical consciousness from the beginning of employment through orientation programs, along with continuous communication and clarification of principles and practices. Employees are expected to fully understand and strictly apply these guidelines in their work. The company publicly discloses its Corporate Governance Manual and Business Code of Conduct on its website ([www.unionplastic.co.th](http://www.unionplastic.co.th)).

Reference link for Determination of Director Remuneration : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 63

## Independence of the Board of Directors from the Management

### Independence of the Board of Directors

The board of directors must make judgments, express opinions, and vote on matters within their authority independently.

If a board member's decision is influenced by work-related or family pressures, or if they have a vested interest in the matter, such circumstances may distort their judgment in favor of themselves, close associates, or for personal gain.

Therefore, the independence of the directors is of paramount importance in safeguarding the interests of shareholders and the company. Directors who lack independence should refrain from participating in decision-making processes.

Reference link for Independence of the Board of Directors : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
from the Management

Page number of the reference link : 63

## Director Development

The company requires an orientation program for newly appointed directors and provides a director's handbook along with relevant documents and information beneficial to their role. Additionally, business briefings are conducted to enhance their understanding of the company's business operations, governance policies, and corporate best practices.

The company encourages directors to enhance their knowledge, skills, and competencies in corporate governance, industry-specific matters, and other beneficial training programs. Directors are encouraged to attend training courses offered by the Thai Institute of Directors Association (IOD) and other relevant institutions throughout the year.

Furthermore, the company supports **internal training sessions (In-House Briefings)** by inviting experts and consultants to present information beneficial to the company's business regularly.

Reference link for Director Development : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 65

## Board Performance Evaluation

### Performance Evaluation of the Board of Directors

The Board of Directors arranges for an annual performance evaluation of the Board and its sub-committees. The evaluation is conducted both individually and collectively at least once a year. The results are used collectively to assess performance, identify issues, and implement improvements.

In 2024, the company conducted self-assessments for the Board of Directors as a whole and individually, as well as self-assessments of the Audit Committee, the Nomination Committee, and evaluations by the Nomination and Remuneration Committee.

Reference link for Board Performance Evaluation : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 64

## Corporate Governance of Subsidiaries and Associated Companies

### Governance of Subsidiaries and Associated Companies

Currently, the company does not have any subsidiaries. In the case of associated companies, the company sends representatives to attend shareholder meetings on an annual basis.

Regarding the principles of holding positions as directors, advisors, experts, or any other positions in other companies, organizations, or legal entities within the group, executives must be appointed by a resolution of the Board of Directors. Senior executives, executives, and employees of such companies must notify the Board of Directors of the company where they work or the highest-ranking executive of their company, as the case may be.

Reference link for Corporate Governance of Subsidiaries and Associated Companies : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 68

## Fair Treatment of Shareholders

### Protection of Shareholders' Rights

The Company has established measures to ensure that all shareholders are treated equally and fairly. Policies and practices regarding shareholders' rights and equitable treatment have been documented in writing and are strictly adhered to by the Board of Directors, executives, and all employees. These principles are incorporated in the Company's Corporate Governance Manual, which reflects the Company's ethical standards and code of business conduct.

Reference link for the other policy and guidelines : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 69

## Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

## Shareholder

### Policies and Practices Regarding Shareholders and Stakeholders

In conducting its business, **Union Plastic Public Company Limited's** Board of Directors recognizes its responsibilities and

is committed to adhering to the principles of good corporate governance. This ensures the efficiency of organizational management, enhancing the company's business operations to achieve effective results based on sustainable and stable growth while generating appropriate returns for all stakeholders, including shareholders.

Additionally, the company has established an **Anti-Corruption Policy** to outline its direction and framework for preventing corruption. This policy aligns with the principles of good corporate governance, which are widely accepted as appropriate for adapting to the economic and social environment of the country. The company requires its **directors, executives, employees, and all related parties** to strictly adhere to this anti-corruption policy in conducting business. This commitment aims to position the company as a well-managed, efficient, ethical, and responsible organization.

The company has also published its **policies and practices on anti-corruption, conflict of interest, and disciplinary actions in case of violations** in its **Corporate Governance Handbook and Business Code of Conduct**, which are available on the company's website: [www.unionplastic.co.th](http://www.unionplastic.co.th).

Reference link for Shareholder : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 68

## Employee

Employee operations regarding policies and practices:

Employees are provided with essential knowledge from their very first day of work through an orientation program.

Reference link for Employee : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 43

## Customer

The company is committed to prioritizing customer satisfaction. Therefore, it has implemented the ISO 9001:2015 and IATF 16949:2016 quality management standards within the organization. These standards help ensure that internal processes are systematic, continuously improved, and capable of delivering high-quality products that meet customer requirements. The company has established the following operational guidelines:

- Conduct business with integrity, transparency, and fairness, treating all customers equally while continuously fostering good relationships with them.
- Manufacture, deliver, and provide services with products that are of high quality, safe for users, and meet or exceed customer expectations at a fair price.
- Strictly comply with the terms and conditions agreed upon with customers. In cases where it is not possible to fulfill an agreement, the company must promptly inform the customer in advance to jointly find solutions and prevent damages.
- Provide accurate and truthful information regarding products and services, avoiding any false or misleading claims that may confuse customers or lead to misunderstandings about product quality, quantity, or other conditions.
- Commit to the continuous improvement of products and services, including the development of new innovations that add value to the company's offerings.
- Listen to suggestions, comments, or complaints regarding products or services, and use that feedback to make prompt, fair improvements and corrections.
- Treat customer confidential information seriously and consistently, and never use such information for personal gain or for the benefit of others.
- Refrain from requesting, accepting, or offering any dishonest benefits to or from customers.

Reference link for Customer : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 32

## Business competitor

The main commercial competition can be categorized by business sectors as follows:

**Automotive industry:** 17 major competitors

**Motorcycle industry:** 16 major competitors

**Electrical appliances industry:** 6 major competitors

**Other industries:** 4 major competitors

Reference link for Business competitor : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 10

## Business partner

### Treatment of Business Partners and Creditors

The company conducts its business based on fair and supportive treatment of its business partners and creditors by fostering good business relationships and treating all parties equitably. Decisions are made in the best interest of the company while avoiding conflicts of interest and strictly honoring commitments to achieve mutual benefit. The guidelines are as follows:

Treat business partners and creditors fairly and equally, without taking advantage of them, and ensure that both parties receive fair returns.

Enter into fair contracts and strictly comply with the terms and conditions agreed upon. In cases where the company foresees an inability to meet such terms or conditions, it must promptly notify and negotiate with the partner or creditor to find a resolution and prevent any potential damage.

Regularly monitor, inspect, and evaluate the quality of goods and services provided by partners to support continuous improvement and compliance with standards.

Refrain from any actions that would assist partners in evading taxes legally owed to the government.

Foster positive relationships and mutual understanding with partners through knowledge sharing and collaborative development of products and services to enhance their value.

Do not request, accept, or offer any benefits beyond those specified in agreements with business partners or creditors.

If any dishonest benefits are found to have been requested or given, both parties must work together to verify the facts and resolve the issue promptly and fairly.

Avoid involvement in any activities with partners that may conflict with or harm the company's interests.

In cases where the company cannot fulfill agreed-upon terms, it must notify the business partner or creditor in advance to find a mutual solution.

Clearly communicate with business partners and creditors regarding the importance of respecting human rights, treating their employees fairly, and upholding social and environmental responsibility.

Reference link for Business partner : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 32

## Creditor

### Treatment of Business Partners and Creditors

The company conducts its business based on fair and supportive treatment of its business partners and creditors by fostering good business relationships and treating all parties equitably. Decisions are made in the best interest of the company while avoiding conflicts of interest and strictly honoring commitments to achieve mutual benefit. The guidelines are as follows:

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In cases where the company cannot fulfill agreed-upon terms, it must notify the business partner or creditor in advance to find a mutual solution.

Clearly communicate with business partners and creditors regarding the importance of respecting human rights, treating their employees fairly, and upholding social and environmental responsibility.

Reference link for Creditor : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

## Government agencies

### Compliance with Laws, Regulations, and Standards in All Aspects

Good corporate governance

Adherence to ethical frameworks, relevant rules, and regulations

Environmental, energy, water, and waste management in accordance with, and exceeding, standard requirements

Efficient energy management

Disclosure of performance results through the Sustainability Report and Annual Report

Dissemination, exchange, research, and joint development of knowledge and innovation

Reference link for Government agencies : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 32

## Community and society

### Responsibilities to Society, Community, and the Environment

The company recognizes that sustainable growth must be accompanied by a strong commitment to social, community, and environmental responsibility. Therefore, the company has established the following guidelines:

Continuously instill a sense of responsibility for society, community, and the environment among employees at all levels.

Strictly monitor and ensure compliance with relevant laws and regulations.

Promote the development of innovations in both operations and environmentally friendly products.

Support and encourage projects or activities that aim to improve the environment in accordance with ISO 14001 standards and legal requirements.

Prioritize activities that contribute to the development of society, communities, and the environment, focusing on the conservation and creative use of natural resources.

Continuously improve production processes and operations to prevent negative impacts, use natural resources responsibly, and minimize unnecessary waste.

Avoid any actions that could damage natural resources or the environment, and implement preventive measures to avoid pollution.

Do not support activities that pose a threat to society, public morality, and/or promote vice.

Establish a grievance system to handle issues that may affect society and communities, including investigating root causes, implementing corrective measures, and promptly informing complainants of the outcomes.

Promote and support activities under the ISO 14001:2015 environmental management system and energy conservation programs to ensure efficiency and effectiveness.

Communicate and raise awareness among stakeholders about the importance of environmental conservation.

Reference link for Community and society : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 32

## Treatment of Shareholders

### Treatment of Shareholders

The company conducts its business with transparency, fairness, honesty, and accountability, aiming for sustainable growth, strong performance, and the delivery of consistent and appropriate returns to shareholders. It is committed to treating all shareholders equally in accordance with the following principles:

Perform duties with transparency, fairness, honesty, and accountability toward all shareholders, both major and minor, while considering the overall benefit of all stakeholders.

Manage the company to ensure stable, sustainable growth and generate appropriate returns for shareholders.

Respect shareholders' rights and refrain from any actions that violate or infringe upon those rights, ensuring fair and equal treatment of all shareholders.

Make decisions and carry out duties with care and diligence by applying knowledge, management skills, expertise, and experience to the best of one's ability.

Perform duties in compliance with all relevant laws, rules, and regulations.

Provide accurate, regular, and complete reports on the company's status and performance.

Do not seek personal or third-party gains through the use of undisclosed company information or engage in any activity

that may create a conflict of interest with the company.

Reference link for the other policy and guidelines : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 68

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

**Business Ethics** refer to ethical standards that serve as rules and behavioral guidelines, which can be documented and referenced by organizations or individuals with relevant interests. These standards help establish appropriate conduct, customs, and adherence to legal frameworks, serving as a guideline for organizational operations.

This section outlines 10 key ethical practices for conducting business and performing duties under the principles of ethics, morality, and integrity. These practices form a foundation for the company's sustainable growth. The 10 areas of ethics include:

- Safeguarding company assets and protecting confidential information
- Conducting business and performing duties with responsibility and honesty
- Complying with laws, regulations, and international human rights principles
- Using computers and information technology appropriately
- Fair treatment of shareholders
- Fair treatment of business partners and creditors
- Fair treatment of customers
- Fair treatment of business competitors
- Fair treatment of employees
- Responsibility toward society, community, and the environment

Reference link for the full version of business code of conduct : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 72

## Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

## Prevention of Conflicts of Interest

### Conflict of Interest

The Company upholds a policy to protect its legitimate interests and prevent conflicts of interest by establishing the following guidelines:

Refrain from any actions that directly or indirectly conflict with the Company's business interests, including acts that cause the Company to lose benefits, receive fewer benefits than it should, or share benefits unfairly from the Company.

Comply with the rules, procedures, and disclosure requirements for related party transactions in accordance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission.

Avoid any actions that constitute competition with the Company's business, whether directly or indirectly.

Do not seek personal gain through dealings with the Company, such as attempting to sell products or services to the Company for personal benefit.

Directors, executives, and related persons are required to report their securities holdings, including those of their spouses and minor children, within three business days from the date of any purchase, sale, transfer, or receipt of the

Company's securities, in accordance with Section 59 of the Securities and Exchange Act. Such reports must also be submitted to the Board of Directors through the Company Secretary annually and disclosed in the Company's annual report.

Reference link for Prevention of Conflicts of Interest : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 93

## Anti-corruption

### Guidelines on Anti-Corruption and Anti-Bribery Practices

The Board of Directors, the Executive Committee, and all employees of the Company are required to strictly adhere to the Company's Anti-Corruption and Anti-Bribery Policy and uphold high standards of business ethics. They must not engage in corruption or bribery in any form, whether directly or indirectly, including through any party involved in the Company's business operations, as outlined below:

Do not engage in any actions such as giving or receiving gifts, souvenirs, gratuities, or other benefits that could be interpreted as offering or receiving bribes in exchange for undue benefits in relation to one's duties or responsibilities.

All procurement activities must follow the Company's established procedures to ensure transparency and accountability. Business entertainment and related expenses for fulfilling contractual obligations are permitted but must have clear purposes and be auditable.

Employees must not ignore or overlook suspected acts of corruption or bribery that may impact the Company, whether directly or indirectly. Such incidents must be reported to supervisors or responsible personnel, and employees must cooperate in any investigations.

The Company will ensure fairness and protection for employees who refuse to engage in or report corruption or bribery, using established whistleblower protection measures.

The Company is committed to fostering a corporate culture that rejects all forms of corruption and bribery, regardless of the parties involved.

The Anti-Corruption and Anti-Bribery Policy extends to internal personnel management processes, including recruitment, promotion, training, performance evaluation, and compensation.

The Company promotes awareness by encouraging supervisors to communicate anti-corruption policies to employees at all levels and to other parties involved in the Company's business.

The Company is determined to instill a corporate culture that considers corruption, bribery, or improper transactions with public or private entities unacceptable under any circumstances.

Directors, executives, and employees at all levels are strictly prohibited from soliciting, accepting, or engaging in any form of bribery or corruption, directly or indirectly.

The Company complies with all applicable anti-corruption and anti-bribery laws in every country where it operates and cooperates fully with government authorities.

Any person found guilty of engaging in corruption or bribery, in violation of the Company's code of conduct, will be subject to disciplinary action per Company regulations and may also face legal penalties if the act constitutes a legal offense.

The Company has established a responsible structure, risk management, internal control, and internal audit systems to support the anti-corruption policy. These systems are regularly reviewed to ensure they remain effective and in compliance with changes in business operations, regulations, and legal requirements.

The Company maintains a politically neutral stance, supporting the rule of law and democratic governance. The Company does not promote, support, or assist political parties, politicians, or politically affiliated individuals, directly or indirectly. While employees retain their legal political rights and freedoms, political activities within the Company or the use of Company resources for such purposes are strictly prohibited.

Charitable donations using Company funds or assets must be made in the name of the Company only. Donations should be made to certified or reputable foundations, associations, public charitable organizations, temples, schools, hospitals, or social-benefit organizations. All donations must follow the Company's established procedures and be verifiable.

Sponsorships or financial support for special projects or activities must also be made in the name of the Company. These contributions must have clear, legitimate purposes, with no intent of exchanging benefits with any individuals or entities. All transactions must be documented and follow the Company's internal regulations.



Reference link for Anti-corruption : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
Page number of the reference link : 71

## Whistleblowing and Protection of Whistleblowers

### Whistleblowing and Complaint Channels

**By Mail:** Send letters addressed to the Chairman of the Audit Committee and/or the Managing Director of Union Plastic Public Company Limited at No. 11/1 Soi Serithai 62, Min Buri Sub-district, Min Buri District, Bangkok 10510, Thailand.

**Internal Complaint Box:** Located within the Company premises.

**Via the Company Website:** [www.unionplastic.co.th](http://www.unionplastic.co.th) under the “Complaint Submission” section.

Reference link for Whistleblowing and Protection of Whistleblowers : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
Page number of the reference link : 97

## Prevention of Misuse of Inside Information

### Insider Information Management

The Company has implemented a pre-reporting system for the trading of its securities. Any personnel who need to buy or sell the Company’s securities must notify the Company Secretary through this system at least **two days in advance**. In 2024, there were no advance trading reports submitted by any individuals with access to insider information.

The Company also has established guidelines to safeguard the confidentiality of internal information from being disclosed to external parties. All employees are required to comply with confidentiality regulations as outlined in the Company’s work rules. Any employee who violates or fails to comply with these rules will be subject to disciplinary action in accordance with Company policies.

Furthermore, on an annual basis, directors and executives are required to sign a statement of interest disclosure to confirm that they have not engaged in any activities that may result in a conflict of interest with the Company. This includes the misuse of confidential Company information for personal benefit, whether intentionally or unintentionally, or any act that causes damage to the Company. It also covers the disclosure of such information to customers, vendors, service providers, competitors, or any external parties.

Reference link for Prevention of Misuse of Inside Information : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
Page number of the reference link : 94

## Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The company conducts an annual self-assessment on compliance with the business code of conduct for all employees.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <http://unionplastic.co.th/uploads/ZywX820250327142551.pdf>

## Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)  
CAC membership certification status : Certified  
Certification document of CAC membership status : -

## Diagram of participation in anti-corruption networks



**Information on material changes and developments in policy and corporate governance system over the past year**

**Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter**

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : No

Material changes and developments in policy and guidelines over the past year : No

**Implementation of the CG Code for listed companies**

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

**8 Key Principles of Good Corporate Governance (CG Code)**

**Clear Roles of the Board**

Understand duties, take responsibility, and set the organization's direction.

**Appropriate Board Structure**

Diverse, knowledgeable, and independent board with checks and balances.

**Sustainable Strategy Development**

Consider ESG impacts (Environmental, Social, and Governance).

**Risk Management and Internal Control**

Prevent fraud with strong and transparent control systems.

**Promoting Good Corporate Culture**

Uphold ethics, respect human rights, and take social responsibility.

**Transparency in Disclosure**

Provide accurate, clear, and timely information.

**Stakeholder Engagement**

Listen to and fairly address stakeholder interests.

#### **Innovation and Adaptability**

Develop and adapt the organization to stay ahead of change.

### **Other corporate governance performance and outcomes**

#### **Corporate Governance Report (CGR) Assessment Results: 2020 – 2024**

Based on the CGR (Corporate Governance Report) assessment results from 2020 to 2024, the company has consistently maintained a high level of performance. The details are as follows:

2020: **84%**

2021: **84%**

2022: **83%**

2023: **83%**

2024: **84%**

The overall results reflect the company's strong commitment to adhering to good corporate governance principles consistently. The company has sustained high assessment scores and continues to improve in alignment with long-term governance standards.

# Corporate Governance Structure

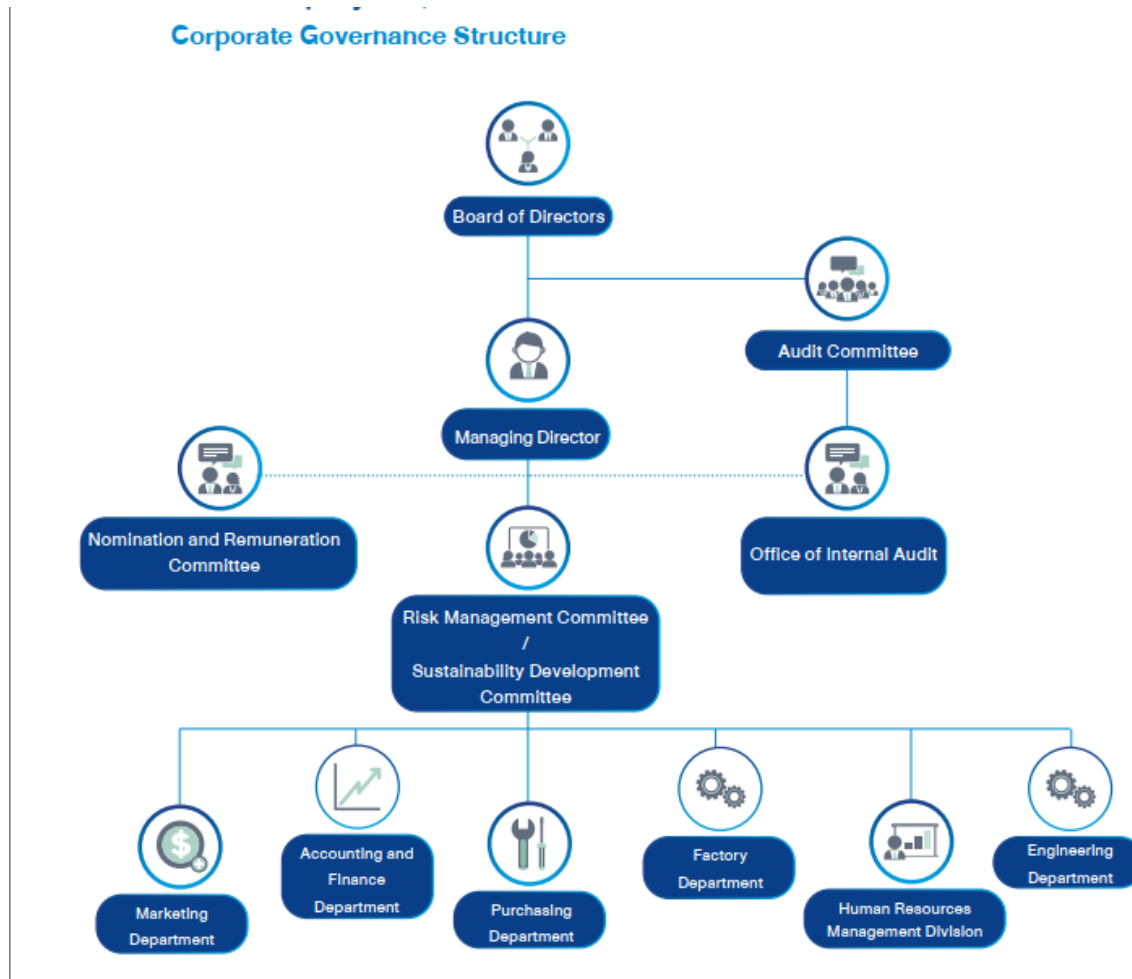
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 3 Oct 2024

Corporate governance structure diagram



Corporate Governance Structure

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	9	
	6	3

	2024	
	Male (persons)	Female (persons)
Executive directors	1	
	1	0
Non-executive directors	8	
	5	3
Independent directors	3	
	1	2
Non-executive directors who have no position in independent directors	5	
	4	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	66.67	33.33
Executive directors	11.11	
	11.11	0.00
Non-executive directors	88.89	
	55.56	33.33
Independent directors	33.33	
	11.11	22.22
Non-executive directors who have no position in independent directors	55.56	
	44.44	11.11

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	62	
	64	60

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PRICHA LEELANUKROM  Gender: Male  Age : 65 years  Highest level of education : Master's degree  Study field of the highest level of education : Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the Board of Directors  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jan 2024	<p>Statistics, Engineering, Human Resource Management, Risk Management, Change Management</p>
<p>2. Ms. JUTATIP ARUNANONDCHAI  Gender: Female  Age : 53 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	18 Mar 2009	<p>Law, Audit, Finance, Property Development, Finance &amp; Securities</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. BUNJURD THANGLERTPAIBUL  Gender: Male  Age : 66 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Law  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors,  Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	18 Mar 2009	Law, Audit, Transportation & Logistics, Internal Control
<p>4. Mrs. CHANTORNTREE DARAKANANDA  Gender: Female  Age : 61 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	19 Jun 2014	Property Fund & REITs, Health Care Services, Data Analysis, Accounting, Leadership
<p>5. Mr. PONGSAK THIENGVIBOONVONG  Gender: Male  Age : 68 years  Highest level of education : Below a bachelor's degree  Study field of the highest level of education : Auto mechanic  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Aug 2018	Risk Management, Human Resource Management, Budgeting, Corporate Management, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. SAUWANEE THAIRUNGROJ  Gender: Female  Age : 66 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : Yes</p>	<p>Director  (Non-executive directors,  Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Jan 2020	Strategic Management, Risk Management, Audit
<p>7. Mr. SUPAKIT PAUNGBUA  Gender: Male  Age : 64 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Aug 2023	Automotive, Industrial Materials & Machinery, Steel, Budgeting, Human Resource Management
<p>8. Mr. CHUTINDHON DARAKANANDA  Gender: Male  Age : 65 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Dec 2023	Engineering



List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. Wittawat Nicharoj Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No	Director (Executive Directors)  Authorized directors as per the company's certificate of registration : Yes  Type of director : Existing director	1 Jan 2024	Automotive, Industrial Materials & Machinery, Steel, Marketing, Corporate Management

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. PRICHA LEELANUKROM	Chairman of the Board of Directors		✓		✓	✓
2. Ms. JUTATIP ARUNANONDCHAI	Director		✓	✓		
3. Mr. BUNJURD THANGLERTPAIBUL	Director		✓	✓		
4. Mrs. CHANTORNTREE DARAKANANDA	Director		✓		✓	✓
5. Mr. PONGSAK THIENGVIBOONVONG	Director		✓		✓	✓
6. Mrs. SAUWANEE THAIRUNGROJ	Director		✓	✓		
7. Mr. SUPAKIT PAUNGBUA	Director		✓		✓	✓
8. Mr. CHUTINDHON DARAKANANDA	Director		✓		✓	
9. Mr. Wittawat Nicharoj	Director	✓				✓
<b>Total (persons)</b>		<b>1</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>5</b>

### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Finance & Securities	1	11.11
2. Automotive	2	22.22
3. Industrial Materials & Machinery	2	22.22
4. Steel	2	22.22
5. Property Fund & REITs	1	11.11
6. Property Development	1	11.11
7. Health Care Services	1	11.11
8. Transportation & Logistics	1	11.11
9. Law	2	22.22
10. Marketing	1	11.11
11. Accounting	1	11.11
12. Finance	1	11.11
13. Human Resource Management	3	33.33
14. Data Analysis	1	11.11
15. Statistics	1	11.11
16. Corporate Management	2	22.22
17. Engineering	2	22.22
18. Change Management	1	11.11
19. Leadership	2	22.22
20. Strategic Management	1	11.11
21. Risk Management	3	33.33
22. Audit	3	33.33
23. Internal Control	1	11.11
24. Budgeting	2	22.22

#### Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No

	2024
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

Additional explanation : (\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

## The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Doesn't Have

## Information on the roles and duties of the board of directors

Board charter : Have

### Roles, Duties, and Authority of the Board of Directors

The Board of Directors acts as a representative of the shareholders and is accountable to them for the performance of its duties. It is responsible for setting the direction of the Company's growth and making important decisions with due care, honesty, and integrity. The Board plays a key role in corporate governance to ensure the best interests of the Company. Therefore, the Board must perform its duties professionally, safeguarding the interests of all stakeholders, and maintaining independence from management. It is responsible for overseeing management performance, monitoring operational results, managing risks, and determining remuneration.

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit Subcommittee
- RiskManagement Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

### Nomination and Remuneration Committee

#### Role

- Nomination Subcommittee
- Remuneration Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

## Information on each subcommittee

## List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. SAUWANEE THAIRUNGROJ                      Gender: Female                      Age : 66 years                      Highest level of education : Doctoral degree                      Study field of the highest level of education : Economics                      Thai nationality : Yes                      Residence in Thailand : Yes                      Expertise in accounting information review : No</p>	<p>Chairman of the audit committee                      (Non-executive directors, Independent director)                       Director type : Existing director</p>	1 Jan 2020	Strategic Management, Risk Management, Audit
<p>2. Ms. JUTATIP ARUNANONDCHAI                      Gender: Female                      Age : 53 years                      Highest level of education : Master's degree                      Study field of the highest level of education : Business Administration                      Thai nationality : Yes                      Residence in Thailand : Yes                      Expertise in accounting information review : No</p>	<p>Member of the audit committee                      (Non-executive directors, Independent director)                       Director type : Existing director</p>	18 Mar 2009	Law, Audit, Finance, Property Development, Finance & Securities
<p>3. Mr. BUNJURD THANGLERTPAIBUL                      Gender: Male                      Age : 66 years                      Highest level of education : Bachelor's degree                      Study field of the highest level of education : Law                      Thai nationality : Yes                      Residence in Thailand : Yes                      Expertise in accounting information review : No</p>	<p>Member of the audit committee                      (Non-executive directors, Independent director)                       Director type : Existing director</p>	18 Mar 2009	Law, Audit, Transportation & Logistics, Internal Control

Additional explanation :

(\*) Directors with expertise in accounting information review

## Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. BUNJURD THANGLERTPAIBUL	The chairman of the subcommittee (Independent director)
	Ms. JUTATIP ARUNANONDCHAI	Member of the subcommittee (Independent director)
	Mr. SUPAKIT PAUNGBUA	Member of the subcommittee

## Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mrs. Achara Maneesawath  Gender: Female  Age : 63 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	Internal Audit Division Manager	7 Mar 2011	Economics, Finance & Securities, Internal Control, Banking, Risk Management
<p>2. Mr. Anusorn Muangsoonthorn  Gender: Male  Age : 51 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	Production Support Manager	1 Mar 2022	Automotive, Petrochemicals & Chemicals, Engineering, Energy & Utilities, Steel
<p>3. Mr. Surong Likitmaharerak  Gender: Male  Age : 35 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	Production factory Manager	1 Mar 2022	Automotive, Industrial Materials & Machinery, Engineering, Steel
<p>4. Ms. Prayoon Sripharam<sup>(*)</sup>  Gender: Female  Age : 61 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : Yes  Accounting supervisor : No</p>	Chief Financial Officer	1 Jan 2023	Accounting, Finance, Budgeting, Data Analysis

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

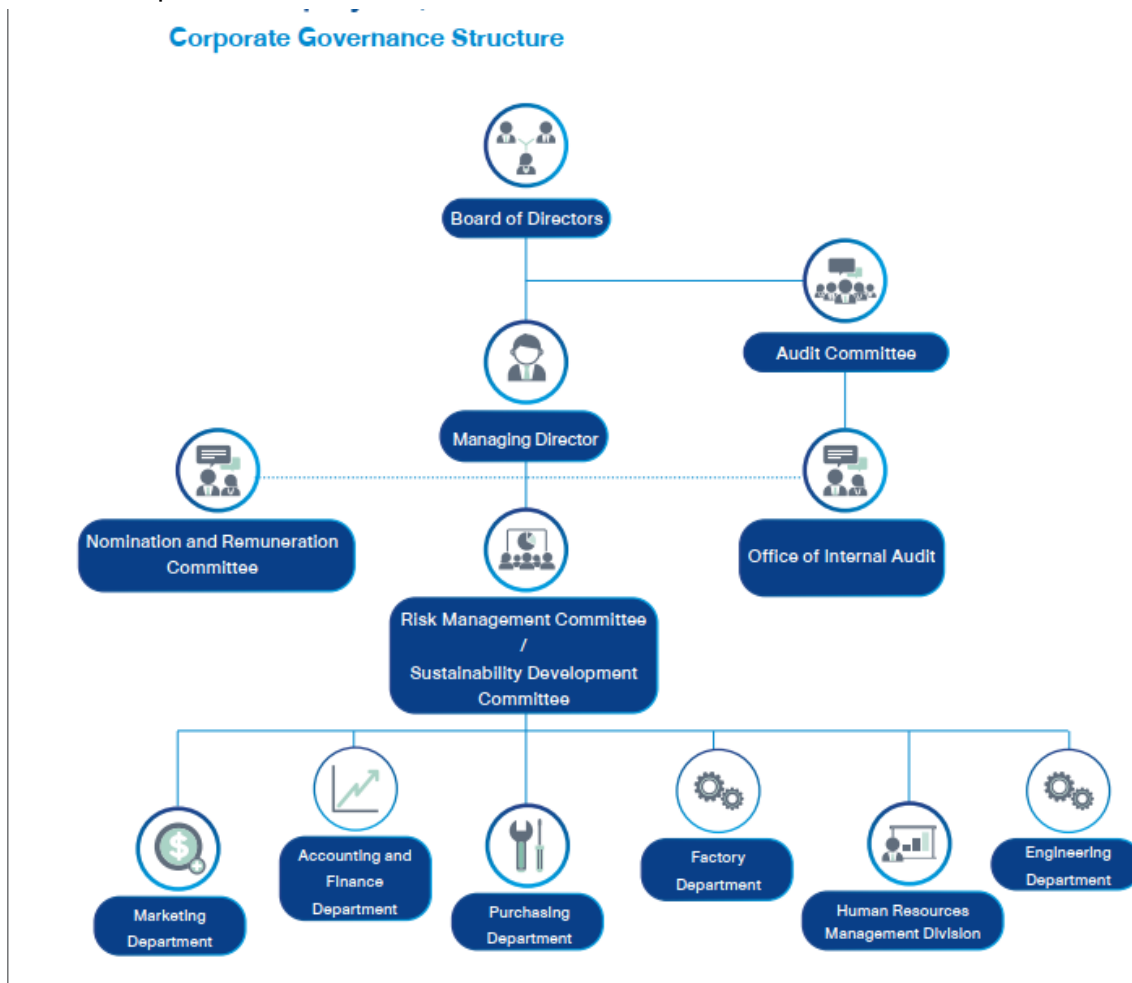
(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

## Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 3 Oct 2024  
 next four executives as of date

## Organization structure diagram of the highest-ranking executive and the next four executives from the top executive



Corporate Governance Structure

## Remuneration policy for executive directors and executives

### Remuneration of the Board of Directors

The Company's Board of Directors has appointed the Nomination and Remuneration Committee to consider the criteria and structure for determining the remuneration of the Board of Directors and sub-committees. The proposed remuneration scheme is then submitted to the Board of Directors for consideration and further proposed to the shareholders for approval, as follows:

**Remuneration for Directors** consists of two components: a monthly retainer and meeting allowances (either per meeting or monthly). The remuneration is reviewed annually to ensure appropriateness by benchmarking against listed companies within the same industry and of similar business size, as well as considering the duties and responsibilities of the Board, the Company's performance, and prevailing economic conditions. Consideration is also given to each director's experience, responsibilities, roles, and the Company's overall performance.

**Remuneration for the Managing Director and Senior Executives** is based on principles and policies determined by the Board of Directors. It aligns with each executive's performance and the overall performance of the Company.

Does the board of directors or the remuneration committee : Yes  
 have an opinion on the remuneration policy for executive  
 directors and executives



### Remuneration of the Board of Directors

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**Remuneration for the Managing Director and Senior Executives** is based on principles and policies determined by the Board of Directors. It aligns with each executive's performance and the overall performance of the Company.

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	11,660,000.00	11,110,000.00	9,800,000.00
Total remuneration of executive directors (baht)	1,372,000.00	1,900,000.00	1,890,000.00
Total remuneration of executives (baht)	10,288,000.00	9,210,000.00	7,910,000.00

### Remuneration of the Board of Directors

The Company's Board of Directors has appointed the Nomination and Remuneration Committee to consider the criteria and structure for determining the remuneration of the Board of Directors and sub-committees. The proposed remuneration scheme is then submitted to the Board of Directors for consideration and further proposed to the shareholders for approval, as follows:

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**Remuneration for the Managing Director and Senior Executives** is based on principles and policies determined by the Board of Directors. It aligns with each executive's performance and the overall performance of the Company.

### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	453.00	475.00	417.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year	: 0.00
Estimated remuneration of executive directors and executives in the current year	: 9,800,000.00

## Other significant information

## Other significant information

## Assigned person

### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Angkana Soree	account@unionplastic.co.th	02-5170109-14 ต่อ 131

### List of the company secretary

General information	Email	Telephone number
1. Mrs. Chadaporn Jiemsakultrip	chada.j@sahaunion.co.th	02-3115111-9 ต่อ 7811

### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mrs. Achara Maneesawad	Achara@unionplastic.co.th	02-5170109-14 ต่อ 105

### List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Wittawat Nicharaj	wittawat@unionplastic.co.th	02-5170109-14 ต่อ 102

## Head of investor relations

Does the Company have an appointed head of investor relations : Have relations

### List of the head of investor relations

General information	Email	Telephone number
1. Ms. Prayoon Sripharam	prayoon@unionplastic.co.th	025170109-14 ต่อ 130

## Company's auditor

### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	1,250,000.00	-	-

### Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No  
representatives in Thailand

# Performance Report on Corporate Governance

## Information about the summary of duty performance of the board of directors over the past

### Summary of duty performance of the board of directors over the past year

#### Summary of the Board of Directors' Performance Evaluation

The Company conducts annual performance evaluations of the Board of Directors and its sub-committees, both on an individual and collective basis. The results are used to support continuous improvement in their performance.

In 2024, the Board conducted various forms of self-assessment. The overall results were at a very high level, reflecting effective performance, as follows:

**Group evaluation** achieved an average score of **99.16%**, an increase from **98.27%** in 2023.

**Individual evaluation** received an average score of **98.99%**, close to **99.43%** in 2023.

These results highlight the Board's strong commitment to performing its duties with responsibility, transparency, and efficiency, along with continuous self-development and support for executive development.

### Selection, development and evaluation of duty performance of the board of directors

#### Information about the selection of the board of directors

#### Selection of independent directors

#### Criteria for selecting independent directors

##### Criteria for Selecting Independent Directors

The Company has established criteria for selecting independent directors by identifying qualified individuals with knowledge, capability, and relevant experience, who understand the Company's business and related industries. These individuals should possess vision, sufficient time to fulfill their duties, and be invited to serve as independent directors of the Company. The Company believes that such individuals can contribute valuable insights to support the Company's operations.

The number of independent directors is determined in accordance with the minimum requirements set by the Securities and Exchange Commission (SEC), which stipulate that at least one-third of the total number of directors must be independent. Independent directors must also meet the minimum qualifications prescribed by the SEC to ensure their true independence and suitability for the Company's business. These qualifications include:

**Shareholding:** Holding no more than 1% of the total voting shares of the Company, including those held by related persons of the independent director.

**Management Involvement:** Not being or having been a director involved in management, employee, staff, salaried advisor, or a person with control over the Company, its parent company, subsidiary, associate, major shareholder, or controlling person, unless having left such positions for at least two years.

**Family Relationships:** Not being a close relative (by blood or legal registration) of any other director, executive, major shareholder, controlling person, or any person nominated to be a director, executive, or controlling person of the Company or its subsidiary.

**Business Relationships:** Having no current or previous significant business relationship with the Company, its parent company, subsidiary, associate, major shareholder, or controlling person that may impair independent judgment. Also, not being or having been a significant shareholder or controlling person of any entity with such a relationship, unless having ceased the relationship for at least two years.

**Auditor Relationships:** Not being or having been an auditor of the Company, its parent company, subsidiary, associate, major shareholder, or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm providing services to such entities, unless having ceased such roles for at least two years.

**Professional Services:** Not being or having been a provider of professional services, including legal or financial advisory services, receiving fees exceeding 2 million baht per year from the Company, its parent company, subsidiary, associate, major shareholder, or controlling person. Also, not being a significant shareholder, controlling person, or partner of such service providers, unless having ceased the relationship for at least two years.

**Representative Role:** Not being a director appointed as a representative of the Company's directors, major shareholders, or shareholders who are related to major shareholders.

**Competitive Business Involvement:** Not operating a business that is of the same nature and in direct competition with the Company or its subsidiaries. Not being a significant partner, director involved in management, employee, salaried

advisor, or holding more than 1% of the total voting shares of another company operating a similar and competitive business.

**Other Qualifications:** Having no other characteristics that would hinder the ability to provide independent opinions regarding the Company's operations.

## Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No  
over the past year

## Selection of directors and the highest-ranking executive

### Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes  
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes  
ranking executive through the nomination committee

### Number of directors from major shareholders

Number of directors from each group of major shareholders : 0  
over the past year (persons)

### Rights of minority shareholders on director appointment

There were no minority shareholders involved in the appointment of directors.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

## Information on the development of directors

### Development of directors over the past year

### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PRICHA LEELANUKROM (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
2. Ms. JUTATIP ARUNANONDCHAI (Director)	Non-participating	-
3. Mr. BUNJURD THANGLERTPAIBUL (Director)	Non-participating	-
4. Mrs. CHANTORNTREE DARAKANANDA (Director)	Non-participating	-
5. Mr. PONGSAK THIENGVIBOONVONG (Director)	Non-participating	-
6. Mrs. SAUWANEE THAIRUNGROJ (Director)	Non-participating	-
7. Mr. SUPAKIT PAUNGBUA (Director)	Non-participating	-
8. Mr. CHUTINDHON DARAKANANDA (Director)	Non-participating	-
9. Mr. Wittawat Nicharoj (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

#### Board Performance Evaluation

The Company's Board of Directors is required to conduct a performance evaluation annually. This evaluation provides a framework for reviewing the Board's execution of its duties, assessing and analyzing its performance, and using the insights gained to improve and enhance future operations.

### Evaluation of the duty performance of the board of directors over the past year

#### Board Performance Evaluation

The Company's Board of Directors is required to conduct an annual performance evaluation. This serves as a framework for reviewing the Board's duties and responsibilities, assessing and analyzing its performance, and using the results to further improve and enhance its effectiveness.

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

#### CEO Performance Evaluation

CEO performance is typically assessed using a comprehensive set of key performance indicators (KPIs) that cover financial, operational, strategic, and leadership aspects. Commonly used indicators include:

##### 1. Financial Performance

**Revenue Growth:** Measures the CEO's ability to increase sales and expand market share.

**Net Profit and EBITDA:** Reflects cost management and profitability.

**Return on Assets (ROA) and Return on Equity (ROE):** Indicates efficiency in utilizing resources.

**Cash Flow Management:** Demonstrates the ability to manage liquidity and maintain financial stability.

## 2. Strategic & Growth Execution

**Market Expansion & Innovation:** Assesses the ability to create new opportunities and drive innovation.

**Strategic Initiatives Execution:** Evaluates the successful implementation of long-term plans.

**M&A Effectiveness:** Measures the efficiency and success of business expansion through investments and mergers or acquisitions.

## 3. Operational Excellence

**Operational Efficiency:** Focuses on cost reduction and productivity improvement.

**Product/Service Quality:** Ensures quality control and high customer satisfaction.

**Risk Management:** Evaluates the CEO's ability to prevent or mitigate potential risks.

## 4. Leadership & People Management

**Company Culture & Employee Engagement:** Measures employee morale and alignment with company values.

**Leadership Development:** Tracks efforts in grooming future leaders within the organization.

**Talent Retention & Attraction:** Assesses the ability to attract and retain top talent effectively.

## 5. Stakeholder Satisfaction

**Customer Satisfaction & Retention:** Reflects loyalty and repeated engagement from customers.

**Investor Relations & Shareholder Value:** Includes dividend payouts and shareholder engagement.

**Corporate Social Responsibility (CSR):** Demonstrates the company's role and contributions to society and the environment.

Reference link for the performance evaluation criteria for the : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
executives

Page number of the reference link : 67

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 12  
(times)

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

#### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PRICHA LEELANUKROM (Chairman of the Board of Directors)	12	/	12	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
2. Ms. JUTATIP ARUNANONDCHAI (Director, Independent director)	10	/	12	0	/	1	N/A	/	N/A
3. Mr. BUNJURD THANGLERTPAIBUL (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
4. Mrs. CHANTORNTREE DARAKANANDA (Director)	10	/	12	1	/	1	N/A	/	N/A
5. Mr. PONGSAK THIENGVIBOONVONG (Director)	11	/	11	1	/	1	N/A	/	N/A
6. Mrs. SAUWANEE THAIRUNGROJ (Director, Independent director)	11	/	12	1	/	1	N/A	/	N/A
7. Mr. SUPAKIT PAUNGBUA (Director)	12	/	12	1	/	1	N/A	/	N/A
8. Mr. CHUTINDHON DARAKANANDA (Director)	10	/	12	1	/	1	N/A	/	N/A
9. Mr. Wittawat Nicharoj (Director)	11	/	12	1	/	1	N/A	/	N/A

### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Unable to attend the meeting due to personal matters.

## Remuneration of the board of directors

### Types of remuneration of the board of directors

#### Remuneration for the Company's Directors, Sub-Committee Members, and Other Monetary Compensation

According to the Company's Articles of Association, directors are entitled to receive remuneration from the Company in the form of rewards, meeting allowances, per diem, gratuities, bonuses, or other types of monetary benefits, as specified in the Articles of Association or as approved by the shareholders' meeting. The shareholders' meeting may determine the remuneration as a fixed amount, establish guidelines to be applied from time to time, or set it to remain in effect until any changes are made.

### Remuneration of the board of directors

#### Details of the remuneration of each director over the past year



Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. PRICHA LEELANUKROM (Chairman of the Board of Directors)</b>			<b>696,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	600,000.00	696,000.00	No	
<b>2. Ms. JUTATIP ARUNANONDCHAI (Director)</b>			<b>234,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Nomination and Remuneration Committee	18,000.00	0.00	18,000.00	No	
<b>3. Mr. BUNJURD THANGLERTPAIBUL (Director)</b>			<b>234,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Nomination and Remuneration Committee	18,000.00	0.00	18,000.00	No	
<b>4. Mrs. CHANTORNTREE DARAKANANDA (Director)</b>			<b>96,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	
<b>5. Mr. PONGSAK THIENGVIBOONVONG (Director)</b>			<b>96,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	
<b>6. Mrs. SAUWANEE THAIRUNGROJ (Director)</b>			<b>228,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	132,000.00	0.00	132,000.00	No	
<b>7. Mr. SUPAKIT PAUNGBUA (Director)</b>			<b>114,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	
Nomination and Remuneration Committee	18,000.00	0.00	18,000.00	No	
<b>8. Mr. CHUTINDHON DARAKANANDA (Director)</b>			<b>96,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	
<b>9. Mr. Wittawat Nicharoj (Director)</b>			<b>96,000.00</b>		<b>N/A</b>
Board of Directors	96,000.00	0.00	96,000.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	864,000.00	600,000.00	1,464,000.00
2. Audit Committee	372,000.00	0.00	372,000.00
3. Nomination and Remuneration Committee	54,000.00	0.00	54,000.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,290,000.00
Other monetary remuneration (Baht)	600,000.00
Total (Baht)	1,890,000.00

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00 (Baht)

## Information on corporate governance of subsidiaries and associated companies

### Corporate governance of subsidiaries and associated companies

#### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other : Performance Evaluation or Establishment of the Audit Committee

#### Supervision of Operations of Associated and Subsidiary Companies

Currently, the Company does not have any subsidiaries. In the case of associated companies, the Company regularly assigns representatives to attend their annual general meetings of shareholders.

### Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

#### Key Components of the Agreement

##### 1. Shareholding Structure

– Shareholding proportion, share transfer, and capital increase

##### 2. Management and Control

– Appointment of directors, decision-making authority, and meetings

##### 3. Rights and Duties of Shareholders

– Voting rights and access to information

##### 4. Profit Sharing

– Dividend policy and profit allocation

##### 5. Conflict Resolution

– Dispute resolution methods, such as arbitration

##### 6. Reserved Matters

– Matters requiring special approval, e.g., mergers and major asset sales

##### 7. Exit Mechanism

– Conditions for share disposal, Tag-Along / Drag-Along rights

##### 8. Other Provisions

– Legal compliance and governance/ESG policies

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

#### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

#### Conflicts of Interest

The Company maintains a policy to safeguard its legitimate interests and to prevent conflicts of interest. The following practices have been established as guidelines:

Refrain from engaging in any activity that conflicts, either directly or indirectly, with the Company's business interests. This includes actions that cause the Company to lose potential benefits, gain less than it should, or involve the sharing of Company benefits.

Comply with the rules, procedures, and disclosure requirements for related-party transactions in accordance with the regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).

Avoid any actions that directly or indirectly compete with the Company's business.

Do not seek personal gain from private business dealings with the Company, such as selling goods or services to the Company for personal benefit.

The Company requires directors, executives, and relevant persons to report their securities holdings, including those of their spouses and minor children, within three business days of any purchase, sale, transfer, or receipt of the Company's securities, in accordance with Section 59 of the Securities and Exchange Act. These reports must be submitted to the Board of Directors through the Company Secretary annually and disclosed in the Company's annual report.

**Disclosure of Potential Conflicts of Interest**

The Company requires directors, executives, and all employees to disclose any transactions that may present a conflict of interest with the Company. Any potentially conflicting interest must be reported through the conflict of interest reporting system. In such cases, decisions must follow the principle of avoiding any special terms or conditions that deviate from normal business practices. This process is considered part of the Company's internal control system, with the Internal Audit Office and the Audit Committee responsible for overseeing and resolving conflict of interest issues.

**Number of cases or issues related to conflict of interest**

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

**Prevention of the use of inside information to seek benefits**

**Operations for prevention of the use of inside information to seek benefits over the past year**

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

**Insider Information Management**

The Company has established a pre-trade reporting system for the buying and selling of the Company's securities. If any Company personnel needs to trade the Company's securities, they must notify the Company Secretary through the system at least two days in advance. In 2024, there were no pre-trade reports submitted by individuals with access to insider information.

The Company has also implemented guidelines to protect the confidentiality of internal information from being disclosed to external parties. All employees are required to comply with confidentiality regulations outlined in the Company's work rules. Any employee who violates or fails to comply with these rules will be subject to disciplinary action in accordance with Company policy.

Additionally, on an annual basis, directors and executives are required to sign a declaration of interest disclosure to confirm that they have not engaged in any activity that may cause a conflict of interest with the Company. This includes the misuse of confidential Company information for personal gain or otherwise, or causing harm to the Company—whether intentional or unintentional—as well as disclosing such information to customers, vendors, service providers, competitors, or any third parties.

Regarding securities trading, the Company requires that directors and executives refrain from trading the Company's securities during the 14-day period prior to the disclosure of quarterly or annual financial statements, and for 24 hours after the public disclosure of such information to the Stock Exchange of Thailand (SET).

Furthermore, if any director or senior executive wishes to trade the Company's securities, they must notify the Board of Directors at least one day in advance of the transaction.

Directors and executives are also required to submit reports on their shareholdings and any conflicts of interest annually or whenever changes occur. The Company Secretary is responsible for maintaining these records.

In 2024, no violations were found. There were no cases of directors or executives trading securities using insider information. The Company continues to strengthen its oversight measures concerning the use of insider information.

**Number of cases or issues related to the use of inside information to seek benefits**

	2022	2023	2024

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

## Anti-corruption action

### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Communication and training for employees on anti-corruption policy and guidelines

#### Anti-Corruption and Anti-Bribery Practices

The Company's Board of Directors, Executive Committee, and employees are required to strictly comply with the anti-corruption and anti-bribery policy, as well as the code of business ethics. They must not engage, directly or indirectly, in any form of corruption or bribery. This applies to all individuals involved in the Company's business operations. The key guidelines are as follows:

Refrain from giving or receiving gifts, souvenirs, rewards, or any benefits that may be considered bribery or inducement to or from any stakeholders in matters under their responsibilities to gain improper advantages.

All procurement activities must strictly follow the Company's established procedures to ensure transparency and accountability.

Business-related entertainment and spending must be carried out with clear and legitimate purposes, and all expenses must be transparent and auditable.

Employees must not ignore or overlook any suspicious behavior or actions that may indicate corruption or bribery related to the Company. Any such instances must be reported to supervisors or responsible persons, and employees must cooperate with investigations.

The Company will treat fairly and protect whistleblowers who report corruption-related matters. Whistleblowers will be protected under the Company's whistleblower protection policy.

The Company is committed to promoting a corporate culture that does not tolerate corruption, bribery, or any form of unethical conduct under any circumstances or with any parties.

The anti-corruption and anti-bribery policy also applies to all internal human resources processes, including recruitment, promotion, training, performance evaluation, and compensation.

Supervisors are encouraged to communicate and educate employees at all levels, as well as individuals involved in the Company's business, about the Company's anti-corruption and anti-bribery policy.

The Company is committed to building and fostering a culture that strictly opposes all forms of corruption and bribery, whether involving public or private sectors, regardless of the persons involved.

Directors, executives, and employees at all levels are strictly prohibited from soliciting, accepting, or being involved in any form of corruption or bribery, whether directly or indirectly.

The Company will comply with all applicable anti-corruption and anti-bribery laws in every country in which it operates and will fully cooperate with relevant government authorities.

Any employee or individual found guilty of corruption or bribery, which is a violation of the Company's code of ethics, will be subject to disciplinary action according to the Company's rules, and legal consequences if applicable.

The Company has established a responsible structure and implemented risk management, internal control, and internal audit systems to support and promote its anti-corruption policy. These systems are regularly reviewed to ensure their suitability in response to business changes, regulations, and legal requirements.

The Company maintains a politically neutral stance, supports legal compliance and democratic governance, and does not promote, support, or assist any political party, politician, or politically affiliated person in any form, either directly or indirectly. However, employees retain their personal political rights and freedoms under the law, but political activities within the Company or the use of Company resources for such activities are strictly prohibited.

Donations using Company funds or assets must be made in the name of the Company only. Donations must be made to certified and reputable foundations, associations, public charities, temples, schools, hospitals, medical institutions, or social welfare organizations. All donations must follow the Company's procedures and be verifiable.

Sponsorships or support for special projects or activities must also be made in the name of the Company only. All

sponsored funds must have clear purposes, must not be tied to any form of return benefits, and must be supported by verifiable documentation in accordance with the Company's procedures.

### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes  
over the past year

#### Results of Whistleblower and Complaint Monitoring

The Company regularly monitors complaints through management meetings. In 2024, the Company did not receive any whistleblower reports or complaints regarding illegal activities, violations of the code of conduct, or any fraudulent actions related to the Company.

### Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

### The monitoring of compliance with other corporate governance policy and guidelines

The company has strictly adhered to good corporate governance principles with transparency, accountability, and a strong emphasis on sustainable development, reflecting its commitment to conducting business with integrity and good governance.

### Information on report on the results of duty performance of the audit committee in the past year

#### Meeting attendance of audit committee<sup>(4)</sup>

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. SAUWANEE THAIRUNGROJ (Chairman of the audit committee)	4	/	4
2 Ms. JUTATIP ARUNANONDCHAI (Member of the audit committee)	4	/	4
3 Mr. BUNJURD THANGLERTPAIBUL (Member of the audit committee)	4	/	4

Remark: <sup>(4)</sup> Audit Committee Meeting Attendance: 4 out of 4 meetings attended

### The results of duty performance of the audit committee

### Summary of the Audit Committee's Self-Assessment (Group Evaluation)

In 2024, the Audit Committee conducted a group self-assessment. The results indicate a consistently high level of performance with continuous improvement, as follows:

**Composition and qualifications of the Audit Committee** scored **100%**, unchanged from 2023

**Audit Committee meetings** scored **100%**, unchanged from 2023

**Roles, duties, and responsibilities of the Audit Committee** scored **92.86%**, an increase from **85%** in 2023

**Audit Committee reporting** scored **100%**, unchanged from 2023

**Overall average score** was **96.15%**, a slight increase from **96.00%** in 2023

The results reflect the Audit Committee's effective performance and its ongoing commitment to enhancing its roles and responsibilities.

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 3  
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. BUNJURD THANGLERTPAIBUL (The chairman of the subcommittee)	3	/	3
2 Ms. JUTATIP ARUNANONDCHAI (Member of the subcommittee)	3	/	3
3 Mr. SUPAKIT PAUNGBUA (Member of the subcommittee)	3	/	3

### The results of duty performance of Nomination and Remuneration Committee

#### Summary of the Self-Assessment Results of the Nomination and Remuneration Committee (Group Evaluation)

In 2024, the Nomination and Remuneration Committee conducted a group self-assessment. The results, based on responses from all 3 committee members, showed continued strong performance and improvement compared to the previous year. Key assessment results are as follows:

**Structure and Qualifications of the Committee:** **100%** (same as 2023)

**Committee Meetings:** **100%** (same as 2023)

**Roles, Duties, and Responsibilities:** **93.06%**, an increase from **87.50%** in 2023

**Overall Average Score:** **97.55%**, up from **95.59%** in 2023

The evaluation reflects the Committee's ongoing commitment to fulfilling its responsibilities effectively and continuously improving its performance.

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

#### Sustainability Management Policy and Goals

Union Plastic Public Company Limited conducts its business with a strong awareness of and commitment to sustainable development. The Company emphasizes a balance between economic, social, and environmental dimensions, operating responsibly toward all stakeholder groups under the principles of good corporate governance. At the same time, it seeks to create value and minimize social and environmental impacts. The Company has established the following guidelines for its sustainability development efforts:

#### Commitment to Business Process Development

The Company is dedicated to improving its core business processes in line with its mission, adhering to principles of good governance, ensuring transparency, and treating labor fairly and equally. It upholds human rights throughout the supply chain and considers the interests of all stakeholder groups.

#### Promotion of CSR in Core Business Operations

The Company integrates social and environmental responsibility into its main operations (CSR in process) to reduce negative impacts and ensure the efficient and effective use of resources.

#### Support for Sustainable Development and SDGs

The Company actively promotes its sustainable development in alignment with the United Nations Sustainable Development Goals (SDGs) and international standards. It also ensures comprehensive sustainability reporting across economic, social, and environmental dimensions.

#### Stakeholder Engagement in CSR Activities

The Company encourages all employees and stakeholders to participate in CSR activities, fostering awareness and behavior aligned with sustainable development principles across all areas of work.

#### Fostering Ethical Conduct and a Sustainable Corporate Culture

The Company instills in all employees a commitment to honesty, integrity, ethics, risk management, and responsibility toward society and the environment—developing this mindset into the corporate culture. It also promotes employee well-being, a healthy working environment, and personal development to ensure job satisfaction and enhance work performance in line with corporate goals.

As a provider of integrated products and services, the Company is committed to delivering environmentally friendly products, aiming for sustainable growth alongside all stakeholders.

Reference link for sustainability policy : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 28

### Sustainability management goals

Does the company set sustainability management goals : Yes

#### Sustainability Governance and Principles

The Company has established a Sustainability Development Committee at the management level, chaired by the Managing Director. This committee is responsible for setting sustainability goals and strategies that align with the Company's business operations. The approach considers economic, social, and environmental dimensions to ensure comprehensive and responsible business practices.

#### Sustainability Management Principles

The Company places importance on disclosing the characteristics of its value chain, which reflects key business activities that impact corporate performance and sustainability management. These efforts are aligned with the Company's strategic direction and business growth objectives, reinforcing the Company's commitment to advancing sustainability in all aspects of its operations, as outlined below:

##### • Environmental Dimension

The Company is committed to conducting its business in an environmentally responsible manner, focusing on efficient resource utilization, impact mitigation, and biodiversity conservation. Efforts are made to reduce and control negative impacts on ecosystems and to adapt to climate change through circular economy principles.

##### • Social Dimension



The Company operates responsibly with a focus on human rights, equity, and employee welfare. This includes protecting employee rights, ensuring occupational health and safety, fostering a positive work environment, and continuously developing employee competencies and future-ready skills. The Company also leverages its expertise to create shared value and enhance the quality of life for communities and society, aiming for long-term sustainable development.

• **Governance Dimension**

The Company emphasizes good corporate governance, ethical business practices, and compliance with relevant laws, commitments, and international standards in all countries of operation. It ensures transparency in disclosures and performance, actively manages risks, and remains adaptable to change. The Company seeks opportunities that align with sustainable business growth while minimizing operational impacts across the value chain and balancing the needs of all stakeholders.

**Sustainability Management Goals**

The Company is committed to building a sustainable organization by fostering economic growth alongside the development of society, communities, and the environment. This integrated approach aims to create new opportunities, reduce business risks, and generate long-term value in alignment with sustainable development goals.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth

## Information on review of policy and/or goals of sustainable management over the past year

### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

**Sustainability Policy and Management Objectives**

Union Plastic Public Company Limited operates with a strong awareness of and commitment to sustainable development, emphasizing the balance between economic growth, social responsibility, and environmental stewardship. The company conducts its business responsibly toward all stakeholder groups under the principles of good corporate governance, while creating value and minimizing negative impacts on society and the environment. As part of this commitment, the company has established the following sustainability management guidelines:

**Commitment to Business Process Development**

Continuously improve business processes in alignment with the company's core mission, guided by the principles of good corporate governance, transparency, and fairness. Uphold equality and respect for human rights across the entire supply chain, taking into account the interests of all stakeholder groups.

**Integration of CSR into Core Business Operations**

Promote corporate social and environmental responsibility within the company's core processes (CSR in process) to reduce negative impacts on society and the environment, while ensuring the efficient and responsible use of natural resources.

**Support for Sustainable Development and Alignment with SDGs**

Drive the company's sustainable development in alignment with international standards and the United Nations Sustainable Development Goals (SDGs). Ensure comprehensive sustainability reporting across all dimensions—economic, social, and environmental.

**Encouraging Stakeholder Engagement in CSR**

Encourage active participation from employees at all levels and all stakeholder groups in corporate social responsibility (CSR) activities. Foster awareness and behaviors aligned with sustainability principles throughout all operational processes.

**Embedding Integrity and Sustainable Values in Corporate Culture**

Instill a strong sense of integrity, ethics, and morality in employees at all levels. Promote risk management, responsibility toward society and the environment, and embed these principles into the company's culture. Support employee well-being by fostering a positive work environment, and enhance employee potential to ensure operational efficiency and alignment with the company's goals.

As a provider of comprehensive, environmentally friendly products and services, the company is committed to sustainable growth in collaboration with all stakeholder groups.

## Information on impacts on stakeholder management in business value chain

## Business value chain

### Stakeholder Impact Management Across the Business Value Chain

The company places great importance on managing stakeholders throughout the business value chain. This includes individuals or groups who are affected by, or may affect, the company's operations—past, present, and future. The stakeholder management approach is integrated with effective value chain management to ensure that stakeholders are engaged and treated fairly in alignment with the company's mission.

The analysis of stakeholder expectations and the company's responses covers six key stakeholder groups, summarized

### Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>- **Fair and equal treatment of employees**</li> <li>- **Job security and career advancement opportunities**</li> <li>- **Occupational health and workplace safety**</li> <li>- **Fair compensation, benefits, and welfare**</li> <li>- **Promotion of employee learning and development**</li> </ul>	<ul style="list-style-type: none"> <li>- **Strict compliance with the Human Rights Policy and Employment Policy**</li> <li>- **Improving career path development systems**</li> <li>- **Creating a safe and healthy work environment, including pollution control in accordance with standards and legal requirements**</li> <li>- **Reviewing compensation systems and performance evaluations**</li> <li>- **Training and development of personnel**</li> <li>- **Organizing activities and projects that encourage internal and external engagement**</li> <li>- **Managing employee satisfaction and handling complaints appropriately**</li> <li>- **Conducting employee satisfaction surveys regarding the organization**</li> <li>- **Adhering to the code of conduct in relation to employees**</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Product quality meets customer requirements</b></li> <li>- <b>Product pricing is reasonable and competitive</b></li> <li>- <b>Accurate, complete, and on-time delivery</b></li> <li>- <b>Products are safe and environmentally friendly</b></li> <li>- <b>Responsive pre-sales and after-sales service</b></li> </ul>	<ul style="list-style-type: none"> <li>- <b>Responding to customer satisfaction in all four aspects: Quality (Q), Cost (C), Delivery (D), and Service (S)</b></li> <li>- <b>Improving productivity and co-developing new products/services</b></li> <li>- <b>High-quality, cost-effective, and environmentally friendly products</b></li> <li>- <b>Operations aligned with Customer Relationship Management (CRM) principles</b></li> <li>- <b>Adhering to the code of conduct in dealings with customers</b></li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• External Meeting</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Providing strong returns on investment with consistent growth</li> <li>Transparency and auditability</li> <li>Potential for business growth</li> <li>Developing the business for sustainability and adaptability to future changes</li> <li>Enhancing competitiveness</li> <li>Operating with responsibility toward society, communities, and the environment</li> </ul>	<ul style="list-style-type: none"> <li>Achieving strong financial performance</li> <li>Dividend distribution</li> <li>Complying with the code of conduct in relation to shareholders</li> <li>Good corporate governance</li> <li>Developing strategic business plans</li> <li>Commitment to sustainable organizational development and achieving Eco-Operational Excellence (EOE)</li> <li>Transparent and timely disclosure of corporate information through channels such as the Company's website, the Stock Exchange of Thailand, and the annual report</li> <li>Prudent risk management</li> <li>Supporting public and community-oriented activities</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Annual General Meeting (AGM)</li> </ul>
<ul style="list-style-type: none"> <li>Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Fair and transparent procurement in accordance with legal requirements</li> <li>Establish fair contracts and comply with agreed terms</li> </ul>	<ul style="list-style-type: none"> <li>Treat partners fairly, equally, and without exploitation</li> <li>Do not solicit, accept, or offer any form of undue benefits</li> <li>Conduct assessments and development of business partners</li> <li>Comply with the code of conduct in dealings with partners</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Social Event</li> <li>Online Communication</li> <li>External Meeting</li> <li>Complaint Reception</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>• Society</li> </ul>	<ul style="list-style-type: none"> <li>• Reducing the negative impacts of operations on communities and society, such as air quality and wastewater, noise, and odors</li> <li>• Supporting community activities</li> <li>• Promoting the local economy and creating valuable jobs/income</li> <li>• Minimizing impacts on the community, such as air quality and wastewater discharge into public areas</li> <li>• Reducing the negative impacts of regular operations on the environment and society</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental management implemented in accordance with ISO 14001 international standards</li> <li>• Adherence to ethical frameworks concerning social, community, and environmental responsibility</li> <li>• Comprehensive management of environmental aspects, including greenhouse gas emissions, water usage, and waste disposal</li> <li>• Energy management in compliance with applicable legal and regulatory requirements</li> <li>• Occupational health and safety management in accordance with statutory laws and regulations</li> <li>• Commitment to social and community responsibility through participation in initiatives such as “Love the Earth” (plastic reduction on World Environment Day) and the “Waste-to-Merit” program</li> <li>• Promotion of local employment and the development of sustainable income opportunities</li> <li>• Support for bilateral collaboration programs and student internship opportunities</li> <li>• Transparency in disclosing operational performance through sustainability reports and annual reports</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>Government agencies and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with all applicable laws, regulations, and legal requirements in all aspects.</li> </ul>	<ul style="list-style-type: none"> <li>Good corporate governance</li> <li>Adherence to relevant codes of conduct, rules, and regulations</li> <li>Environmental, energy, water, and waste management in compliance with standard values, with control measures exceeding regulatory requirements</li> <li>Optimization of energy efficiency management</li> <li>Disclosure of performance through sustainability and annual reports</li> <li>Dissemination, exchange, and joint research and development of knowledge and innovation</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Online Communication</li> <li>Internal Meeting</li> <li>External Meeting</li> <li>Annual General Meeting (AGM)</li> <li>Complaint Reception</li> </ul>

**Information on organization's material sustainability topics**

**Organization's material sustainability topics**

The company has identified its sustainability materiality topics : Yes  
Over the past year, the company has reviewed its : Yes  
sustainability materiality topics

**Details of organization's material sustainability topics**

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Emerging Risks	<ul style="list-style-type: none"> <li>Sustainability Risk Management</li> </ul>

**Diagram of organization's material sustainability topics**



# Emerging Risks

## Transition to EVs and New Technology



Demand for internal combustion engine components declining (e.g., crankshafts, exhaust systems).

Manufacturers must shift to EV parts (e.g., batteries, electric motors, electronic controls). R&D capabilities crucial for survival

## Changes in Consumer Behavior



Popularity of EVs and autonomous vehicles increasing

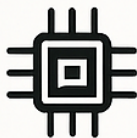
Trend towards Mobility-as-a-Service (MaaS) reducing car sales. Parts manufacturers may need to develop new solutions (e.g., software, smart connectivity systems)

## Market Demands and Technology Adaptation



IT businesses supporting plastics industry must consider bioplastics, circular economy, smart recycling technology  
Systems not accommodating these trends could result in rapid IT product obsolescence

## Cost and Investment in Technology



IT businesses related to plastics (e.g., ERP for plants, IoT, AI for sorting). High investment required for hardware, software, skilled personnel. Lack of funding or strong financial plans may hinder business continuity

## Data Security and Cybersecurity



Plastics-related businesses may deal with sensitive data (e.g., chemical formulas, production data, supply chain information). Without robust cybersecurity, data



## Corporate sustainability report

The company's corporate sustainability report : Have data  
Reference link for corporate sustainability report : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>  
Page number of the reference link : 26

## Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Carbon Disclosure Project (CDP), GRI Standards, IFRS Sustainability Disclosure Standards, Sustainability Accounting Standards Board (SASB)

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

##### Risk Management Policy and Plan

The Company's Board of Directors has established an internal control and risk management system to effectively achieve objectives, ensure compliance with relevant laws and standards, and monitor the effectiveness of these systems on a quarterly basis. The Audit Committee is assigned to screen and review matters before presenting them to the Board of Directors for consideration and feedback.

The Company has implemented a Risk Management Policy, an Internal Control Policy, and an Internal Audit Policy to build confidence among shareholders and all stakeholders, ensuring sustainable operations that achieve objectives and add value to the organization, as outlined below:

##### Risk Management Policy

Establish a risk management system at the corporate, departmental, and sectional levels that aligns and integrates with the Company's vision, objectives, and key operational goals.

Define a unified risk management process across the organization.

Make risk management a responsibility at all levels, ensuring that employees are aware of the risks associated with their operations and those of the organization, and emphasizing a systematic internal control to keep risks at an acceptable level.

Promote and support risk management as a vital tool in organizational management, encouraging personnel at all levels to understand, cooperate, and contribute to building a strong image and enhancing good corporate governance for excellent management.

Require continuous monitoring, auditing, and evaluation of risk management performance to support reviews and improvements that ensure efficiency and appropriateness in line with current conditions.

Encourage and develop the adoption of modern information technology systems in the Company's risk management process, and support access to risk management information and resources for all personnel across all levels.

Reference link to risk management policy and plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 17

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM), Others : Environmental risk assessment criteria in accordance with ISO 14001 standards

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

Risk 1 Risk arising from the Company having a major shareholder holding more than 25% of shares

Related risk topics : Strategic Risk

- Reliance on large customers or few customers

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Liquidity risk

ESG risks : Yes

#### Risk characteristics

##### Strategic Risk

Reliance on large customers or a small number of customers may affect revenue if there are changes in customer behavior.

##### ◆ Operational Risk

Shortage of skilled labor or dependence on specific groups of workers.

Fluctuation or shortage in raw material prices impacts production costs.

##### ◆ Compliance Risk

Frequent changes in laws or regulations that are unfavorable to business operations.

Risk of non-compliance with applicable rules and regulations.

##### ◆ Financial Risk

Customer defaults on payments.

Volatility in exchange rates, interest rates, and inflation.

Lack of liquidity affecting business operations.

#### Risk-related consequences

##### Strategic Risk

Revenue may decline immediately if customers change or stop placing orders.

##### ◆ Operational Risk

Production delays and reduced efficiency.

Increased costs, reduced profits, and decreased competitiveness.

##### ◆ Compliance Risk

Frequent adjustments required, leading to higher costs and lost opportunities.

Fines, reputational damage, and risk of legal action.

##### ◆ Financial Risk

Cash flow problems and losses from bad debts.

Uncertain costs and fluctuating profits.

Inability to operate normally, potential business interruptions, or missed investment opportunities.

#### Risk management measures



##### Risk Management Measures

##### ◆ Strategic Risk

Diversify the customer base to reduce reliance on any single major customer.

Develop contingency plans and alternative marketing strategies to adapt to changes.

Monitor industry trends and customer behavior closely.

##### ◆ Operational Risk

Plan for workforce recruitment and continuously develop employee skills.

Enter into forward contracts or long-term supply agreements to mitigate raw material price volatility.

Establish effective internal control systems and quality assurance processes.

◆ **Compliance Risk**

Regularly monitor and update relevant laws and regulations.

Provide training to employees on legal compliance and regulatory requirements.

Appoint legal advisors or set up a dedicated compliance unit.

◆ **Financial Risk**

Conduct thorough financial checks on customers before granting credit terms.

Use financial risk management tools such as currency or interest rate hedging.

Prepare liquidity management plans and maintain emergency cash reserves.

## Information on business continuity plan (BCP)

### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : Yes

Link for company's sustainable supply chain management policy and guidelines : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 32

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

##### • Environmental Dimension (Environment)

The company is committed to responsible business development alongside environmentally friendly operations. It emphasizes the efficient use of resources, controls and reduces the impact of its business activities on ecosystems and biodiversity, and mitigates and adapts to climate change. These efforts are guided by the principles of a circular economy.

##### • Social Dimension (Social)

The company operates with responsibility, upholding human rights and equality, protecting employee rights, ensuring occupational health and safety, and fostering a positive work environment. It continuously manages and develops employee knowledge, capabilities, and essential new skills. Leveraging the organization's expertise, the company creates shared value and enhances the quality of life for communities and society, supporting sustainable growth.

##### • Governance Dimension (Governance)

The company places importance on adhering to good corporate governance principles, ethical conduct, legal compliance, and relevant commitments and regulations in countries where it operates, as well as international best practices. It ensures transparency in disclosures and performance, manages risks, adapts to change, and seeks opportunities aligned with its business. These actions aim to support sustainable growth, minimize operational impacts across the value chain, and respond effectively and equitably to the needs of all stakeholders.

Reference link to sustainable supply chain management plan : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 30

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	24.00	33.00	36.00

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

## Information on key suppliers acknowledging compliance with the supplier code of conduct

### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : Yes  
compliance with the supplier code of conduct?

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	24.00	33.00	36.00

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

#### R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

### Information on process of developing and promoting the company's innovation culture

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture : Yes

#### Company's Innovation Promotion Policy and Approach

The Company has implemented an automatic gate-cutting system using a Take-out Robot to enhance production efficiency. This innovation helps reduce reliance on manual labor while increasing the precision of part cutting.

Reference link for process of developing and promoting the company's innovation culture : <http://unionplastic.co.th/uploads/eZeGq20250327195759.pdf>

Page number of the reference link : 40

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

Does the company measure the financial benefits from innovation development? : No

##### Non-financial benefits

Does the company measure the non-financial benefits from innovation development? : No

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