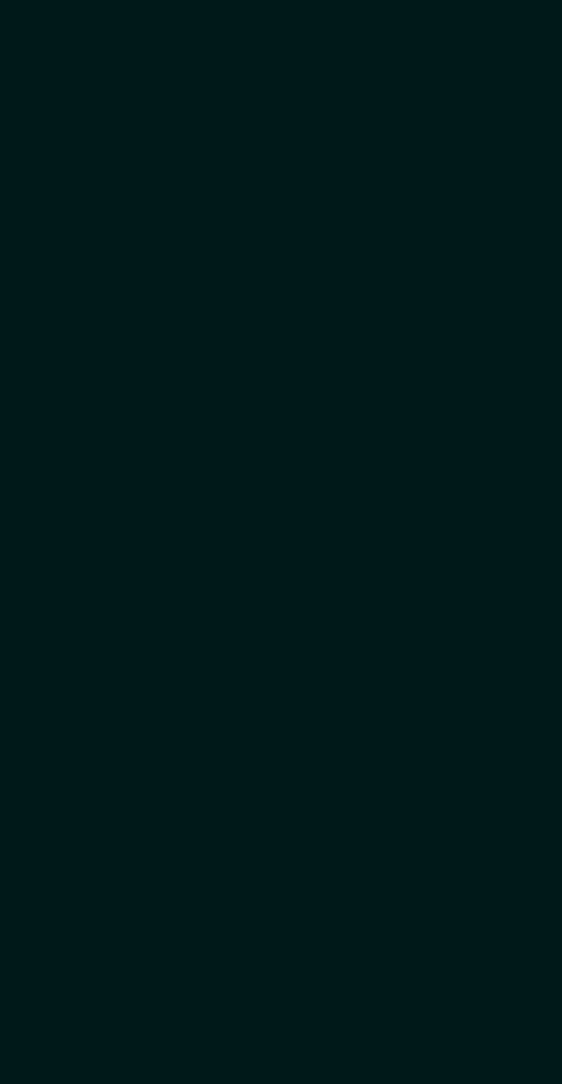




Driving Business
for Sustainability

3. Driving Business for Sustainability

About this report

The information on driving a sustainable business is provided to present UV Group's performance in sustainable development focusing on 3 areas: economy, society and environment. The focus is on important issues which affect UV Group's ability to conduct business and continue long-term growth. The Company provided information in accordance with the guidelines of Global Reporting Initiative ("GRI Standard") at Core Level and considered UV Group's performance against the United Nations Sustainable Development Goals (SDGs).

Scope of reports

The scope of reporting is divided by type of information as follows: (1) Economic information covers the operating results of the Company and its subsidiaries according to the consolidated financial statements for the 12 months from 1 October 2022 to 30 September 2023 (2) Social and environmental information covers the activities and operations of the Company and its subsidiaries operating core businesses that have significant impacts on communities, society or the environment, excluding subsidiaries that hold shares in other businesses and excluding businesses in which the Company holds less than half. Information on the nature of business operations, management structure, corporate governance, risk management, internal control and internal audit, significant events and operating results of the past year are presented in other sections of Form 56-1 One Report 2023.

Report certification

Economic performance information comes from the accounting data collection system, the same as Form 56-1 One Report, which has been reviewed by the Company's auditor. Sustainable development performance is the responsibility of the Company, which has been considered relevant and create value for stakeholders related to UV Group.

Quality control of the report preparation

The Sustainability and Risk Management Committee, the Company Secretary and the Compliance Department jointly control the quality of sustainable development information preparation and make sure the information is accurate and complete. They collected information from related departments and subsidiaries to prepare the report and checked the accuracy of information in accordance with the prescribed guidelines. The person in charge as mentioned above provided a report on guidelines, procedures and progress to the Corporate Governance Committee and the Board of Directors.

Contact for inquiries or comments

Sustainability and Risk Management Working Group

- Tel. 66 (0) 2643 7100 ext. 7195 (Company Secretary) or ext. 7360 (Compliance Department)
- Email: uv_sustainability@univentures.co.th

3.1 Policy and objectives of sustainable management

The Company has formulated strategies to drive business for sustainability in line with our vision of "To be a leading investment company that generates sustainable growth". In 2021, the Board of Directors determined "Sustainability Management Policy" of UV Group as a guideline for business management to grow stably and sustainably, covering all dimensions, including the environment dimension, social dimension, governance and economic dimension, as well as responding to the Sustainable Development Goals of the United Nations. The Board of Directors requires that the sustainability management policy be reviewed annually in order to appropriately adjust to the changing business conditions. In the fiscal year 2023, the Company continued to implement the policy, management framework, and strategic plan on sustainability from the previous year, which supports the achievement of the Company's business goals and strategies for 2022-2024.

In the implementation of this sustainability management policy and framework, the Company will set goals and indicators to assess the efficiency of its operation as information for follow-up and further development of operating results. The sustainability management policy and framework appear in Sustainability Management Policy under topic "Sustainable Development" on the Company's website www.univentures.co.th.



The Sustainability
Management Policy

Business goals and strategies

Invest in tomorrow

Investing in the future for sustainable growth

2021



Investment restructuring

- Restructure the investment
- Create income balance
- Develop systems and personnel

2022 - 2023



Business and organization transform

- Flexibility to support business changes
- Create value and a return on investment
- Build a professional team

2024



Sustainable growth

- Stable income
- Professional team
- Societal contribution

Policy and framework of sustainability management

Leading investment company that creates sustainable growth

Strategies for sustainability

Economic dimension

Invest to create returns according to sustainable economic principle

- Stable business growth and proper sharing of benefits
- Customer centric

Social dimension

Acting as a good citizen of society

- Human resources management
- Safety and occupational health
- Participation in community and social development

Environmental dimension

Investing and operating businesses with consideration to environmental impact

- Energy and climate change management
- Resource management in business processes

Fundamentals to sustainability



Corporate governance and risk management



Supply chain management



Data and information systems Protection



Respect for human rights

Goals and key performance in 2023

Governance/Economic dimension

To be an investment company that invests responsibly, considers stakeholders and generates sustainable returns.



	Goals in 2022 - 2024	Performance in 2023
Stable business growth	- Balanced revenue structure from recurring revenue growth. - Dividend payout ratio over > 50%. - Generate revenue from innovative products, services and processes or new business.	10,089 million Baht / 61% of total revenue 107.28% Approximately 200 million Baht
Customer centric	- Power plant availability > 96.00%. - Customer satisfaction survey on products or services > 80%. 100% of customer complaints about products and services are resolved. - No lawsuits/complaints about customer privacy or confidential information.	90.36% 100% on target 100% on target 0 lawsuit/complaint
Corporate governance	- Corporate governance assessment results from recognized institutes at "excellent" level. - No warnings about good corporate governance from regulators. - No complaints from stakeholders about actions that violate good corporate governance principles.	Assessment result of the CGR project at "excellent" level 0 warning 0 complaint
Supply chain management	- Critical suppliers/high risk sustainability suppliers are audited annually. - Increase the procurement value of products or services that are environmentally friendly.	100% on target 30.61% of total purchase value
Data and information systems protection	- No significant interruption or safety of the information technology system in UV Group's business operation. - No lawsuits or complaints of personal data breach from data subjects or regulators.	0 case 0 lawsuit/complaint

Social dimension

To act as a good citizen to contribute to the sustainable growth of society.



	Goals in 2022 - 2024	Performance in 2023
Human resources management	> 80% of employees are trained - Employee engagement rate > 70%	82.75% 77.00%
Safety and occupational health	- Accidents or fatal illnesses of employees equal to 0 - Accident or illness resulting in time off work equals 0	0 time 12 times
Respect for human rights	No lawsuits or complaints regarding human rights violations in UV Group's business activities	0 lawsuit/complaint
Participation in community and social development	Organize projects or activities that contribute to improving the well-being of the community or society	Social development and support expenses total 23.25 million Baht.

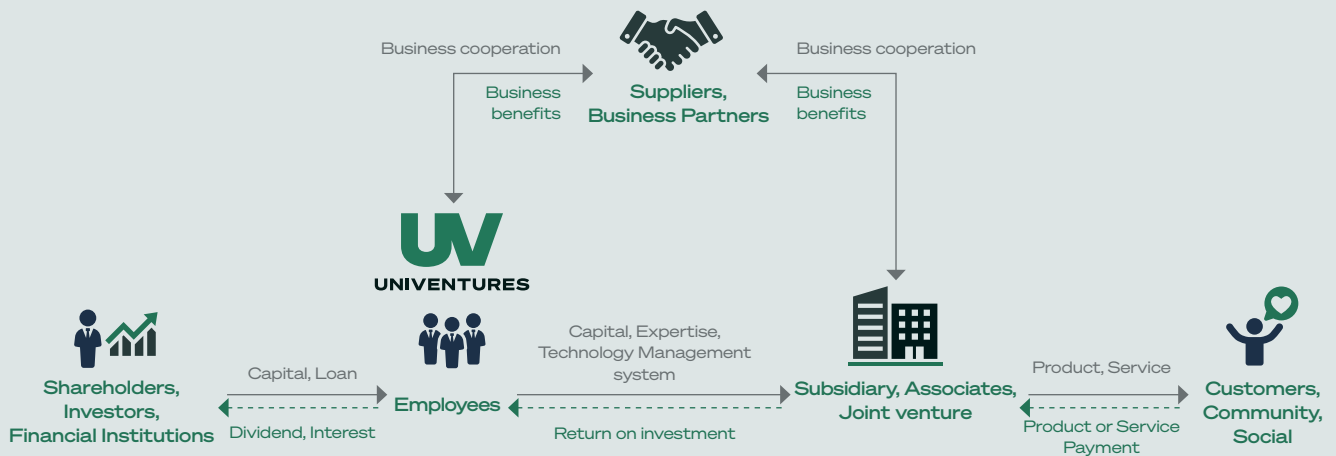
Environmental dimension

Investing and operating businesses with consideration to environmental impact.



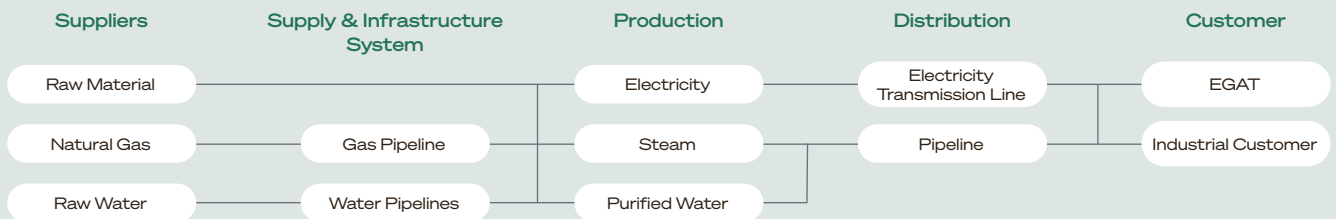
	Goals in 2022 - 2024	Performance in 2023
Energy and climate change management	- Reduce energy consumption per production unit. (Neutral Gas) - Power plant - Heat Rate not more than 7,550.00 BTU/kWh. - Zinc Oxide - average heat per unit of production reduced by 2%. - Reduce greenhouse gas emissions per production unit. - SSUT < 0.4825 tonCO₂e/MWh - PPTC < 0.4362 tonCO₂e/MWh - Zinc oxide < 0.56 tonCO₂e/tonZinc (base year: 2022)	- SSUT 7,566.36 BTU/kWh - PPTC 7,691.08 BTU/kWh - Zinc oxide decreased by 3.35%. - SSUT 0.4142 tonCO₂e/MWh - PPTC 0.4484 tonCO₂e/MWh - Zinc oxide 0.54 tonCO₂e/tonZinc
Resource management in business processes	- Reduce water consumption per production unit of power plant business - SSUT < 0.00235 m³/kWh - PPTC < 0.00260 m³/kWh - Effluent quality from production process of power plant and zinc oxide complies with the laws and standards. - Increase the amount of recycled waste - Power plant > 60% - Zinc oxide > 99% - Air quality from stacks of power plants and zinc oxide complies with laws and standards	- SSUT 0.00068 m³/kWh - PPTC 0.00305 m³/kWh 100% on target - SSUT 51.73% / PPTC 91.25% - Zinc oxide 99.14% 100% on target

Business value chain of UV

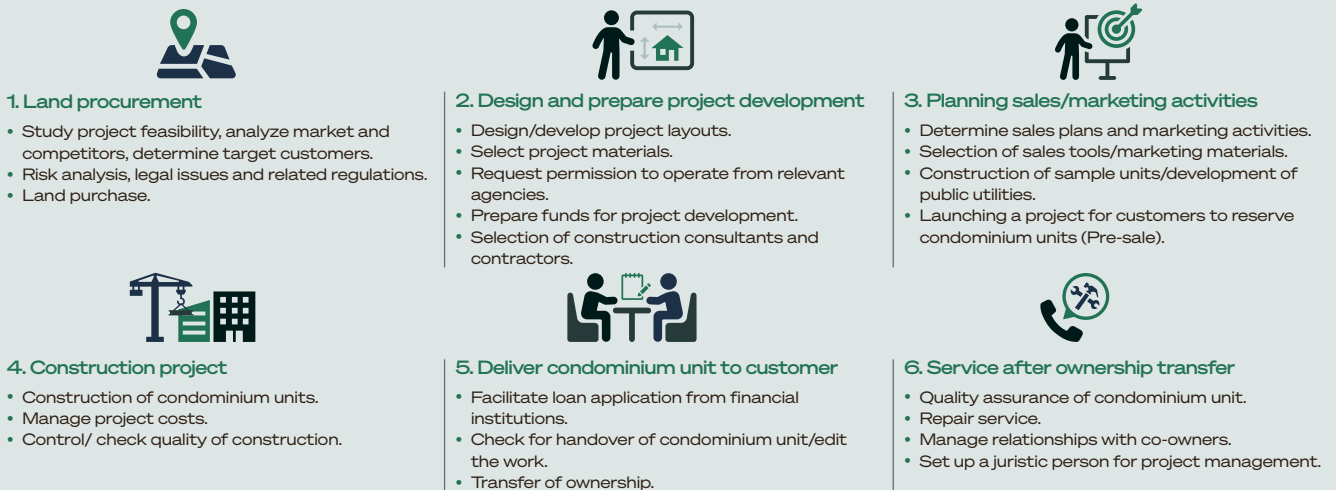


Value chain of power plant business

Strategic Planning / Management / Technology / Innovation



Value chain of real estate and related businesses



Value chain of zinc oxide powder business and commercial refrigerator business



3.2 Management of impacts on stakeholders in the business value chain

3.2.1 Business value chain

The Company aims to bring resources, experience in investment and management, and relationships between funding sources and business partners to look for investment opportunities in businesses or potential projects. The purpose of this is to create social values and support the growth of the Company's business while also driving the economy as a whole. The Company has planned business strategies and built relationships with stakeholders in the business value chain to support the main business activities of UV Group in procuring, producing, developing, delivering quality products and/or services of UV Group to customers which leads to the business growth of UV Group and creates suitable returns for shareholders, investors and financial institutions which provide financial support to the Company. In addition, the Company has prioritized supporting activities, such as recruiting, developing, and retaining personnel; administration of Informative Technology, risk management and internal control, data protection and security, while promoting relationships with stakeholders to ensure all UV Group's core activities go smoothly.

3.2.2 Analysis of stakeholders in the business value chain

The Company analyzes and identifies key stakeholders who are both positively and negatively impacted by UV Group's business operations and set up channels for listening to needs, opinions, expectations, and suggestions, both formally and informally in order to apply issues that stakeholders focus on to formulate guidelines for treating stakeholders appropriately to reduce negative impacts from business operations and to develop sustainable business of UV Group. Every year, the Company will consider the importance of stakeholders and material topics through analysis of information from the Company's departments and subsidiaries that contact or relate to stakeholders which are divided into 7 groups: (1) shareholders and investors, (2) employees, (3) customers, (4) trade partners and business partners, (5) government agencies and regulators, (6) financial institutions and (7) society and community. The details of the communication style, stakeholder engagement, issues of interest and expectations of UV Group's stakeholders are as follows:

Stakeholders	Engagement channels/ Contact channels	Interests/Expectations of stakeholders	Responds to stakeholder expectations
Shareholders/ Investors	- Shareholders' meeting. - Disclosure news and information through the SET's news system and the Company's website. - Preparation of annual report. - Inquiring information and expressing opinions through IR Department and through the Company's website.	- The growth of operating results. - Regular dividend payment. - Promotion of business competitiveness of companies or businesses to be invested. - Opportunity and risk management for business growth and continuity. - Transparency in business operations under good corporate governance.	- Review business strategy and improve business performance. - Manage risks and business continuity. - Conduct business under good corporate governance principles. - Disclosure important information in a transparent, adequate, timely manner in accordance with the criteria of regulatory agencies.
Employees	- Communication between HR and employees. - Channels for receiving complaints. - Corporate engagement survey and listen to the opinions of employees. - Executive meeting with employees. - Meetings within departments and between departments.	- Remuneration, welfare and benefits that are appropriate and fair. - Career advancement and stability in work. - Employee competency development in line with the Company's strategic. - Good and safe working environment. - Work-life balance. - Treat employees according to human rights and labor ethics.	- Develop skills and knowledge related to their responsibilities and support the Company's strategic direction. - Assess performance every year. - Pay compensation and improve welfare appropriately. - Treat employees according to labor laws and human rights principles. - Improve the working environment. - Organize activities to build relationships. - Answer/clarify employee inquiries, follow the guidelines when receiving complaints.
Customers	- Customer satisfaction surveys. - Communicate and ask for information, listen to opinions and complaints via phone, website, online media, mobile app, contact center. - Customer relations activities. - Meeting or visiting customers.	- Quality of products and services that meet customer needs. - Fair and reasonable product and service prices. - Present product or service information with expertise and responsibility. - Deliver quality products and services according to the contract conditions. - Providing after-sales service and responding to problems or complaints quickly and attentively.	- Create or develop products and services that meet customer needs. - Develop employees' skills and knowledge, instill corporate values and business ethics in employees to increase service efficiency. - Take care customers before, during and after the sale. - Supervise the collection and use of customer information in accordance with the Personal Data Protection Laws.

Stakeholders	Engagement channels/ Contact channels	Interests/Expectations of stakeholders	Responds to stakeholder expectations
Trade Partners/ Business Partners	- Communication channels, listen to opinions, suggestions, complaints via phone, e-mail, letter. - Meetings to discuss/brainstorm ideas to develop products or services together. - Activities to build relationships with business partners.	- Clear, fair, transparent and verifiable procurement processes. - Trading transparently and without discrimination. - Compliance with the established agreements. - Growing business together.	- Transparent and verifiable procurement system. - Clear and fair terms of employment, contracts and requirements. - Business ethics, treat partners equally and against corruption. - Exchange information and knowledge to improve the quality of products or services and create business cooperation.
Government agencies/ Regulators	- Report business results or performance according to laws or criteria. - Meetings or work contacts by executives or related departments. - Communications via phone, emails, meetings, letters, etc.	- Strict compliance with relevant laws and regulations. - Transparent tax management. - Conduct business with transparency, accountability, responsibility for community, society and environment. - Cooperation or support for government activities or projects.	- Supervise to ensure that business operations are carried out in accordance with laws and good corporate governance principles. - Manage safety, occupational health and control impacts on society and environment from business operations.
Financial Institutions	- Meetings or work contacts by executives or executives and finance department. - Communications via phone calls, emails, meetings, letters, etc.	- Financial stability, debt level and debt repayment ability. - Management with transparency and accountability under good corporate governance.	Paying debts on time and comply with the terms of the loan agreement.
Social/ Community	- Communicate information and listen to opinions and complaints via e-mail, website, telephone, letter, online media. - Meeting, talking and doing activities with community. - Conducting public hearings before starting the project.	- Operate business responsibly, control, prevent and solve the impacts on society and environment that may arise from business operations. - Develop business to grow together with community, society, economy and environment. - Support activities for the community, society and the environment.	- Supervise to ensure that business operations are carried out in accordance with laws and good corporate governance principles. - Manage safety, occupational health and social/environmental impacts from business operations. - Community relations activities, social and public benefit activities

Determining the sustainability material topics and report content

The Company manages sustainability issues both internally and externally according to the framework of the Global Reporting Initiative (GRI), produces and discloses sustainability reports in accordance with the SET Reporting Guide framework, including reference to the Core level of GRI Standard. In this regard, the Company determines the process of selecting material issues according to the procedures of GRI Standard as follows:

• Identifying material topics

The Company has identified the material topics that affect the sustainability of UV Group and its stakeholders throughout the business value chain, covering economic, social, and environmental dimension by analyzing internal factors, such as performance, the advantages and disadvantages of the business, UV Group strategy, along with the analysis of the external factors, such as the interests and expectations of stakeholders, business conditions and trends, and sustainability issues in related businesses which are important in the country and around the world. This is done by collecting similar issues and categorizing them into the main material topics to lead to the proper management.

• Prioritization of material topics

The Company arranges the prioritization of material topics by measuring the importance from the perspective of the external stakeholders for the opportunities or impact that will occur in both economic, social and environmental impacts together with consideration from the Company's perspective of the impact that will occur according to the organization's risk assessment criteria.

• Validation of material topics

The Company considers the material topics obtained from ranking to define key sustainability issues and the scope of presentation of information to cover relevant key issues including reviewing the accuracy and completeness of the information to be presented in the annual registration statement.

• Continuous reporting development

The Company reviews the information after disclosing the sustainability information to the stakeholders to solicit feedback and suggestions for improving content of the report for the following year to ensure that the material topics established by the Company respond to the expectations and interests of stakeholders during the period of information preparation.

Results of the preparation of material topics for sustainability

In the fiscal year 2023, material topics for sustainability both to the Company and to stakeholders can be displayed as follows:

Economic

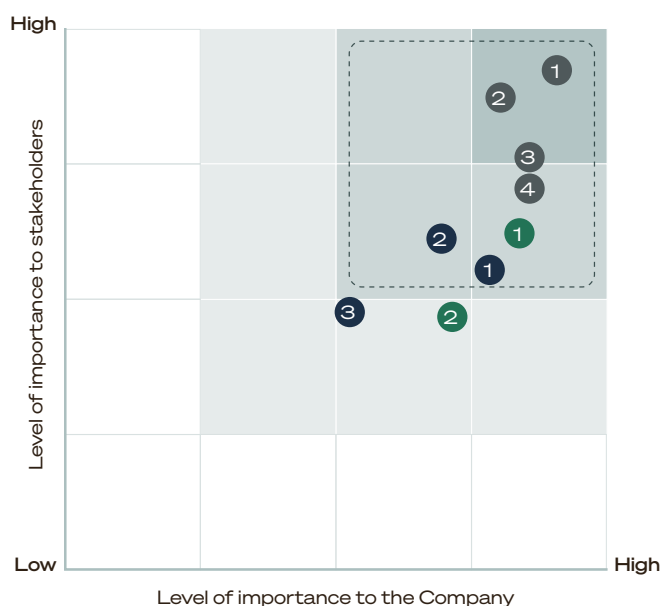
- ① Business growth of companies that UV has invested in.
- ② Generating reasonable and consistent returns to shareholders.
- ③ Product and service quality improvement.
- ④ Risk management and corporate governance.

Social

- ① Developing potential and taking care of employees.
- ② Safety and occupational health in business operations and community.
- ③ Participating in community and social development.

Environment

- ① Managing energy and climate change.
- ② Resource management in business process.



Material topics for the sustainability of the Company and stakeholders in the fiscal year 2023 are the same as the previous year. However, the material topics for sustainability that are increasingly important to the Company are the development of products and services by the companies that the Company has invested in so that the products and services can respond to the needs of customers during the intense market competition after the economy and industrial business sector as a whole have begun to recover from the spread of the Coronavirus 2019 around the world has greatly eased. In addition, the Company has increased the importance of risk management and energy management since unforeseen events, such as the spread of the Coronavirus Disease 2019, the conflict between Russia and Ukraine, etc., have significant negative impacts on the economy, commercial sector and households of all countries. Meanwhile, climate change is directly related to the direction of the energy business, which is currently the Company's main source of revenue due to the Thai government's intention to move towards a low-carbon society in order to achieve carbon neutrality, which is both a risk and a business opportunity that will affect different businesses at different levels.

Reporting scope of the fiscal year 2023

Sustainability material topics	Sustainability topics according to GRI	Topic	UV	Energy business	Refrigerator business	Real estate and related business	Zinc oxide business
Stable business growth and optimal benefit sharing	GRI 201-1, 203-2	Stable business growth	●	●	●	●	●
		Sharing of benefits with stakeholders appropriately	●	●	●	●	●
		Promoting the potential of businesses that the Company has invested in	●	○	○	●	●
Customer centric	GRI 417-1, 417-3, 418-1	Products and services that reach the needs and create customer satisfaction	●	●	●	●	●
		Customer relationship management	●	●	●	●	●
Corporate governance and risk management	GRI 205-1, 205-2, 205-3	Business ethics	●	●	○	●	●
		Anti-corruption	●	●	○	●	●
		Risk management	●	●	●	●	●

Sustainability material topics	Sustainability topics according to GRI	Topic	UV	Energy business	Refrigerator business	Real estate and related business	Zinc oxide business
Sustainable supply chain management	GRI 308-1, 414-1	Screening and grouping of partners	●	○	○	●	●
		Cooperation and relationship management with partners	●	○	○	●	●
Protection of data and information systems	GRI 418-1, 419-1	Security of information systems	●	●	○	●	●
		Protection of personal data	●	●	○	●	●
Human resources Management	GRI 401-1, 401-3, 404-1, 404-2, 404-3, 405-1, 405-2	Recruitment	●	●	○	●	●
		Compensation, welfare, performance assessment	●	●	○	●	●
		Developing potential and caring for employees	●	●	○	●	●
		Employee engagement to the organization	●	●	○	●	●
Safety and occupational health	GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9, 403-10	Safety and occupational health management in business processes	●	●	○	●	●
		Training and activities to promote safety and good health	●	●	○	●	●
		Safety and occupational health in the COVID-19 pandemic	●	●	○	●	●
Human rights	GRI 412-1, 412-2	Human rights risk audit and assessment	●	○	○	●	●
		Enhancing human rights culture in the organization	●	○	○	●	●
Participation in community and social development	GRI 203-2, 419-1	Overseeing and controlling the impact of business on the community and society	NR	●	●	●	●
		Activities to create value for the community and society	●	●	●	●	●
Climate change and energy management	GRI 302-1, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5	Energy Management	○	●	○	○	●
		Greenhouse Gas Management	○	●	○	○	●
Resource Management in Business Processes	GRI 303-2, 303-5, 306-3, 306-4, 306-5, 307-1	Environmental Management	NR	●	○	○	●
		Water management	NR	●	○	○	●
		Waste and emissions management	○	●	○	○	●
		Air quality	NR	●	○	○	●

Remarks ● Information on management and performance covering such businesses.

○ Management information covers the said business, but the performance covers some parts or does not cover the performance.

NR Not significant or not related to such business.

- Excluding subsidiaries that operate the business of holding shares in other companies and does not include companies in which UV holds less than half of its shares.



3.3 Sustainability in economic dimension

3.3.1 Stable business growth and proper sharing of benefits

The Company invests in many businesses to receive returns from the performance of the invested companies and pass the return on investment onto shareholders in the form of dividends and higher stock prices. The challenge is to maintain stable business growth of UV Group while properly sharing benefits with stakeholders in the business value chain in order to support the sustainable growth of the Company.

Management

The Company drives the growth of its current invested businesses by participating in administration and making decisions on each business's critical issues and important matters through meetings of the Board of Directors and/or the Executive Committee. The Company sends its representatives to join as directors or executives in each invested business so that the Company can monitor and drive business operations of various businesses according to the business plan and the Company's business policy. The Company uses its business network to support business collaboration within the group and external partners, leading to expansion and creation of added-value products and services of UV Group that respond to the markets and customers' needs and have a unique selling point and advantages over competitors. We are constantly seeking investment opportunities in new businesses with great potential to generate appropriate returns on investment in the long run and to balance the Company's investment structure as well as to diversify the source of revenue.

In addition to this, we focus on cost management, cost control and financial ratios of the Company and its subsidiaries to suit and meet revenue goals and business plans of each business. We instill financial discipline and emphasize financial risk management and ensure that there is an appropriate and efficient internal control system. Financial statements are prepared in a transparent and verifiable way to assure all stakeholders that the accounting records are accurate and complete. We disclose financial status and operating results of UV Group in accordance with the relevant criteria. At the same time, we emphasize the importance of appropriate benefit sharing with all stakeholders, whether it is business partners through business transaction, employees through employment and wage payment, shareholders through dividend payment, government through tax payment, local community through allocation of budget to support or carry out activities that are beneficial to the community. Sharing benefits with stakeholders in business value chain drive the country's economic growth.

Targets

- To generate sustainable revenue of over 10 billion Baht for the UV Group.
- To increase the proportion of recurring income to balance with revenue from sales.
- To increase profitability in all businesses that the Company has invested in.

Strategies

- Enhance and support business operations of the invested companies by participating in strategic planning, developing business cooperation within the group and external partners to increase business competitiveness.
- Seek opportunities to expand the current business and expand investment to new potential businesses.
- Manage expenses, costs, liquidity and financial ratios to an appropriate level. Emphasize on financial discipline and focus on financial risk management.
- Promote development of innovation within the organization regarding work processes, products, services and business models that benefit UV Group.

Performance

Stable business growth

In the fiscal year 2023, the Company supervises and monitors the businesses that the Company invests in to focus on operating under the strategies and plans that each business has set, along with paying attention to managing expenses, costs, and liquidity to be at a level suitable for financial position, performance, and business environment that is still facing pressure from many negative factors such as energy costs at high levels, rising interest rates, slowing purchasing power from household debt, etc. The operating results and business progress of the Company and its subsidiaries that occurred in 2023 resulted in the performance of UV Group in the fiscal year 2023 with revenue growth and recurring income ratio increase, create returns for shareholders and share benefits with stakeholders appropriately, achieving the goals set.

 Net Asset Value 41,018 million Baht Increase 3%	 Revenue 17,672 million Baht Increase 16%	 Dividend to Net Profit Ratio 107.28% Higher than the dividend policy
 Revenue Structure 61 : 39 Recurring income Revenue from sales	 Debt to Equity Ratio 1.75 times	 Corporate Credit Rating BBB+

Key operations and business progress in 2023

- UVCAP invested in STI shares increased by 12.00%, totaling investment value of 405.22 million Baht, resulting in UVCAP's shareholding in STI increasing to 38.12% and controlling power in STI, causing STI to change its status to a subsidiary.
- UVBGP Group has improved the efficiency of the gas turbines of the PPTC power plant to increase the electricity production capacity to 127.5 MW from the original 120 MW and resulted in an improvement in the heat rate of approximately 0.46%, as well as offering Energy Solution service to solve problems and increase customer energy efficiency for maximum benefit. In addition, it has started operating an alternative energy business, including installing an electric vehicle charging station in the Queen Sirikit National Convention Center parking area and is in the process of installing another mixed-use real estate project, as well as producing electricity from solar cells on building roofs which are in process or installed in total at 6 locations. In addition, UVBGP Group acquired investments in companies in Vietnam to support renewable energy business operations in Vietnam which is in the process of studying investment projects.
- PIC launches a new refrigerator that is equipped with technology to control the cooling system through the Internet, including being appointed by the high-quality freezer manufacturing company "DAIWA" in Japan to be the only distributor and after-sales service provider in Thailand.
- The new condominiums "Blue Sukhumvit 105" and "Blue Phahonyothin 35" of GRAND UNITY have been completed and the ownership has been transferred to customers.
- T PLACE Thonglor Soi 4 office building was completed and tenants will use the building from June 2023.
- SENSES was awarded 5 new real estate projects, such as The Street Ratchada Shopping Center, T PLACE Thonglor Soi Office Building, condominiums of Noble Development Group and condominiums of GRAND UNITY.
- FS and AA generate revenue and backlog from new products and technologies of leading partners presented together with solutions or applications FS or AA, developed under their own copyright, totaling more than 300 million Baht.



Proper sharing of benefits with stakeholders

In the fiscal year 2023, in addition to revenues and profits of UV Group, the economic value that UV Group has created and distributed to stakeholders such as procurement or joint business with business partners, wages and welfare to employees, dividends paid to shareholders, taxes paid to government agencies, sponsorships or budgets for various activities that benefit the community or society. Details are as follows:

(Unit: Million Baht)	FY 2022	% of total revenue	FY 2023	% of total revenue
The economic value generated by UV Group				
Total revenue from sales and services	15,142.15	99.16%	16,542.58	93.61%
Revenue from financial investments	18.81	0.12%	27.54	0.16%
Other revenue	109.08	0.72%	1,102.19	6.23%
Total revenue	15,270.04	100.00%	17,672.31	100.00%
The economic value shared by UV Group				
Operating expenses	12,475.62	81.70%	12,629.66	71.47%
Total compensation for executives and employees	739.17	4.84%	1,415.50	8.01%
Dividends to shareholders*	86.04	0.56%	172.07	0.97%
Finance cost	676.00	4.43%	915.05	5.18%
Tax paid to state/local governments	236.19	1.55%	171.42	0.97%
Expenses for development and support to social	1.95	0.01%	23.25	0.13%
Total expenses and dividends	14,214.97	93.09%	15,326.95	86.73%
Cumulative economic value	1,055.07	6.91%	2,345.36	13.27%

Remark * Waiting for approval from the AGM 2024

Promoting the potential of businesses that the Company has invested in

Optimize corporate resource management

With business strategies during 2022 – 2023, the Company aims to transform businesses and organizations to increase the efficiency and flexibility of managing resources in business operations to be effective, supporting business changes arising from both internal factors such as new business expansion plans or current business extensions to the business that are relevant and up-to-date with factors outside the organization that the business environment is constantly changing. In 2023, UV Group has invested in transforming the Enterprise Resource Planning system to enhance the efficiency of planning and management of enterprise resources so that each business can process and analyze large amounts of in-depth data in real time, helping to monitor the situation and solve problems quickly, be able to make decisions and adjust strategies in business operations with precision. It also supports the integration of data and core business processes into a single system to enhance the efficiency of managing complex business processes under a stable, secure, and compatible system. to be connected or further developed according to future business expansion. In the fiscal year 2023, the Company and 11 subsidiaries in the energy business and real estate-related businesses have set up the Enterprise Resource Planning system and started using it in October 2023 according to the plan. The 9 subsidiaries in zinc oxide business, real estate and related businesses will begin implementing the Enterprise Resource Planning system in January 2024 for use in October 2024.



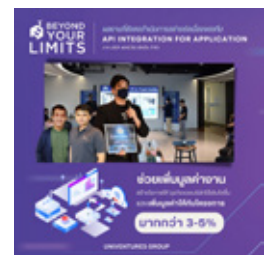
Promotion of innovation development within the organization

Since 2021, the Board of Directors has given the policy to executives of the Company and its subsidiaries to encourage personnel of each business to use design thinking to develop creativity, dare to think and do new things and bring it to develop as a body of knowledge, and/or innovation to develop efficient work processes, and/or develop products or services to meet the needs of customers both inside and outside the organization, and/or create a new business model, which is an important strategy in building a team of professionals to jointly transform the business and organization for long-term sustainable growth.

When combined with the success of the “Beyond Your Limit Showcase” activity, a project contest that is beneficial to departments or organizations under the design thinking process of employees that was first held in 2022, it was found that the subsidiary and the owner 2 Award-winning projects jointly develop projects into real operations in the business. This helps create added value for products and services, expand business opportunities and increase customer satisfaction. As a result, in the fiscal year 2023, the Company still determines that some of the annual employee performance evaluation indicators come from creating projects that are beneficial to the department or organization under the design thinking process, along with carrying out the “Beyond Your Limit Showcase” activity for the 2nd year to select outstanding projects in development/ improvement system, or process, or products and service further development into real use. Details of the “Beyond Your Limit Showcase” activity for the second year appears in Clause 3.4.1 Human resources management under the topic of “Potential development and take care of employees.”

Application Program Interface (API) Integration for Application

A project from employees of Forward System Company Limited, which focuses on creating and developing solutions to help connect various work systems such as access control system, visitor management system, people counting system



in a single application to increase convenience for various groups of customers such as real estate project managers, building users, and residents. After the end of the 2022 “Beyond Your Limit Showcase” activity, the project was completed and implemented in condominiums, office buildings, and mixed-use projects, totaling 5 projects, namely Anil Sathorn 12 Condominium, The PARQ Building, The Unicorn Building and in progress for Punn Building and One Bangkok, which help FS to increase work value by 3 - 5%.

Register for health check-up unit to prevent before an incident, observe before use to reduce insurance claims

A project from employees of Senses Property Management Company Limited by adding an offer for electrical and plumbing equipment inspection services to owners or tenants of the condominium units, which are piloted in U Delight @ Bang Sue Station Condominium, with



64.15% of all units requesting such services, reducing the number of insurance claims caused by electrical and plumbing equipment damage by 92%. In addition, SENSES has currently implemented such services in 2 other condominiums and plans to offer such services to condominiums with buildings more than 4 years old, where SENSES acts as condominium juristic person.

3.3.2 Customer centric

Changes in world situation, economic situation, business competition, social conditions and rapid advancement of technology make lifestyles, behaviors, needs and expectations of customers change over time. Therefore, it is a challenge for UV Group to understand and anticipate customer needs in order to design, select, develop products and/or services to meet customer needs and expectations, to set the right price, to distinguish products and services under the brand and business name of the UV Group, to make the products well recognized and chosen, to win customer's trust and confidence. This helps UV Group to gain competitive advantages and bring business opportunities, increase business performance and growth in the businesses that UV Group has invested in and allows UV Group to receive a long-term sustainable return on investment.

Management

UV Group aims to build confidence and satisfaction in product and service quality among customers who are key stakeholders and support our continuously growing and long-term sustainable business. UV Group sets policies to select and/or create products that meet customer needs, strategically control costs and manage all expenses to provide products and services at competitive prices, ensure timely delivery and quality delivery and provide after-sales service. We place importance on conducting activities to build relationships with customers; customer satisfaction survey on products and services; and listening to customer

needs, suggestions, problems, and complaints through various and diverse customer communication channels with easy and equal access. We ensure fair treatment of our customers, set the process of selling products and services that suits customer needs and financial capabilities, focus on giving customers important information about products and service that are accurate, complete, and sufficient for them to make a decision on their purchase without disturbing their privacy. We preserve customer confidentiality and use the customer's information for the purposes stated by the customer or as required by the personal data protection law.

Strategies

- Select and develop good quality products and services to meet customer needs, set appropriate and competitive price, add new sales channels for customers to access products and services.
- Provide fair customer treatment, provide responsible marketing and communication, respect customer's privacy and maintain customer's confidentiality in accordance with the law, fulfill sales transaction and business contract as agreed with customers.
- Regularly conduct customer satisfaction surveys, provide customer communication channels to listen to customers' needs, suggestions, problems and complaints, and respond to customers appropriately and quickly.

Performance

Products and services that meet customer needs and create customer satisfaction

Stability and efficiency of power plant service

The success of the power generation and distribution business depends on the efficiency and stability in the production and distribution of electricity to the customers under the contract, the control of the operating efficiency, the heat rate and the maintenance period according to the specified plan. Continuous production without interruption or stoppage and maintenance outside the planned schedule will directly affect production cost. In the fiscal year 2023, SSUT had an average heat rate for electricity production close to the target, while PPTC had an average heat rate for electricity generation and an availability index that did not meet the target. This was because there were 3 unplanned shutdowns for repairs to gas turbine and steam turbine equipment.

Key performance	FY 2022		FY 2023		Target	
	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC
Availability Factor	92.31% Target: 94.96%	90.71% Target: 96.07%	98.47%	82.24%	96.00%	96.00%
Average heat rate in electricity generation (BTU/kWh)	7,615.16 Target: < 7,673.25	7,601.50 Target: < 7,609.55	7,566.36	7,691.08	Not over 7,550.00	Not over 7,550.00

However, the power plant has completed the installation of Online AI Machine Health Monitoring and Advanced Machine Diagnostic in June 2023 and has started to be used since July 2023. Such a system will increase the efficiency of machine maintenance and reduce the chance of severe damage to machinery or important equipment that can cause unplanned shutdowns, while installing the remote-control device for the recloser power bridge to enable the power plant to monitor and recover customer activities faster in the event of a power failure or emergency in the supply of electricity to industrial customers, was completed in January 2023 as planned. In addition, to ensure the stability of the electricity distribution to prevent interference from lightning, in 2024 both power plants plan to install a Lightning Protection System on the transmission lines from the power plant to the industrial customers in the industrial estate.

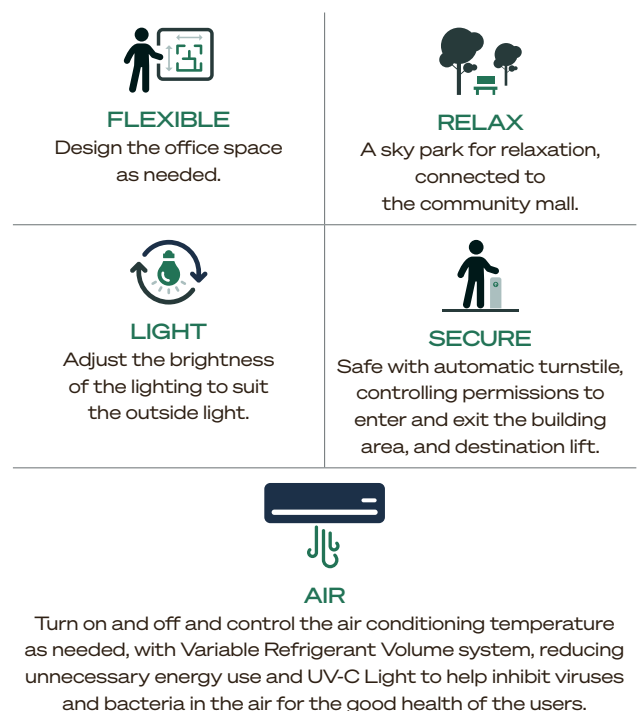
Products and services to meet customer needs under social and environmental responsibility

In the fiscal year 2023, UV Group does not stop developing products and services, including the work process to meet customer needs, keep pace with changes in business environments such as advances in information technology, enforcement of new trade rules or regulations, social trends, behaviors and lifestyles of consumers, including considering environmental and social responsibility in business operations. As well as the safety of customers in using products or receiving services from the business of UV Group.

- Blue Sukhumvit 105 and Blue Phahonyothin 35 Condominium of GRAND UNITY are completed and ready to move in 2023, designed and developed under the vision and mission of the business “Aiming to deliver a standard of quality of life that is stable in living through the thought process of every element to create value in all areas of residence with a reasonable price corresponds to what has been received”. Starting from selecting project locations in community areas, close to amenities and surrounding transportation routes to meet the housing needs of customers and the expansion of the city. In terms of design, the rooms are designed in the form of Multifunctional Space to maximize the use of space. Including designing furniture under the concept of Adaptive Furniture that can be adapted to various forms of use, increasing storage space. While the common areas are designed to promote good health and enable residents of all ages to fully and equally enjoy the shared spaces by providing green areas, exercise areas, common areas for working and joint activities of the residents. In addition, the design also takes into account energy saving and environmental protection, such as choosing durable building materials and convenient to maintain and environmentally friendly, designing the water system used within the project for maximum efficiency and choosing water-saving sanitary ware, designing the building to have natural light openings to reduce the use of lighting. Using technology to increase convenience and safety of living, such as digital door access to rooms and common areas, automatic mailboxes and parcels (Smart Locker), EV charging station, etc.



- T PLACE Thonglor office building, invested and developed by LRKP, designed office space, common area, and surrounding environment to meet the needs and support the lifestyle of the new generation of working people who want flexibility in work and an environment that encourages new creativity, has an atmosphere close to nature, saves energy and is environmentally friendly.





- PIC, a refrigerator manufacturer under the brand “Patana Intercool” under the concept of “Green Refrigerant Innovation”, uses cyclopentane foam insulation and natural refrigerant R290 that is environmentally friendly with an inverter system to help save electricity. In 2023, PIC has developed and presented a new refrigerator model “ALASKA”, adding protection systems and IOT connection technology through the Internet to increase safety and facilitate the use of freezers, so that customers and PIC service departments can monitor and control the refrigeration system of the freezer anytime, anywhere via Mobile Application, which helps increase the efficiency of keeping raw materials, food, and beverages of customers to maintain their freshness, safe for consumption, including increasing the speed of the refrigerator maintenance service to be completed at once (One-time service).
- In the fiscal year 2023, in addition to designing, procuring, and installing security control systems and facilitating parking spaces, automatic barrier systems, revolving door systems, and access control systems in various areas of the building for many large residential and commercial real estate projects, such as One Bangkok Project, The Unicorn Project, JKL Office Building, GRAND UNITY Condominium, L.P.N. Development Public Company Limited, FS has increased the procurement of new products and technologies from leading manufacturers, including the development of FS's proprietary products and software to expand products and services to fully meet the needs of customers, support business growth in the digital age, such as Smart Platform for parking space management, building access control systems, CCTV systems; intelligent light poles (Smart Pole); CCTV system with solutions and AI technology to keep safe from misfortunes and accidents or collect information for marketing purposes or analyzing rental space or energy management; FS24 Mobile Application; EV charging station, etc.
- AA, an integrated solution provider, building management control system, electrical equipment control system, safety system for residential real estate projects and commercial. In the fiscal year 2023, AA procures new technology products, namely an environmental monitoring platform in healthcare facilities, an alarm



detector online solution (ADOS) to care for the elderly, or security, or measure the environment to be suitable for living. Including developing products to increase sales and providing after-sales services to existing customers so that the systems currently can be used with today's changing technology and still responds to customer needs, such as ADOS Platform and AheadAll Plus Solution supporting real estate project management of housing or condominium juristic persons, care service through a website that has compiled manuals for using various systems to facilitate end users who want to study how to use or solve usage problems on their own. In addition to accepting complaints by phone 24 hours a day (24/7 on-call service), AA has added an online system for reporting usage problems to increase contact channels for customers to receive faster after-sales service.

- SENSES, who manages residential and commercial real estate projects, such as condominiums, office buildings, shopping centers. In 2023, due to the success of CW Tower office building's energy and recycling management starting from 2021, which significantly reduced the building's electricity consumption and energy costs, supporting CW Tower to receive the Energy-saving buildings award (MEA Energy Awards) in 2022, and the process of recycling waste management with the participation of tenants in a systematic way through the “Perks from Trash” activity, which has continued for the fifth year in conjunction with taking care of activities of the building within the framework specified in the environmental impact assessment report and engineering management guidelines for safety, causing CW Tower to be selected as a building with outstanding safety level Platinum 2022 (Building Safety Awards 2022) of the Association of Building Inspectors and the Department of Public Works and Town & Country Planning. As a result, in 2023, SENSES will implement energy management guidelines, recyclable waste and safety of CW Tower as a practice or apply it in other real estate projects that are under the management of SENSES, such as The Street Ratchada Shopping Center, T PLACE Thonglor office building. In addition, SENSES adds services to create a good customer experience through SENSES Application, such as health care services, cleaning services from the original focus on functions related to various customer transactions.



- In 2023, TL maintains production standards for zinc oxide powder for the animal feed industry to keep production facilities, raw materials, packaging, and workers hygienic to prevent physical, chemical, and biological hazards that may pose a risk of contamination into the product, along with testing allergens in raw materials for animal feed production and providing additional information to customers to ensure product quality and safety according to the Feed Additives and PreMixtures Quality System (FAMI-QS) and GHPs & HACCP standards to support a safe food chain for consumers based on WHO principles. In addition, TL adjusts the production process to obtain zinc oxide powder that has characteristics or properties such as particle size, surface area, moisture content, etc., according to the needs of each business customer.



Customer relationship management

UV Group focuses on building, managing and maintaining good relationships with customers throughout customer buying process (before purchase, during purchase and after purchase of products and services) by adhering to the guidelines for customer responsibility in UV Group's Code of Business Ethics, such as treating customers fairly, delivering quality products or services at reasonable prices, strictly complying with the conditions agreed upon with customers, disclosing information of goods and services accurately and sufficiently to prevent misunderstandings about the quality or conditions of goods and services, providing customer services and responding quickly to customer needs, keeping customer confidential information without information misuse, providing channels for customers to make suggestions or complaints about products and services (Details of guidelines for customer responsibility appear in Clause 6.1.2 Policies and guidelines concerning shareholders and stakeholders of this 56-1 One Report). UV Group also considers compliance with the requirements of the Consumer Protection Act B.E. 2522 regarding consumer protection in advertising, safety and labeling. For example, not using exaggerated and misleading statements about the essence of the product or service, etc. as well as carrying out the selling process of products or services without making customers feel disturbed, offering products and services that suit customers' needs and financial capabilities.

Customer relationship management guidelines

Before purchasing or receiving services



Customers receive information and initial consultation that are accurate, complete, and sufficient for decision-making through various convenient and diverse channels with a sales process that does not interfere with privacy in accordance with the requirements and financial capabilities

During purchasing or receiving service



Customer is informed of progress and operations related to the products or services that are in the process of delivery to build confidence in the value of the product or service that will be received

After purchasing or receiving service



Customers are taken care of and after-sales service both directly related to product or service as well as relationship-building activities for mutual benefit.

In addition, UV Group has taken information on customer needs, problems, behaviors, expectations as well as customer opinions on products and services received from communication channels, complaint channels both online and offline, including the results of customer satisfaction surveys that each business conducts an annual survey to analyze and formulate strategies or business plans to develop products or services of UV Group to better meet customer needs, to develop customer satisfaction, to build customer trust and loyalty, to come back to buy or use UV Group's products or services in the future or recommend to those involved.

All subsidiaries have various communication channels to listen to customer opinions, suggestions, problems, and complaints, such as calling the customer service department, notifying through the complaint system on the website, or sending emails or messages via LINE or a mobile application. Every business aims to monitor and ensure that problems or complaints from customers can be resolved quickly and appropriately according to specified criteria, such as responding to problems or complaints within a specified period, managing complaints in order of severity and impact towards customers, including taking care not to cause long-standing complaints and aiming for all problems and complaints from customers to be resolved completely to ensure that customers have a good experience when choosing products or services. In addition, every business will collect problems and complaints from customers to

Channels for listening to opinions, problems or complaints from customers



Website



Mobile Application



LINE



Facebook



Service Center

100%

Companies have channels and processes for handling complaints



recording system



assign responsible person



tracking system

analyze the cause and develop ways to improve products and service processes in order to prevent recurring problems and better respond to customer needs. Most of the information received from customers in the fiscal year 2023 is inquiries about products or services, requesting for various services, notifying opinions or suggestions for products and services of each business. For subsidiaries that receive complaints about the quality of products or services, the efficiency of production processes or delivery of products, such as product specifications that do not comply with agreements, impacts from business processes, etc., all businesses have resolved all complaints completely. In addition, in the fiscal year 2023, there were no customer complaints regarding privacy violations.

Customer complaints	FY 2022	FY 2023	Resolved customer complaints in 2023	
			Performance	Target
SSUT/ PPTC	0	0	-	100%
GRAND UNITY	57	45	100%	100%
SENSES	1	0	-	100%
FS	0	0	-	100%
AA	5	0	-	100%
TL	1	1	100%	100%
PIC	34	158	100%	100%



Customer satisfaction survey

Each subsidiary has a customer satisfaction survey every year in 3 main areas as follows: (1) satisfaction with the quality of products or services, (2) satisfaction with related services such as installation, delivery, maintenance, and (3) satisfaction with the performance of the employees. In this regard, the results of the customer satisfaction survey for the fiscal year 2023, which measure the success of the product and service development program to meet customer needs and create customer satisfaction, which each business has performed throughout the year, as well as a guideline for determining strategies for the development of products and services of UV Group in the future are summarized as follows:

Key performance	Average customer satisfaction*		Target
	FY 2022	FY 2023	FY 2023
SSUT/ PPTC 100% industrial customers purchasing electricity and steam	87.75%	90.28% / 92.71%	> 90%
SENSES 55.87% of co-owners and tenants (4,835 units from 21 condominiums)	88.97%	91.89%	> 80%
FS 44% customers who answered surveys	80.3%	84.5%	> 80%
AA 20% real estate project customers of all customers	89.50%	95.30%	> 80%
TL 98% customers who answered surveys	94.47%	96.21%	> 93%
PIC 87.30% who answered surveys	-	90.85%	> 75%

Remark * Average scores from all issues in the satisfaction survey

3.3.3 Corporate governance and risk management

UV Group is committed to conducting business on the principle of good corporate governance with transparency, accountability and a focus on driving business performance to grow while recognizing its responsibility to create economic value as well as caring for society, environment and stakeholders in order to create long-term and sustainable value. Emphasis is placed on proper and continuous risk management which is an important mechanism that contributes to business management efficiency and business capability. This enables UV Group to appropriately adjust business strategies and business plans to respond quickly to any changing circumstances and deal with business opportunities and risks that may arise. The challenge is to create an understanding among employees at all levels through communication and education so that they learn, realize and understand the importance of good corporate governance and strictly abide by the policies and guidelines on good corporate governance and fully participate in corporate risk management until it has become a corporate culture.

Management

The Board of Directors, appointed by shareholders, has the most important roles and the highest responsibilities in overseeing the Company's business and management. They independently make decisions for the best interests of the Company, its shareholders and other stakeholders. They approve the vision, mission, policies and business strategies of UV Group which are reviewed annually. They also approve business plans and annual budget, monitor and supervise the operation of the management team to ensure that it is in accordance with the policies and work plans that are effectively set and in accordance with the laws and regulations of the relevant regulatory agencies and resolutions of the shareholders' meeting to check, balance and be responsible for the Company's performance to the shareholders.

In addition, the Board of Directors has a role in supervising UV Group's operations in a sustainable manner, conducting its business with due regard for all stakeholders in economic, social and environmental dimensions as well as under the principles of good corporate governance and having the ability to adapt under changes. In this regard, the Board of Directors has appointed sub-committees to support operation and performance of specific duties, namely Audit Committee, Executive Committee, Remuneration and Nomination Committee, Corporate Governance Committee and Sustainability and Risk Management Committee, including the preparation of the Charter of Directors and sub-committees in order to define the scope of duties and responsibilities of various committees and to set up a corporate governance policy for UV Group by adhering to the good corporate governance guidelines in accordance with Good Corporate Governance Principles for Listed Companies 2012 of the Stock Exchange of Thailand and Good Corporate Governance Principles for Listed Companies in 2017 (Corporate Governance Code or CG Code) of the Securities and Exchange Commission. It is also required that UV Group's Corporate Governance Policy be reviewed and revised in accordance with the criteria of regulatory agencies or the changing business conditions of UV Group.

The Board of Directors is responsible for ensuring that UV Group has an appropriate internal control system and risk management process to monitor and oversee various operations and have more opportunities to achieve the goals set. They work together with the management team to encourage and promote risk management to be a part of corporate culture through defining risk management policies and acceptable risk limits (Risk Appetite). They establish a risk management structure that clearly defines the duties and responsibilities of those involved and set a risk management plan that is consistent with international guidelines and practices and covers all important activities, such as strategic

risk, operational risk, financial risk, business risk, compliance risk. It also required that policies and acceptable risk scopes be reviewed annually, as well as requiring monitoring of various risk positions and regular analysis of the impact that will occur in the business of UV Group from changes in the surrounding circumstances.

Remark The corporate governance structure, charter of the Board of Directors and sub-committees, corporate governance policy, risk structure and management process of UV Group appear in Clause 2. Risk Management, Clause 6. Corporate Governance Policy, and Clause 7. Corporate Governance Structure in Form 56-1 One Report.

Strategies

- Review and improve the policies and practices of good corporate governance in accordance with the criteria of regulatory agencies and business conditions.
- Review the efficiency and adequacy of the internal control and risk management system and has been audited by the independent internal audit department.
- Annually review the policies and the extent of acceptable risks and set a risk management plan in line with international guidelines and practices covering all important activities in every business.
- Regularly monitor risks, including business risks, ESG risks, emerging risks as well as analyze the impact of UV Group business and set risk management plan to reduce and mitigate risks and to ensure that it is at a controllable level.
- Manage complaints or whistle-blowing from stakeholders in accordance with procedures and whistleblower protection measures.
- Carry out activities to encourage directors, executives and employees to gain knowledge, understanding and to comply with good corporate governance principles as well as encourage participation in appropriate risk management.

Performance

Business ethics

All directors, executives and employees are obliged to sign, acknowledge and comply with the Code of Business Ethics to support business operations and management to bring efficiency and an ability to achieve the vision, mission and goals of the organization as well as to gain confidence from stakeholders. The Board of Directors has assigned the Corporate Governance Committee to review the guidelines of the Code of Business Ethics annually. Compliance Department is responsible for monitoring executives and employees to comply with the Code of Conduct as well as following up on changes of good corporate governance rules and policies, developing or improving UV Group's policies and practices to be consistent with the criteria and appropriate to the context of UV Group, carrying out activities to promote understanding and compliance with the Code of Business Ethics properly and appropriately. For example, provide a Code of Business Ethics for all new personnel to sign for acknowledgment and compliance, disseminate knowledge materials, organize activities to review and test their knowledge and understanding of the Code of Business Ethics by themselves through the E-Learning format via application.

In the fiscal year 2023, the results of corporate governance and business ethics appear in Clause 6.3 "Material changes and developments regarding policy, guidelines and corporate governance system" and Clause 8.1.4 "Monitoring for compliance with corporate governance policies and guidelines".



Code of Business Ethics

Key performance	FY 2022	FY 2023	Target
CGR project evaluation results	Excellent	Excellent	Excellent
Warnings regarding corporate governance from regulatory agencies	0 case	0 case	0 case
Complaints about violations of Code of Business Ethics	0 case	0 case	0 case
Personnel attending annual training of good corporate governance principles	95%	100%	> 90%
New personnel sign the acknowledgment and adhere to Code of Business Ethics	100%	100%	100%

Anti-Corruption

The Company recognizes the importance of corruption problems that may pose a risk to UV Group's business and create a negative impact on the image and credibility of UV Group's stakeholders. The Company therefore complies with the relevant laws and has established an anti-corruption policy to set guidelines for preventing corruption in business operations or business activities of UV Group as well as supporting and instilling in employees the importance and participation in the prevention and anti-corruption as follows:

- **Establish guidelines:** Anti-Corruption Policy prohibits directors, executives and employees of UV Group to act or accept or be involved in any form of corruption. Guidelines are established for activities that may be at risk of corruption, such as donation of money or assets to charity, funding, receiving and giving gifts, facilitating payments, hiring current government officials, etc. All directors, executives and employees are required to strictly comply with the laws and regulations of the relevant agencies as well as anti-corruption policy, business ethics, rules and regulations of UV Group related to the prevention of corruption and anti-corruption.
- **Risks assessment:** The Company requires the departments and subsidiaries to assess corporate governance risks, including corruption every quarter and the independent Internal Audit Department will conduct a corruption risk audit at least once a year. The results of the risk assessment and audit report will be reported to Audit Committee and the Board of Directors for acknowledgment. It is also required that corruption risk management policy be reviewed annually to prevent or reduce such risks to an acceptable level and in accordance with the Company's internal control system.
- **Communication and training:** The Company requires Internal Audit Department to carry out activities with various departments to encourage internal and external personnel to acknowledge and cooperate in compliance with the UV Group's Anti-Corruption Policy, such as new employee orientation, publishing Anti-Corruption Policy on the Company's website, preparing dissemination materials to continuously educate employees through internal communication channels, encouraging executives and employees to attend training or participate in various activities organized by government agencies or the private sector that provide knowledge or that are intended to campaign against corruption, clearly communicating intentions and policies of UV Group against corruption to suppliers and business partners. For example, notifying them of No Gift policy in all festivals and occasions, corruption and bribery by offering or promising of money, presents or benefits is an act that is against the business ethics in doing business with UV Group.
- **Complaint channels:** The Company provides multiple channels to receive corruption complaints from stakeholders such as online channels via the Company's website www.univentures.co.th, via email at wid@univentures.co.th and via phone at 0 2643 7195, which is the direct phone number of the Head of Internal Audit. The Company has clearly defined procedures for receiving complaints and measures to protect whistleblowers as appeared in Clause 8.1.4 "Monitoring for compliance with corporate governance policies and guidelines", subheading of "Whistleblowing"



Anti-Corruption Policy

On 30 June 2023, the Company was approved to renew membership of the Thai Private Sector Collective Action Against Corruption (CAC) for a period of 3 years until 30 June 2026. Anti-corruption performance in the fiscal year 2023 is shown in Clause 8.1.4 "Monitoring for compliance with corporate governance policies and guidelines", subheading of "Anti-Corruption" in Form 56-1 One Report.



Key performance	FY 2022	FY 2023	Target
CAC Membership	CAC member first time	CAC member 1 st renewal	CAC member
Assess the risk of fraud and corruption according to plan	100%	100%	100%
Misconduct or complaints of corruption	1 case	0 case	0 case
Annual anti-corruption policy training for employee	96%	100%	> 90%



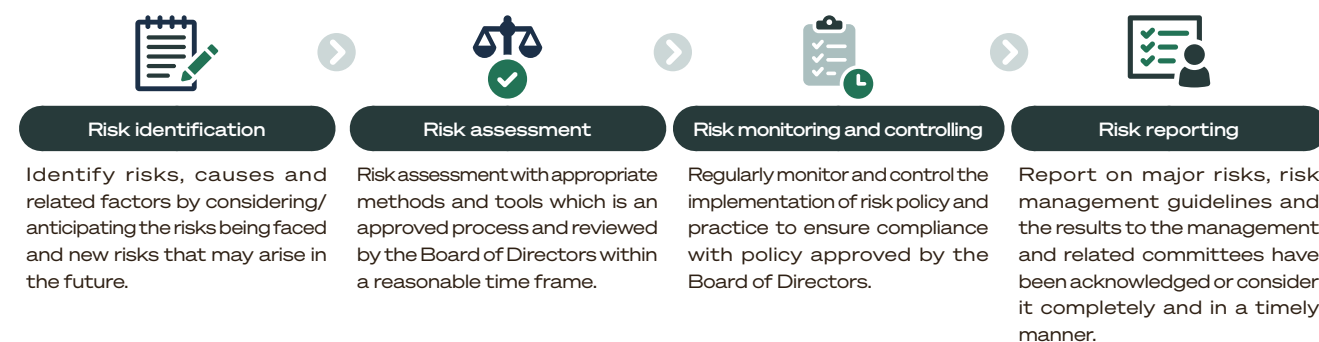
Risk management

UV Group's risk management process consists of risk identification, risk assessment, risk management and risk monitoring and control. All departments and subsidiaries are required to prepare reports on the status of various risks and present reports to the Sustainability and Risk Management Committee every quarter to report to the Audit Committee and the Board of Directors for further acknowledgment. It is also required that risk assessment criteria be reviewed at least once a year or when there is a significant change in business strategy.



Risk Management Policy

Risk management process



UV Group's risk management results for the fiscal year 2023, showing risk factors and risk management practices that are significant to UV Group's business operations. These include social and environmental risks and emerging risks, appears in Clause 2. Risk Management in Form 56-1 One Report. In addition, the Board of Directors' Meeting No. 5/2022-23 held on 10 August 2023 resolved to approve the improvement of risk management guidelines, namely (1) defining the scope of major risks (Risk areas) in 5 areas (2) adjusting the risk assessment criteria to 5 levels (3) adding impact assessment criteria "Compliance Impact", and (4) adding quantitative indicators for assessing likelihood and impact in order to enhance the efficiency of business governance of UV Group to achieve the set goals.

Key performance	FY 2022	FY 2023	Target
Departments and subsidiaries operate risk management processes	100%	100%	100%
Training personnel for knowledge of internal control/ risk management	51 people Management level employees	102 people Management level employees	-

3.3.4 Sustainable supply chain management

Effective supply chain management based on social and environmental responsibility helps to reduce risks that may affect UV Group's businesses and its image. It also creates opportunities and strengths in the whole business operations and drive the economic growth and social progress while caring for the environment according to sustainable development guidelines. The challenge is to establish business cooperation with business partners in order to operate business in accordance with sustainable development guidelines. This will bring more efficiency in the delivery of products or services to customers, increase business opportunities, reduce risks, and enhance the business competitiveness of both parties.



Supply Chain Management Policy

Management

The Company manages supply chain on the basis of cooperation with all parties, both within UV Group and with suppliers or external business partners on the basis of conducting business with adherence to business ethics. The focus is on providing quality products and services while considering the impact on society and the environment, promoting procurement of products and services and conducting business with potential suppliers or business partners, operating business with transparency and strict compliance with the relevant laws. Business partners are selected based upon clear criteria such as credibility, experience and expertise, quality of products and services at reasonable prices, management efficiency, business transparency, respect of human rights, fair treatment of workers, emphasis on occupational health and safety as well as social and environmental responsibility. UV Group treats all suppliers and business partners equally and fairly. Meetings with suppliers and business partners are scheduled at an appropriate frequency. Communication channels are provided for suppliers and business partners to express their opinions, suggestions and complaints, leading to problems solving and improvement in business efficiency for both parties. It builds good long-term relationship with suppliers or business partners and helps to facilitate business cooperation with them to exchange knowledge and expand business networks or lead to the development of new products or services together, resulting in sharing of benefits with stakeholders in the value chain according to sustainable development guidelines.

In addition, the company sets guidelines to encourage UV Group to consider procurement of products or services that are environmentally friendly (Green Procurement), such as products or services that receive environmental labels, products or services procured from suppliers that are certified for environmental management standards or has a management system that can control the environmental impact from business operations in accordance with the requirements of relevant laws, which can show evidence, products with production technology or have a transportation system and high-efficiency distributors, such as using clean energy in production, choosing modes of transportation that cause low environmental impact, etc., will be considered in conjunction with criteria on quality, price and delivery of products and services. As well as considering the benefits of UV Group and business competitiveness together appropriately so that UV Group, which are both producers and consumers in the supply chain, participate in driving sustainable consumption. In 2023, the procurement department has created a register of environmentally friendly products and services separated by category and disseminated to UV Group's employees for acknowledgment and consider the appropriate use of the guidelines for procurement of products and services that are environmentally friendly. These guidelines were subsequently approved by the Board of Directors Meeting No. 4/2022-23 held in May 2023.

Performance

Screening and grouping of suppliers

In the fiscal year 2023, UV Group (excluding UVBGP Group, STI Group and PIC) has a total procurement value of 2,989.21 million Baht, with a total of 874 suppliers, consisting of 848 domestic suppliers and 26 foreign suppliers (procurement value of foreign suppliers is 13.65% of the total procurement value). There are 241 new suppliers, representing 27.57% of the total suppliers. All new suppliers have registered as suppliers through online system. Take a self-assessment on safety, occupational health, environment and good corporate governance, along with signing to acknowledge and comply with the business ethics for suppliers that stipulate 6 important guidelines: (1) business ethics (2) labor welfare and human rights (3) occupational health and safety (4) environmental responsibility (5) efficiency improvement/ innovation development and (6) complaints and whistleblowing.

According to the results of suppliers grouping in the fiscal year 2023, UV Group's suppliers consist of 18 critical suppliers and 856 general suppliers. The procurement value of products or services from these two groups of suppliers accounted for 68.29% and 31.71% of the total procurement value of UV Group, respectively, without any partner being qualified as high ESG risk supplier. The procurement department conducted an on-site audit of 2 critical suppliers and assessed another 16 through self-assessment questionnaires. The evaluation results showed that all 18 critical suppliers have policies, plans, and operations on environment, society, and corporate governance that pass the evaluation criteria of UV Group.

Strategies

Disseminate supply chain management policy and Code of Business Conduct for supplier so that employees and suppliers to acknowledge and comply. Implement UV Group's sustainable supply chain management process through the following process:

- Recruiting and screening suppliers: All suppliers must meet pre-qualification requirement in terms of quality, price, delivery to ensure they are at an appropriate level of quality and reliability. New suppliers must register through online suppliers' registration system and take self-assessment on safety and occupational health, energy and environment management, good corporate governance, including signing to acknowledge and comply with the business ethics of supplier in doing business with UV Group.
- Grouping and managing suppliers: UV Group organizes suppliers grouping every year to enable each business to identify its Critical Supplier and High ESG Risk Supplier and implement an appropriate management plan for each group of suppliers, such as supplier risk assessment plan, business development plan with suppliers to increase competitiveness or reduce risks that may arise and affect the business of UV Group.

Cooperation and relationship management with suppliers

In the fiscal year 2023, UV Group has a meeting with important suppliers and business partners to exchange information, knowledge and listen to opinions as well as to carry out activities to increase efficiency in joint business operations, such as training to provide knowledge about product or service information, information technology, new work ideas, organizing activities to promote work safety. In addition, UV Group provides communication channels for suppliers and business partners to express opinions, suggestions and complaints as a way to build good and long-term relationships. In 2023 UV Group has not received any complaints from suppliers regarding unfair or unequal treatment, including no complaints from partners about violations of business ethics and anti-corruption policies.

Cooperation to promote safety



The power plant and TL organize safety training for all contractors before working in the area to prepare the operators and equipment appropriately, enhancing the efficiency and safety of contractors' operations.



3 condominium projects constructed in 2023 of GRAND UNITY conduct "Safety Talk" activities with main contractors to review the safe operation guidelines and check the availability of machinery and equipment before starting work on a weekly basis to reduce the risk of accidents.

Cooperation to grow business



FS and AA collaborate with business partners to present new products along with solutions or applications that FS and AA have developed as their own licenses for target customers, such as Smart Pole System, Alarm Detection Online Platform for real estate projects.

Support environmentally friendly products and services

In the fiscal year 2023, the Company encourages departments and/or subsidiaries to choose products and services that are environmentally friendly which are qualified according to the criteria set by the Company, if it does not affect the benefits and business competitiveness of UV Group compared to the use of general products or services, such as quality, price, duration of use maintenance expenses, etc. In 2023, the procurement department has created a register of environmentally friendly products and services separated by category and disseminated to employees of UV Group for their acknowledgment so that they can consider using them according to the procurement practices of environmentally friendly products and services which has been approved by the Board of Directors Meeting No. 4/2022-23 held in May 2023. In this regard, UV Group (excluding UVBGP Group, STI Group and PIC) purchases products and services that are environmentally friendly in total approximately 914.85 million Baht, or 30.61% of the total purchase value, for example, construction materials,

electrical equipment, bathroom sanitary ware, electrical appliances of the GRAND UNITY condominium that has got an environmental label, energy saving label or source from an environmental management certified suppliers, zinc ingots and natural gas purchased from manufacturers or suppliers with environmental management systems, safety control equipment and systems, building automation equipment and systems, office equipment and office consumer products, corporate gifts for the New Year 2023 which is a portable bag made from fibers made from PET plastic bottles to promote the use of renewable resources for maximum benefit and support the reduction of plastic bag acceptance, printing paper of Form 56-1 One Report 2022 which is made from 100% recycled pulp, etc.



Key performance	FY 2022	FY 2023	Target
New suppliers sign supplier business ethics and take a self-assessment	100% 197 suppliers	100% 241 suppliers	100%
Critical Suppliers and High ESG Risk Suppliers are audited annually	100% 8 suppliers	100% 18 suppliers	100%
Procurement value of environmentally friendly products and services	-	30.61% of total purchase value	-

Remarks - Critical Supplier means a manufacturer or a supplier of products or services with high procurement value or is a key component of a product or service or unable to find replacement materials or other sellers.
 - High ESG Risk Supplier means a manufacturer or a supplier of products or services that is at risk of adversely affecting the company from inappropriate actions in social, environmental, governance, such as labor care, waste management, compliance with the law, etc.
 - Excluding UVBGP Group, STI Group and PIC.

3.3.5 Protection of data and information technology systems

Nowadays, information technology ("IT") plays an important role in enhancing the efficiency of business operations and information management in an organization. Therefore, the disruption of the information technology system, leakage of sensitive corporate information, especially information related to customers, including cyber threats, may affect business continuity and service, finances, the Company's reputation and customer confidence. Hence, UV Group places great importance to protection of data and information systems.

Management

The Company realizes the importance of the protection of IT security to ensure that UV Group is well equipped to respond appropriately and timely to potential cyber threats. The Company has established policies and procedures for maintaining the security of IT systems of UV Group in order that every business operates in the same way. When employees encounter incidents or risks involved, they must notify the supervisor of the department or business and UV Group's IT Department in order to determine corrective or preventive measures including disaster recovery plan (DRP) rehearsal on important storage system and an annual audit of IT systems by external agencies.



IT Security Policy

Personal Data
Protection Policy

In addition, UV Group is aware of the security of customer private information and places emphasis on respecting the privacy and protection of customers' personal data by adhering to comply with relevant regulations and supervision to keep customer data safe, stable, transparent and using the data only as necessary and with the customer's consent. The Company determines and enforces the organization's personal data protection policy covering the business operations of UV Group. This policy is consistent with the Personal Data Protection Act 2009. The Personal Data Protection Department and UV Group's Personal

Data Protection Officers are appointed to advise, supervise and investigate the collection, use or disclosure of personal data in accordance with the law. The Internal Audit Department is assigned to audit and assess the operations annually, which aims to investigate activities that may be at risk of handling personal data, as well as comment on the adequacy and appropriateness of data privacy strategies to comply with personal data protection laws. In addition, the Company requires each subsidiary to prioritize information in order to define procedures and access rights according to the type of information, such as public information, information for internal use, confidential information, as well as considering the risks associated with personal data and identifying ways to prevent or reduce risks to an acceptable level by setting complaint channel with the Personal Data Protection Officer via email at dp@univentures.co.th.

Strategies

- Develop personnel and information security management systems in the organization to be ready to respond appropriately and timely to abnormal events.
- Risks to IT system security, privacy, and confidentiality must be assessed and managed.
- Promote corporate culture, raise awareness and understanding of data protection and IT system security for UV Group personnel at all levels.

Performance

Information system security

In the fiscal year 2023, IT department has completely implemented the IT Security policy of UV Group, including security, data backup, data system restoration, emergency preparedness, auditing, risk assessment, internal data control, rehearsal of critical storage system recovery plan, annual third-party audit of IT systems. However, audit results for the fiscal year 2023 regarding IT activities control (General IT Controls) and information control of critical systems (IT Application Controls) of UV Group (excluding UVBGP Group, STI Group and PIC) were not found significant risks or defects. In addition, IT department has taken steps to enhance the efficiency of data protection and information systems of UV Group as follows:

- Create a preventive maintenance management system to close vulnerabilities in the operating system, including to maintain the security of data in the work system and reduce the organization's risk from external attacks by managing server maintenance rounds as specified and evaluating and inspecting the security of the servers provided regularly.
- Establish IT security policy and procedures of the power plant business, including improving the network system and work system of the power plant business to connect with UV Group through a route that is controlled and monitored for safety to increase the efficiency of use and security of information and work systems.
- Train employees on policies and guidelines for safe use of IT systems, including regular email announcements and dissemination of educational media via the Company's intranet to raise awareness among employees. In addition, IT employees are encouraged to attend cyber security knowledge training to increase the skills of employees who oversee the security of UV Group's IT systems.

Key performance	FY 2022	FY 2023	Target
Significant disruption or insecurity of information systems causing damage, fines, prosecution	0 case	0 case	0 case
Data leak	0 case	0 case	0 case
Organize training on IT Security policy and practices	-	/	/

Protection of personal data

In the fiscal year 2023, Personal Data Protection Department ("PDPD") that the Company established in 2022 operates in accordance with the personal data protection policy and practices of UV Group and related laws as follows:

- Conduct a review of the collection, use, or disclosure of customer personal data of GRAND UNITY sales department in order to monitor compliance with the laws and guidelines of UV Group. The results of the review found that most of the operations were in accordance with the laws and established guidelines, no significant deficiencies were found.
- Collaborate with departments and/or subsidiaries that collect, use, or disclose personal data, such as the central procurement department, real estate related business, zinc oxide business, power plant business, refrigerator business, etc. to prepare personal data management guideline separated by departments to encourage UV Group's personnel to perform their duties correctly in accordance with the laws and guidelines for personal data protection of UV Group.

- Promote education and create understanding about the law and practice of personal data protection for personnel at all levels. In addition to setting it as one of the orientation topics for new employees of UV Group, PDPD has published knowledge media via email and requires personnel at all levels to attend knowledge training and take quizzes in the form of E-Learning via Application. The PDPD Department requires new training and testing every two years for all employees. In addition, executives and employees of PDPD have attended training sessions organized by external agencies, such as “PDPD for IT Management” to increase the efficiency of business supervision of UV Group to comply with the personal data protection law accurately and completely.



Key performance	FY 2022	FY 2023	Target
Complaints of infringement of personal data	0 case	0 case	0 case
Training on personal data protection practices	-	100% on target	> 80% test score

Remark Excluding UVBGP Group, STI Group and PIC.



3.4 Sustainability in social dimension

The Company believes that business growth will take place in a sustainable manner only when the business and its operation gain acceptance, trust and confidence from stakeholders throughout the business value chain. The Company supervises UV Group's business operations and ensure it is in accordance with applicable laws, regulations and requirements of relevant regulatory agencies and international human rights principles, for example, United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as taking into account the guidelines on responsibilities towards stakeholders as stipulated in the Corporate Governance Policy and Code of Business Ethics of UV Group.

3.4.1 Human resource management

The Company believes that effective human resource (“HR”) management is a key to increasing business competitiveness in order to support economic growth based on social responsibility and environmental sustainability. The Company has set HR management strategies in employee recruitment, employee potential development, staff care, employee engagement and retaining knowledgeable employees to enable UV Group to cope with the challenge of HR management, namely, attracting potential and competent employees to join UV Group, caring for employees to create employee bonding and developing employees’ potential in accordance with business strategy that has been adjusted according to the economic conditions, social, environment and technology contexts.

Management

The Company has established HR management policy to prepare UV Group to deal with business changes on the basis of equal and fair treatment of workers. UV Group treats employees in terms of employment, compensation and benefits, development and training, consideration for promotion, disciplinary action and punishment, termination or retirement based on competence and performance rather than personality, summarized as follows:

- Recruitment and selection of personnel:** UV Group has an equal employment policy with clear, and transparent guidelines and respect for human rights and fair treatment of workers in selection and hiring process. UV Group

recruits employees based on qualifications, education, knowledge, abilities, skills and experience of the applicants being interviewed that meet the job requirement and suit job description and position. Applicant will not face any restriction or discrimination against gender, age, race, religion, etc. and any various matters that are not directly related to working performance.

- Consideration of compensation and benefits:** UV Group has a fair and appropriate compensation policy in accordance with the relevant laws by considering compensation and compensation adjustment based on many factors such as position level and responsibility, performance assessment, economic and labor market situation, other companies’ wage rates in same businesses with similar business size, etc. Male and female employees are treated equally unless the nature of work or the condition of work does not allow equal treatment. In addition, UV Group provides both short term and long-term welfare and benefits for employees as required by law and other than those required by law to improve employees’ quality of life and build relationships with the organization. UV Group also has a policy to respect rights and freedoms of employees to form a group that will be benefit the public in a form that is not contrary to the law and does not cause any trouble to employees, UV Group and the community, as well as accepting the negotiation of employees in accordance with the legal procedures.

- **Assessment of performance:** UV Group's personnel are performance assessed annually in order to develop training plans and consider adjusting the position or compensation. UV Group defines and communicates to employees the process and assessment criteria which will be considered based on the performance of employees according to several indicators, including: (1) Functional KPIs: assessment of skills and abilities at both the department level and the individual level, which are jointly established between supervisors and employees, and (2) Professional Development KPIs: assessment of the success of the KPI Project. Performance assessment is conducted transparently, fairly and without discrimination.
- **Supervising and developing employee potential:** UV Group has a policy to promote personnel development by setting a training plan to develop employees' potential in a systematic and continuous manner (Training Roadmap) to enable all employees at all levels to develop knowledge and skills that are beneficial to their career advancement, including establish a Leadership Competency Development Program Roadmap to build and prepare personnel with outstanding abilities and performance to replace executives in the same position according to the succession plan or to support the newly appointed position according to the organization's strategic plan to create continuity in the management of the organization in the long run. In addition, the Company has a policy to take care of employees to work in a safe and hygienic environment so that employees are happy at work, both mentally and physically, ready to perform at full efficiency. As well as providing communication channels to HR Department such as telephone, email, application to express opinions, suggestions, complaints about operations and related matters such as welfare.
- **Corporate Engagement Survey:** UV Group organizes an employee engagement survey every year to bring a survey result that reflects the opinions and feelings of employees towards the organization to analyze and plan improvement in organization management and employee care to be appropriate and in accordance with employee needs to help employees build trust and bond with the organization so that employees can achieve their full potential at work.

Strategies

- Develop HR management strategies to optimize staff recruitment to support business expansion and retain knowledgeable employees to stay with the organization in the long term.
- Encourage employees to develop skills and knowledge to increase their working potential and be ready for future changes.
- Carry out activities that are beneficial to employees to create employee engagement and bonding with the organization.
- Provide channels to receive complaints and to listen to opinions and suggestions from employees.

Performance

Recruitment

The Company pays attention to recruiting new employees with knowledge and skills suitable for the position by disseminating job positions through leading job websites and social media such as Facebook, LINE, as well as participating in job fairs and educational institutions to recruit jobs from the target group of personnel as well as cooperating with educational institutes that offer courses in line with job positions that UV Group needs personnel in order to recruit personnel efficiently and sustainably. SENSES discussed to create cooperation in the development of "Building Resource Management" curriculum with the Faculty of Humanities and Social Sciences Bansomdejchaopraya Rajabhat University. In addition, UV Group supports the acceptance of interns to provide opportunities for students to have the opportunity to expand their learning from the classroom to the actual work, which plays an important role in helping young people prepare and gain advantages before entering the labor market. And it is another channel for recruiting employees of UV Group. In 2023, UV Group accepts 24 interns for internship in UV and its subsidiaries, such as Human Resources Department, IT Department, Engineering Department, Asset Management Department, etc. In addition, UV Group has initiated a mentoring system program for new employees to provide advice and assistance on work in the form of on-the-job training from mentors who specialize in direct work so that new employees can follow the work process faster and reduce resignation during probation period. At the same time, to maintain business continuity and management in filling key leadership roles from retirement or new positions arising from business expansion or investment expansion, the Company has set a succession plan for key positions to prepare supervisors or employees with knowledge and abilities to systematically assume management positions. This is to ensure that such persons are equipped and competent enough to appropriately move up to the management level to drive UV Group's sustainable growth.

In the fiscal year 2023, all businesses in the Group have employed persons with disabilities or contributed money to the Fund for Empowerment of Persons with Disabilities in full amount and on time as required by law. Employment of disabled



people of the Company and its subsidiaries in real estate and related businesses in 2023 totaled 5 people, which were hired from Vulcan Coalition, a social enterprise to work on artificial intelligence in audio-visual processing data management which has been employed for the second consecutive year with the aim of being a part of building skills, occupations and long-term income for the disabled. The refrigerator business employs a total of 7 disabled people, 2 of whom are PIC's warehouse employees, and 5 of them are disabled athletes and staff working in the disabled sports association and training center.

Compensation, benefits, performance assessment

UV Group provides remuneration and appropriate welfare and benefits to motivate and retain employees and to attract potential new employees to join UV Group. The employee's remuneration consists of (1) salary or wages that employees receive regularly. Remuneration adjustment is considered based on position level and job responsibility, competencies and performance together with economic and labor market situation, wage rates of other companies with similar business size and (2) special compensation (bonus) is given based on performance assessment of each employee and annual performance of each business.

UV Group organizes annual employee performance assessment by using a Balanced Scorecard, which considers several indicators, both at the corporate level (Corporate KPI) and at the individual level (Individual KPI), including:

- Strategic KPIs: Indicators based on revenue and profit of the business.
- Functional KPIs: Skill and competency indicators according to the main tasks that are responsible for both the department level and the individual level, which are jointly established between supervisors and employees.
- Professional Development KPIs: Project-based indicators for developing skills from actual practice by assigning employees to use the design thinking process to create projects that are beneficial to the department or an organization in any area, i.e. development and improvement of products or services, system development, work process improvement.

In this regard, remuneration consideration and performance assessment of employees will be conducted transparently and fairly in accordance with specified criteria which has been clearly informed to UV Group's personnel for acknowledgment.

In addition, UV Group provides short-term and long-term welfare and benefits to employees as required by law and other than those required by law to improve employees' quality of life and to strengthen relationship and bond with the organization, such as

- Provident Fund: The Company has established provident fund to promote savings and create financial security for employees. Employees who apply to be members of the provident fund can voluntarily choose the rate of contributions to the provident fund from 2% - 15%, and UV Group will pay contributions at the specified rate according to their working years. Employees who have reached the age of service, they will receive the contributions and benefits of contributions on the part of UV Group at the end of their membership in the provident fund.
- Annual health checkup, flu vaccination, health insurance and life insurance.
- Welfare subsidies, such as scholarships for children, subsidy in the event of spouse's or parents' death, special interest rate loan.
- Other welfare, such as scholarships for further master's degree, uniforms.



In the fiscal year 2023, TL, a zinc oxide business, has appointed a welfare committee in the workplace which consists of senior management and employee representatives who provide comments and discussions with employers to provide benefits that are beneficial to employees, including supervising the welfare arrangements that employers provide to employees. UV Group's employees can express their opinions or make proposals about employee welfare directly to HR Department through various opinion channels, such as telephone, email, application. etc.

Key performance	FY 2022	FY 2023	Target
Remuneration and welfares paid to UV Group's employees ¹	739.16 MB	810.80 MB	-
Proportion of remuneration and welfares between male and female employees ¹	1 : 1.38	1 : 1.48	-
Employees participating in the pension fund ²	487 people 76.09% of all eligible employees	558 people 84% of all eligible employees	> 80% of all eligible employees
Employees who receive annual performance evaluation ²	100%	100%	100%

Remarks 1 Only employees, excluding executives and excluding STI Group.

2 Excluding UVBGP Group, STI Group and PIC.

Potential development and take care of employees

Potential development

The Group aims to develop employees at all levels to have skills and knowledge that are in line with future business directions and ready for rapid changes in business. As well as developing executives and managerial employees to have attitudes, knowledge and skills to develop the potential of their subordinates to support the organization's sustainable growth. UV Group supports all employees to have the opportunity to attend training courses that are beneficial to the development of work potential and create career advancement through various forms of training that are suitable for the nature of work and changes in technology, such as on-the-job training, coaching by supervisors, attending training in the classroom or via an electronic conference system by speakers inside and outside the organization, E-learning by yourself through the application, learning through workshop activities, etc. Training courses in the fiscal year 2023 for UV Group's personnel such as:

Basic training course

- Good corporate governance principles
- Work safety
- Rescue and first aid
- Provident Fund/Tax
- Financial Literacy
- Cyber security
- Risk knowledge
- PDPA guidelines

Work skill enhancement course

- Productivity Communication and Personality Improvement
- Strategic Thinking – Domino Business Game
- Business Acumen
- Coaching and Feedback Skills
- Essential Leadership Skills
- Service Excellence and SENSES Standard
- Land and building tax
- Develop skills and knowledge in engineering
- Customer service resolution
- 7 habits of highly effective people/Agile 101



Key performance	FY 2022	FY 2023	Target
Employees who received training	99.37% of 636 people 321 males, 311 females	82.75% of 713 people 323 males, 267 females	>80%
Training hours	13.41 hours/person/year Total training hours 7,709 hours	23.20 hours/person/year Total training hours 16,540 hours	20 hours/person/year
Training expenses	1,985,151 Baht	2,576,549 Baht	-

Remark Excluding UVBGP Group, STI Group and PIC.

The “Beyond Your Limit Showcase” activity for the second year

In the fiscal year 2023, in addition to encouraging executives and employees to attend training courses that are directly beneficial to increasing their knowledge and working skills according to their positions and responsibilities, the Company also aims to promote the development of employees' potential to have design thinking in solving problems or creating new things systematically, which will benefit both employees and in line with the organization's strategy that aims to promote the development of skills and potential of employees to be able to work in new ways and respond to changes in the business environment to reform businesses and organizations for long-term sustainable growth through the “Beyond Your Limit Showcase” activity for the second year. The Company gives employees the opportunity to bring their KPI Project to participate in the contest “Beyond Your Limit Showcase” to select outstanding projects for further development into real use. There were 13 projects submitted by employees (out of all 115 projects) and 3 projects were selected as outstanding projects from “Beyond Your Limit Showcase 2023”.



Slag Zinc Reuse Management



Project details

Invented a method for converting zinc oxide slag ("Slag Zinc"), which is a waste product that occurs in the melting process of zinc ingots, into a liquid and returning it as a raw material with suitable properties for producing zinc oxide powder, by designing a process and building a Slag Zinc furnace and using waste heat from the furnace that is in operation to melt Slag Zinc blocks or sheets into a liquid and separate out impurities as much as possible. Then poured and formed into zinc blocks, and the properties are measured to ensure they are appropriate according to the specified criteria before being used as raw material for the production of zinc oxide powder.

Benefits

- Utilize raw materials (zinc ingots) to produce zinc oxide powder with maximum efficiency, helping to increase production volume and income from selling zinc oxide powder. Test results from March 2023 - September 2023 found that 45,168 kilograms of Slag Zinc was processed to change the state to liquid and separate impurities. There will be 26,197 kilograms of zinc ingots that are qualified to be used as raw materials, which can be used to produce 26,983 kilograms of White Seal - UV zinc oxide powder with a purity of 99.50%, valued at 2.37 million Baht.
- Reduces waste from the production process, which reduces Slag Zinc disposal costs.

Trash to Cash Back



Project details

Carry out waste management activities in condominiums where SENSES serves as the condominium juristic person. By systematically separating general waste, recyclable waste, and hazardous waste, we can reduce the amount of waste that must be delivered to Bangkok's garbage trucks. It helps reduce the quantity and cost of purchasing garbage bags, including reducing the monthly garbage collection fee and maintaining the annual garbage collection fee. Meanwhile, recycled waste is collected and entered into the production process for reuse, and the money received from selling recycled waste can be used to maintain the condominium's common areas.

Benefits

- Reduce the amount of trash in condominiums by more than 50%, down to 230 bags per month during March-September 2023, where activities have been carried out. Previously, there were 600 bags of garbage waiting to be collected from Bangkok's garbage trucks per month, while receiving money from selling recycled waste for approximately 1,000 Baht per month.
- Create the participation of stakeholders in the condominium to create a good living environment and participate in environmental preservation for the benefit of society as a whole.

Network Infrastructure Improvement



Project details

Design, procure, and install equipment to improve the IT infrastructure (Wide Area Networking: WAN) of the SSUT and PPTC power plants to increase the efficiency and stability of the network system in connecting data quickly, supporting business expansion in the future, including creating security system standards to reduce the risk of cyber threats under appropriate investment and help reduce long-term costs.

Benefits

- The power plant's IT network and internet systems have improved efficiency and stability in data connections compared to the existing technology. Meanwhile, power plants' internet connection fees have decreased by more than 75%, or approximately 0.70 million Baht per year.
- UV Group's IT department can centrally manage and maintain the power plant's network and security systems, helping to increase the security of the power plant's IT system.
- Become a model for improving the IT network infrastructure of other subsidiaries of UV Group in the future.

Employee care

The Company places importance on taking care of employees physical and mental well-being. The Company believes that if employees have a work-life balance, a safe working environment and an encouraging atmosphere that promote enthusiasm, they will perform their responsibilities to the best of their ability. Employees are given opportunity to freely participate in expressing opinions to create, improve or develop new things that are beneficial to the department or the organization as a whole. Such working environment and conditions will increase operational efficiency, create employee engagement and a feeling of wanting to grow together with the organization. Guidelines and activities for taking care of employees in the fiscal year 2023 are as follows:

- The Company encourages employees to have work-life balance through various activities that are beneficial to employees under UV FAMILY project that the Company has continuously operated since 2017 until now, including organizing activities to strengthen engagement and participation with the organization to encourage UV Group's employees to get to know each other and build good relationships among themselves. As well as activities to develop social skills to create interaction and coexistence with others, there are activities to open up perspectives that promote work or personal life. However, after the situation of the Coronavirus Disease 2019 epidemic decreased in severity in 2023, the Company increased the form of organizing activities for employees to meet and do more activities together, along with still organizing activities via an online meeting system to facilitate UV Group's employees being able to participate in activities from all locations.
- The Company provides several channels for expressing opinions or filing complaints for employees, including telephone, email, application and UV Group's website. Such information will be processed according to the procedures of the HR Department or according to the complaint management process in the Code of Business Ethics. However, in the fiscal year 2023, no complaints were reported from the Company's employees through the aforementioned channels.

Employee care activities in the fiscal year 2023



Executive meeting with employees: This activity is for high-level executives and employees to meet, talk, communicate to create an understanding of the vision, goals, policies, and corporate strategies to be in line with each other in order to encourage the exchange of ideas to build morale at work, as well as building good relationships between executives and employees. There are activities at both UV Group level and within each business, such as UV FAMILY Town Hall 2023, GRAND UNITY Town Hall 2023, Meeting with MD, etc. In addition, senior executives of the Company will participate in discussions and meet with new employees in orientation activities every time.

Knowledge sharing activities:

sharing knowledge, ideas, useful perspectives from external speakers, such as “Corporate Innovation via Startup” by Managing Director of Beacon Venture Capital Company Limited, a subsidiary of Kasikornbank Public Company Limited and former president of the Thai Venture Capital Business Association; activities to visit and study at Digital Transformation & Innovation of WEDO, an innovation agency that oversees new business development of SCG, etc.



The “Eat around the circle” activity for the second year:

activity for UV Group's employees to listen to ideas that are beneficial to developing skills in emotions, thinking, or dealing with various problems, as well as discussing and exchanging information, opinions, perspectives, and experience on various issues. In the fiscal year 2023, focus on soft skills and communication skills for workers, such as “The powerful mindset for communications”, “Critical thinking skills: necessary skills for people in modern organizations”, “Communicate with body language: Important skills to have, know, use”, “Presentation skills: Techniques for making a great presentation”, “Boost storytelling skills”: Tell stories well and interesting to listen to, etc.



Collaborative communication activities: activities to encourage UV Group's employees to get to know, build relationships that lead to cooperation in work or to build morale at work and encourage employees to bond with the organization through various activities, such as:

- Outing activities and Executive leadership retreat activities.
- Recreational activities, such as English skill challenge with Korean pottery on New Year's Day, Chinese language skill challenge on Chinese New Year, Bead making on Valentine's Day, etc.
- New employee welcome activities, mentoring programs and on-the-job training for new employees to create a good experience and reduce the turnover rate during the probationary period.

Employee Engagement

The Company conducts employee engagement survey annually under the “Happiness Index” activity. Survey results that reflect opinions and feelings towards the organization are analyzed for factors and strategies to promote employee engagement and build trust and confidence in the organization. In the fiscal year 2023, the Company conducts activities to build employee engagement with the organization according to the established plans and based upon the 2022 employee engagement survey results in terms of compensation and welfare, employees’ development, employee care, employee engagement and bonding. Activity details appear in the topics “Compensation, benefits, performance assessment” and “Potential development and take care of employees” as stated above.

Key performance	FY 2021	FY 2022	FY 2023	Target
Employee engagement survey result	78.32%	80.98%	77.00%	>70%
Employees participating in the engagement survey	98.93%	100%	97.24%	100%
Employee turnover rate	24.49%	27.20%	26.50%	<20%

Remark Excluding UVBGP Group, STI Group and PIC.

Labor dispute, relationship between management and labor unions

During the fiscal year 2021–2023, UV Group has no significant labor disputes and no labor unions were established within the organization of each company. UV Group has a policy to respect the rights and freedoms of employees to form a group that will benefit the public and is not against the law and does not cause any trouble to employees, UV Group and the community as well as accepting the negotiation of employees in accordance with the law. In addition, UV Group is open to consulting employees in all aspects, not blocking individual or group discussions. Employees can discuss directly with their supervisors or HR Department or submit a matter through channels prepared by the HR Department, such as telephone, email, application, where information from employees will be kept confidential and will be collected for corrective actions or improvements by HR Department and relevant departments as appropriate. In fiscal year 2023, there was 1 complaint from employees of a subsidiary regarding changes in employment conditions. The human resources department of the subsidiary has examined the facts and adjusted the compensation to be consistent with the work.

Personnel information

	FY 2022	FY 2023
All employees (people)	625	713
• Thai	625	713
• Foreigner	-	-
Employees level (people)		
• Executives level	7	8
• Management level	194	209
• Officer level	424	496
Employees by gender (people)		
• Man	321	389
• Female	304	324
Employees by age (people)		
• Under 30 years old	136	163
• 30-50 years old	424	494
• Over 50 years old	65	56
Remuneration and welfare between male and female (per person)		
• Executives level	1 : 0.60	1 : 0.40
• Management level	1 : 1.02	1 : 1.06
• Operational Level	1 : 1.38	1 : 1.48
All new employees (people)	147	326
• Under 30 years old	64	118
• 30-50 years old	77	193
• Over 50 years old	6	15

	FY 2022	FY 2023
Employees leaving the organization (people)		
• Under 30 years old	63	55
• 30-50 years old	122	129
• Over 50 years old	14	3
Employees applying for maternity leave (people)	3	3
Employees returning to work after maternity leave (people)	3	3
Corporate engagement (%)		
• Level of corporate engagement	80.98	77.00
• Proportion of employees surveyed	100	97.24
Human Resources Complaints (case)	0	0
• Resolved complaints	0	0
• Complaints are currently being resolved	0	0
• Total training hours (hours)	7,775	16,540
Average training hours (per person per year)	12.44	23.20
• Executive level / Operational level	3.26 / 16.79	6.72/ 30.41
• Male / Female	12.30 / 12.59	23.28/ 23.10
Performance assessment (%)		
• Assessed employees to all employees	100.00	100.00
Employee training expenses (Baht per person per year)	3,121	3,614

Remark Excluding UVBGP Group, STI Group and PIC.

3.4.2 Safety and occupational health

The Company has set goals for every business of UV Group to raise the level of safety and occupational health in accordance with international standards in order to reduce the accident rate, workplace injuries of employees and related persons and to prevent and reduce the potential impact on the community.

Management

The Company requires its subsidiaries to comply with the laws related to safety and occupational health and UV Group's policy on safety, occupational health and working environment along with managing, controlling and reducing risks in business operations and work processes that may lead to loss of life, injury, illness and impact on the surrounding community. It is required that they verify production efficiency and machinery, tools and equipment readiness and ensure suitable and safe working environment and workplace, establish measures to deal with emergencies that may arise and strictly monitor employees' operations in accordance with safety measures, as well as to encourage training and organize activities to educate, develop and form good conscience, to create employee participation in a safe and occupational health working environment. This is to enable UV Group to achieve the goal in reducing risks, hazards and accidents of those involved in UV Group's business and to prevent potential losses from accidents, emergencies and crises.



Safety, Occupational Health and
Work Environment Policy

Strategies

- Determine and review policies, goals, plans, and compliance with safety and occupational health laws every year in order to have a safety and occupational health management system that is suitable for the business and in accordance with the requirements of relevant laws.
- Manage safety and occupational health according to international standards and promote a culture of safety at work, provide personal protective equipment appropriate to the nature of work, provide emergency equipment and first aid kits that are adequate and convenient to access, report and investigate when an incident occurs to determine preventive measures.
- Support safety and occupational health training for personnel according to legal requirements and job necessities, as well as organizing activities to promote knowledge or communication to prevent and reduce accidents or illnesses arising from work.
- Conduct health promotion activities and annual health checkup for all employees according to risk factors in the workplace.
- Manage and supervise contractors to ensure that safety and occupational health risks that may arise from operations are properly prevented.

Performance

Safety and occupational health management

UV Group has continuously implemented guidelines for occupational safety and health management. Employees of UV Group have no accidents and no work-related illnesses leading to death. However, there was a lost time accident that happened to PIC production staff because they did not wear protective equipment while working according to work requirements, causing injuries from using machinery or raw materials such as steel sheets or metal pipes. After the incident, PIC reviewed and improved risky work procedures, organized safety practices training for all production employees, and assigned supervisors to monitor and ensure employees adhere to work safety practices strictly, as well as ensuring that employees wear protective equipment before starting work and providing adequate amounts of protective equipment for use.



Supervise/check work area

Inspect the area and working environment and make corrections within the specified period if working conditions or working environments are found to be unsafe.



Prepare machinery/protection equipment

Provide adequate safety protection devices suitable for the nature of work; check and maintain tools, equipment, vehicles in good condition and ready for use at least every month.



Accident management

Review risks and rehearsing operations in the event of an accident or emergency plans in various cases according to the prescribed procedure; report and investigate an incident; inspect work areas and provide training to review safe operating procedures for employees; determine preventive measures and monitor operations by supervisors to prevent repeated accidents.

Key performance	FY 2022	FY 2023	Target
Accident at work to death of employee	0 time / 0 people	0 time / 0 people	0 time / 0 people
Accident at work to extent of employee's absence	5 times / 5 people	12 time / 12 people	0 time / 0 people
Work-related illness to death of employee	0 people	0 people	0 people
Work-related illness to extent of employee's absence	0 people	0 people	0 people
Training hours on safety and occupational health of employees			
Power plant business (hours/person/year)	19	19.56	> 20
Zinc oxide business (hours/person/year)	30	12	12
Refrigerator business (hours/person/year)	6	6	6

Remark Excluding STI Group

Training and activities to promote safety and good health

In the fiscal year 2023, UV Group organized basic and specific safety and occupational health training according to the nature of business of each company to raise awareness and review safety skills related to work practices of employees, such as Training firefighting and fire evacuation drills, First aid, Work safety officer course, Review of international standard system requirements related to occupational health and safety management system ISO 45001:2008, Safety of working in confined spaces, Workers in places using natural gas, Protection from radiation hazards, Safe driving and maintenance of motorized forklifts, Techniques for installing and inspecting scaffolding, Use and maintain personal protective equipment, Review emergency plans, Safe work methods and prevent work-related diseases, etc. In addition, UV Group has organized activities to promote a culture of safety in workplace, create a good workplace environment and encourage personnel to have good physical and mental health, such as

- Safety Volunteer activities by detecting risk points that may cause accidents in the factory and surrounding areas to improve and correct them properly, training safety guidelines for contractors before working in the area, Weekly Safety Campaign activities, Big Cleaning activities by cleaning and keeping your work area tidy to increase work efficiency and safety.
- Annual health checkups, influenza vaccination, knowledge-sharing activities to take care of physical and mental health, such as “Healthy Seniors” activity for seniors who care about health.
- Activities to promote exercise and health care, such as “UV Family Wellness Society” activity which provides gym access to employees, “UV Family Healthy Challenge” activity which organizes running, walking, cycling, swimming for good health and accumulation of distance to be donated to Duangjai Mai Foundation, “UV FAMILY Champions League” activities, organizing football competitions between employees within UV Group, supporting employees to participate in charity mini-marathons, sports club activities for power plant employees, etc.
- Dissemination of safety and occupational health practices through communication channels within the organization, such as behaviors to reduce the risk of infection with COVID-19, reducing the impact of PM 2.5 dust, etc.



Safety and occupational health from infectious COVID-19 disease

In the fiscal year 2023, although the situation of the COVID-19 epidemic has subsided, UV Group still maintains strict measures for the safety and health of employees according to the COVID-19 prevention guidelines of the Department of Disease Control, covering office spaces and workplace of each business. For example, employees are required to wear masks at all times in the workplace; practice social distancing and refrain from touching colleagues; regularly clean common areas and work areas; organize meetings, training activities and activities to build relationships between employees in online and face-to-face forms; support equipment for safety and occupational health to employees, such as alcohol gel, ATK testing kit; determine guidelines for controlling outsiders' access to office space to ensure that UV Group's employees and contractors work safely and reduce the risk of contracting COVID-19. In addition, the Company has established procedures for taking care of employees in case they are infected with COVID-19 or high-risk groups, along with campaigning for personnel to receive booster vaccination.

3.4.3 Human rights

The Company places great importance on human rights management in UV Group's business operations and activities in the business value chain by respecting human values, rights, freedoms, and equality according to international practice to mitigate human rights risks and impacts that may affect the business operations, reputation, and confidence of UV Group's stakeholders.

Management

- The Company requires directors, executives and employees to comply with the policies and guidelines on human rights stated in UV Group's code of business ethics and human rights policy and consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs) which comprises three pillars that are protection of human rights, respect for human rights and remedies for human rights violations. UV Group focuses on treating stakeholders involved in business activities with respect, dignity and equality, without discrimination or restriction of the rights of individuals, society and communities based on sex, age, religion, race, education, social status or any other matters as well as supervising the operation of business activities of UV Group involving stakeholders ranging from employees, customers, business partners, communities and including vulnerable groups such as children, women, persons with disabilities, migrant workers to strictly operate in accordance with laws and principles of human rights and labor.
- Consider human rights risks that may arise in UV Group's business activities to assess the likelihood of occurrence and the level of impact that may occur, as well as closely and regularly monitoring high-risk business activities along with establishing a risk management plan and measures to mitigate the impacts of such risks.
- Encourage suppliers and business partners of UV Group to act on human rights in accordance with relevant laws and practices in the Supplier Code of Conduct, which the Company has set up as a framework for effective business cooperation and to enhance mutually sustainable competitive advantages. Business partners must not violate human rights in terms of labor, such as no child labor, no forced labor, paying a wage as mandated by law, and maintaining a safe working environment.
- Provide channels for all stakeholders to report clues or complaints related to human rights violations through the online system on the Company's website www.univentures.co.th or send information by email to wid@univentures.co.th or phone contact with Head of Internal Audit Department at 0 2643 7195.



Human Rights Policy

Performance

Human rights audit and risk assessment

In fiscal year 2023, the Company and its subsidiaries considered human rights risks that may arise in their own business activities together with other key risk assessments quarterly. The risk assessment of human rights covers business activities and key stakeholders of UV Group in order to determine appropriate management guidelines, for example:

Human rights risks to stakeholders in business activities

Employee 	• Employment according to the law, treated equally and fairly. • Safe working environment. • Providing appropriate and sufficient welfare. • Provide channels for expressing opinions and complaints.	Customer 	• Rights of privacy and personal data. • The right to access information about products and services. • Rights to safety and health.
Supplier 	• Rights to safety and health of workers. • Rights of personal data.	Society/ Community 	• Rights to safety and health. • Rights of local communities.

Violation/use of stakeholder information that is inconsistent with relevant laws and practices

Guidelines to reduce risks

- Require employees who are involved in the information of stakeholders, such as customers, partners, shareholders to strictly follow the policy, guidelines, or personal information management manual to ensure that the employees' work is in line with relevant laws. Including being reviewed by the PDPD and/or the internal audit department.
- Organize training/disseminate knowledge information so that employees realize the importance, understand and work properly.
- Review the effectiveness and adequacy of information security systems, both technology and processes, to prevent unauthorized access to information by unauthorized parties.

• Rights and safety at work

Guidelines to reduce risks

- Strictly manage HR according to the law under good corporate governance and sustainable development framework, including communicating with employees to acknowledge their rights.
- Provide channels for listening to opinions and reporting complaints from employees, including surveying employees' opinions annually covering all dimensions such as compensation, welfare, working environment to bring opinions to improve or develop HR management appropriately.
- Annual safety training for employees to review knowledge and practice skills suitable for the nature of the job, including working with partners to promote safe operations.
- Ensure that suppliers comply with labor laws and have appropriate safety, occupational health and environmental measures.

In the fiscal year 2023, UV Group did not commit any wrongdoing and has not received complaints from stakeholders about human rights violations in business operations.



Violations of laws related to human rights of UV Group in 2022 and 2023

0 case

Target: 0 case



Complaints about violations of human rights in UV Group's business in 2022 and 2023

0 case

Target: 0 case

Promoting and embedding human rights in company culture

In 2023, the Company promoted human rights respect for employees by communicating and supporting the concept of management that accepts diversity, respects differences, and promote equitable coexistence in the organization through the HR Department's sharing activities for UV Group's employees to discuss and exchange information, opinions and perspectives on differences, diversity, and equality, including requiring personnel to learn and take quizzes on diversity and inclusion in the form of E-Learning through the application. In addition, the Company encourages its suppliers to pay attention to human rights by communicating the supplier's code of business conduct which includes guidelines related to human rights to all suppliers for acknowledgment. All new suppliers must sign, acknowledge and agree to comply with the supplier's code of business conduct before registering as suppliers and conducting business transactions with UV Group.



3.4.4 Participation in community and social development

The Company believes that business growth will be sustainable when UV Group's business operations are recognized and trusted by communities and societies directly and indirectly related to each business. At the same time, UV Group recognizes the role of good citizenship of society and the country in promoting sustainable growth of communities and society. UV Group is therefore determined to ensure that the business operations of each company do not cause negative impacts on the community and create shared values through the implementation of activities or projects that contribute to improving the well-being of the community or society.

Management

The Company attaches importance to creating shared values by creating mutual benefits and values between UV Group and the stakeholders of each company in order to create a balance of sustainable development in economy, community and environment. In addition to conducting business with social responsibility by complying with laws, regulations and quality standards related to business so that the activities or business operations of UV Group do not affect the community and society, the Company aims to bring the resources and expertise of UV Group under employee involvement to contribute to the development of the community and society by focusing on outcomes that bring about positive changes in the community and in society through various forms of support, such as employee volunteer activities, donation, financial support, emergency assistance, etc.

Targets

- No dispute with the community in the vicinity of the location of UV Group's establishment.
- Implement projects or activities that contribute to improving the well-being of the community or society.
- Employees involve and participate in projects or activities that are beneficial to community and social development.

Performance

Overseeing and controlling the impact of business on communities and society

UV Group is committed to conducting business with social responsibility by complying with laws, regulations and quality standards related to business so that the activities or business operations of UV Group do not have an impact on the community and society. UV Group places

emphasis on reducing environmental impacts and is careful not to cause negative impacts on life quality of the communities surrounding UV Group's establishments, including power plants, real estate projects under construction, zinc oxide plant, commercial refrigerator factory. In this regard, UV Group's environmental management measures to reduce the impact of business operations on the community appear in Clause 3.5.1 Climate change and energy management and Clause 3.5.2 Resource management in business processes.

Disputes/Legal cases with communities surrounding plant/project in 2022 and 2023

- Power plants
- Real estate projects under construction
- Zinc oxide plant
- Refrigerator plant



O case

Targets: O case



Conducting activities to create value for the community and society

In the fiscal year 2023, UV Group continued to focus on activities that are beneficial to the development of communities and society under the participation of employees and stakeholders in business operations. UV Group focuses on activities that support good health and improve the quality of life of various groups of people, including educational activities and youth benefits as follows:

"40 Years 40 New Hearts" project for the third year

Background and project details

The "40 Years 40 New Hearts" project that the Company initiated in 2020 on the occasion of the 40th anniversary of the establishment of the Company. The project aims to create cooperation and encourage UV Group's employees to develop a public mind to help society in line with the corporate values "Caring" by organizing activities in various forms to allow personnel to participate in activities and turn them into money in order to support the cost of urgent cardiovascular treatment for 40 poor and underprivileged patients through the "New Heart Foundation" established by cardiac surgeons and medical personnel at the Department of Thoracic Surgery, Rajavithi Hospital to raise funds for urgent cardiovascular surgery for poor and underprivileged patients. The operation of the New Heart Foundation with donors from all sectors including UV Group has helped some patients with cardiovascular disease get the opportunity to receive treatment faster, reduce the loss of the working-age population and government budget for patient care.

Project results

In Fiscal Year 2023, in addition to direct donations from UV Group, UV Group operated activities for employees to participate in the project as follows:



- "UV Family Healthy Challenge 2023" activity, held for the second year, promotes good physical and mental health of employees through exercise, along with changing the exercise distance every 1 km of running and walking, every 4 km of cycling and every 250 meters of swimming into a 10 Baht donation to give to the New Heart Foundation. In 2023, there were 212 employees participating in the activity. The total distance throughout the activity (26 June - 25 August 2023) was 24,056 kilometers, with a total of 240,560 Baht donated to the New Heart Foundation.

- UV Family Champion League football competition to build relationships between UV Group employees, along with changing the number of goals in the final match and in the senior team football competition, totaling 10 goals, for a total of 100,00 Baht donated to the New Heart Foundation and the Company gave an additional donation of 59,440 Baht
- "Receive or Give, Happy Birthday" activity gave options for employees to change their benefits from receipt of birthday gifts to donation to 5 public charities including the New Heart Foundation, Thai Handicapped Foundation, Phayathai Orphanage, AIDS Foundation of Thailand, Wildlife Rescue Foundation of Thailand in which 231 employees or 32% of the total number of UV Group employees participated in the activities resulting in total donations of 23,111 Baht.



Donations from UV Group and employees

2021: 600,000 Baht

2022: 608,500 Baht

2023: 400,000 Baht

Results obtained from the project

- 129 patients who received treatment for cardiovascular disease under the operations of the New Heart Foundation through donations from donors (including UV Group) during 2021-2023 were in better health and able to continue daily life and work to take care of their families.
- Help support the United Nations Sustainable Development Goals, "SDG 3, Health and Well-being by aiming to reduce premature deaths from Non-communicable diseases (NCDs) by one-third within 2030 through disease prevention and treatment and promotion of mental health and well-being for both patients with cardiovascular disease who had the opportunity to receive treatment and employees of UV Group who are in good health due to regular and good exercise.

“Building Dreams for Children” Project

Background and project details

UV employees initiated the project “Building Dreams for Children” receiving donations and consumer items from UV Group’s personnel to give to Foundation for Children, an established organization to help children with basic needs and lifestyles in order to provide children with proper development physically, intellectually, and mentally, including helping children whose rights have been violated and abandoned to have a better opportunity and future.



Project results

Donate 26,000 Baht and consumer items as funds and for use in various projects under the supervision of Foundation for Children for more than 10 projects, such as Baan Tantawan Project to help underprivileged children, abandoned orphans, poor families which is a newborn child - 4 years old; Project to help rehabilitate children with special needs and developmental delays in order to help poor children diagnosed by psychiatrists and specialists as special children to grow up to be adults who can take care of themselves and live without burdening their families and society, etc.

Results obtained from the project

- Help underprivileged youths in the projects of Foundation for Children to have a better quality of life.
- Encourage employees of UV Group to have public consciousness to help and contribute to society in accordance with the corporate core values of “Caring”.
- Help support the United Nations Sustainable Development Goals, “SDG 2, Zero Hunger” and “SDG 3, Health and Well-being”.



Public benefit activities, donations and employee volunteering

Donation for public benefit



- Give a donation of 120,000 Baht to help flood victims in the central and northeastern regions through the “Cooperation with Amarin, Helping Flood Victims” project.
- Activities to sell roses to UV Group’s personnel in the month of love (February) to donate all the income without deduction of expenses of 30,560 Baht to the Heart Foundation of Thailand under the Royal Patronage to promote the work of the Association of Cardiologists in helping patients with heart disease. This rose-selling project has been carried out annually for the 9th consecutive year.
- FS and AA donated consumer items to Village Dek School, Kanchanaburi Province.
- AA donated 100,000 Baht to support the activities of the Princess Srinagarindra Volunteer Medical Unit and the health checkup of 500 monks.
- PIC provides cooking equipment (Chicken fryer set) to Friends in Need (of “PA”) Volunteers Foundation and a hand washing sink to Wat Mangkon Kamalawat.

Supporting education and good quality of life for youth and communities

TL supports scholarships for employees’ children who are well educated but lack funds for the 22nd consecutive year, as well as giving donations and items to support schools and community activities, such as

- Provide lunch, provide stationery and scholarships to Wat Sabok Khiao School.
- Sponsor gifts for Children’s Day to Wat Don Phutsa School and Wat Tanod Tia School.
- Install groundwater filtration system for Wat Don Phutsa School to provide the school with standard raw water for the production of drinking water for more than 200 students and teachers.



- Support organic waste bins to the Sam Bandit Subdistrict Administrative Organization to implement the community solid waste management project to encourage people to segregate waste at source and manage waste in a 3R way to reduce the amount of waste from the community that needs to be landfilled.

Public benefit activities with stakeholders

SENSES and stakeholders in the business, such as customers, business partners, and owners of real estate projects that are managed, have participated in activities for public benefits such as

- Organize a charity sporting event with CW Tower tenants to donate the registration fee and purchase educational equipment and sports equipment for Ban Mankong Pracha Samakkee Housing Cooperative Limited.
- Sell roses to CW Tower tenants and general customers at the CW Happy Valentine's Day 2023 event and donate income from the sale of roses to the Heart Foundation of Thailand under the Royal Patronage and the New Heart Foundation.



- Organized CW Happy Mother's Day 2023 activity, giving donations from the participants of the jasmine pot painting activity to the Association for the Promotion of the Status of Women, Don Mueang Emergency Home for pregnant women who are not ready.
- Allocate space for CW Tower and The Street Ratchada Shopping Center for public benefit activities such as "Share things to send children to study" activity, setting up a donation box for Pankan Shop by Yuvabadhana foundation to change items into scholarships for students of the Yuvabadhana Foundation, activities to set up blood donation points with the Thai Red Cross Society 4 times a year, etc.
- SENSES executives and employees donated consumer items to the Center for the Promotion and Development of the Blind with Multiple Disabilities, Nakhon Nayok Province, including donating 200 packs of drinking water to Ratchaprachanukroh School 47, Phetchaburi Province.

Activities for the benefit of the community

UVBGP Group carries out activities to create benefits for the communities surrounding the SSUT and PPTC power plants continuously every year. They focus on activities that help increase the quality of life and create a good environment for communities located near power plants, including educational support activities. In the fiscal year 2023, activities that UVBGP Group has carried out with the cooperation of employees, such as construction of playgrounds and exercise fields for the Poonsap community, planting trees around the dam of Bueng Bua Temple and the area around the power plant and industrial estate, dredging canals in the community such as Hua Lamphu Canal and Lam Taeng Mo Canal, donating light bulbs and electrical appliances to Wat Srirach Pradit, giving scholarships to Praeksa Withed Suksa School, giving educational equipment and bicycles to children in the community, donating items to disabled students at Chachoengsao Panyanukul School, providing common household medicines and daily necessities to bedridden patients in the community, organizing activities to provide knowledge on the safe use of electrical equipment and save energy, etc.



3.5 Sustainability in environment dimension



The Company realizes the importance of energy and resource management in business processes and operations to reduce greenhouse gas emissions which is the responsibility of the business sector to be involved in solving global warming and climate change. The Company supports Thailand's declaration of commitment to the United Nations Framework Convention on Climate Change Conference of the Parties (COP26) to reduce greenhouse gas emissions by 40% by 2030 and to achieve the Carbon Neutrality goal by 2050 and Net Zero emissions by 2060. In addition, the Company recognizes the importance of limited resources and the risk of accessing and acquiring resources that may lead to future shortages. Moreover, business growth and industrial growth create waste, leftover and waste from production and business processes or activities that affect the environment which is the source of natural and environmental resources and living things that are essential to the life cycle. Therefore, good resource and environmental management in order to create business sustainability and reduce the impact on the environment and community is another important key for UV Group's business operations.

Management

The Company has established policies and guidelines for environmental management as a framework for UV Group's business operations summarized as follows:

- Determine UV Group's business operations to strictly comply with the laws, regulations, and environmental and energy quality standards related to business operations.
- Give importance to the selection or development of products, services, processes and work practices that promote the use of resources for maximum benefit, environmentally friendly, energy saving and reduce the generation of waste, promote the use of renewable energy or clean energy in business operations of UV Group.
- Encourage UV Group to formulate plans and goals for its environmental, energy, water, waste and pollution management services to be appropriate and efficient as well as requiring a performance monitor and an assessment of environmental impacts from UV Group's business operations and providing channels for receiving complaints from stakeholders to enable UV Group to take timely and appropriate remedial action and plan to prevent environmental impacts.



Environmental,
Energy and Social
Management Policy

- Raise awareness and instill a sense of environmental responsibility and energy efficiency among UV Group's employees and communicate policies and practices to those involved in UV Group's business operations to ensure that business partners, such as suppliers, contractors, joint ventures recognize the importance and conduct business in accordance with laws, standards and environmental practices.

3.5.1 Climate change and energy management

Global climate change is a concern for all stakeholders. With the Company's investment in the power plant business and the zinc oxide production business which is a significant source of greenhouse gas ("GHG") emissions from the use of natural gas and many resources in the production process. The Company therefore aims to encourage the subsidiaries that operate such businesses to set goals and plans to reduce GHG emissions by optimizing energy consumption and/or increasing the use of renewable energy in business activities. All companies are required to consider risks and identify business opportunities arising from climate change in order to plan, adjust or formulate strategies to expand or extend the business of each business. The Board of Directors has assigned the Sustainability and Risk Management Committee with the President of the Company, chief executive of the department and the subsidiaries as committee, to prepare sustainability development plans in various areas, including those related to climate change and define success indicators such as efficiency improvement of power plants or zinc oxide furnaces to reduce GHG emissions, expansion of renewable energy business, etc., under management guidelines in both governance and risk management and business operations as follows:

- Oversee business operations in accordance with relevant laws as well as assessing and managing climate change risks that may affect UV Group's business operations.
- Disclosure of UV Group's GHG emissions covering all businesses that are significant sources of GHG emissions as well as setting goals for controlling and/or reducing GHG emissions arising from the use of energy and/or resources in business operations.
- Support environmentally friendly concepts, technologies and innovations that enable reduction in resource consumption and help increase energy efficiency or support the reduction of GHG emissions and the circular economy.
- Develop products or services that have a low impact on the environment as well as expanding investment in renewable energy business.
- Raising awareness and knowledge of climate change to all levels of employees of UV Group.

Performance

Greenhouse Gas Management

The Company reported corporate GHG emissions in accordance with ISO 14064-1:2018 and was verified by Bureau Veritas Certification (Thailand) Co., Ltd. Scope of reporting to identify sources of GHG emissions from activities covering the scope of operations (“Scope”) 1-3 of the Company and its subsidiaries with its head office located on the 22nd floor of Park Ventures Building and TL’s head office and factory located at Rojana Industrial Park, Phra Nakhon Si Ayutthaya Province. In the fiscal year 2023, UV Group, within the scope stated above, emitted a total of 47,139 tons of carbon dioxide equivalent (“tonCO₂e”) emissions, decreased from the same period last year when total GHG emissions were 75,307.32 tonCO₂e, mainly due to TL reducing zinc oxide production according to customer orders. As a result, TL’s use of zinc ingot and natural gas, which are significant sources of greenhouse gas emissions, are reduced.

GHG emissions (tonCO ₂ e)		FY 2021 ¹	FY 2022 ¹	FY 2023 ¹
Scope 1	Natural gas usage	7,896.36	8,062.01	6,243.47
	Fuel usage for cars	202.19	204.96	196.35
	Fuel usage for forklift, generator, fire pump	97.27	83.86	71.95
	Septic Tank	12.93	12.75	7.90
	LPG usage	-	0.09	0.05
Scope 2	Use of electricity	1,183.87	1,139.44	991.04
Scope 3	Use of purchased raw materials ²	6.17	62,735.76	39,619.55
	Activities related to fuel and energy	n.a.	2,573.84	n.a. ³
	Transportation from raw material suppliers	n.a.	163.22	n.a. ³
	Sending documents by messenger	n.a.	n.a.	6.63
	Traveling to contact work of employees	n.a.	320.63	n.a. ³
	Transportation and distribution of products to customers	n.a.	10.76	n.a. ³
Total		9,398.78	75,307.32	47,139 ³

Remarks 1 Only for companies and subsidiaries whose head office is located on the 22nd floor of the Park Ventures Building and the head office and factory of TL.
2 Year 2021 is tap water and copy paper, and the year 2022 onwards is zinc ingot, tap water, and copy paper.
3 According to the Greenhouse Gas Protocol, other indirect GHG emissions sources (Scope 3) will be considered only for those with significant indirect GHG emissions. Other indirect GHG emissions sources that will be significant in the fiscal year 2023 are purchased goods and services category, which consists of copy paper, tap water, raw materials (zinc ingot), and sending documents by messenger. Scope 3 GHG emissions from other GHG sources that were not reported and specified in the Greenhouse Gases Verification Statement, namely activities related to fuel and energy use 1,995.74 tonCO₂e, transportation from raw material suppliers 146.47 tonCO₂e, landfilling waste from organizations 25.10 tonCO₂e, transporting waste for disposal 0.17 tonCO₂e, business-related travel 8.32 tonCO₂e, traveling to contact work of employees 213.45 tonCO₂e, and transportation and distribution of products to customers 162.52 tonCO₂e.
- Scope 1: Greenhouse gas emissions directly from the production of electricity, heat or steam, emissions from production processes, leaks during the process. Scope 2: Indirect greenhouse gas emissions through the purchase of energy such as electricity, steam, heat. Scope 3: Other indirect greenhouse gas emissions such as transportation of raw materials from producers, employee travel with vehicles that are not corporate assets.

GHG emissions for the fiscal year 2023 of SSUT and PPTC power plants amounted to 652,993.34 tonCO₂e and 319,858.52 tonCO₂e, respectively. GHG per production unit of SSUT was reduced according to the set target, but GHG per production unit of PPTC is higher than the set target because PPTC power plant stopped operating to repair gas turbines and steam turbines outside of the plan 3 times, resulting in an increase in heat rates from the increased use of natural gas for combustion per unit of production.

GHG emissions (tonCO ₂ e)		SSUT		PPTC	
		FY 2022	FY 2023	FY 2022	FY 2023
Scope 1	Natural gas usage	627,518.37	651,306.13	363,930.54	307,737.83
	Fuel usage for cars	32.88	35.31	22.00	25.11
	Fuel usage for forklift, generator, fire pump	8.60	9.03	5.12	4.60
	Septic Tank	8.86	8.25	5.07	4.73
Scope 2	Use of electricity	711.50	132.87	201.43	520.24
Scope 3	Use of tap water	204.19	274.77	151.36	115.14
	Transportation from raw material suppliers	6,669.70	1,226.98	5,504.66	11,450.87
Total		635,154.10	652,993.34	369,820.18	319,858.52

Remark Calculated by SSUT and PPTC and not verified by external auditors.

GHG emissions for the fiscal year 2023 above were found that the major source of GHG emissions comes from the use of natural gas in the power plants and zinc oxide production process, and the use of zinc ingots in the production of zinc oxide powder. Both companies set goals to reduce GHG emissions per unit of electricity generation and zinc oxide each year by managing energy consumption and raw materials (Zinc Oxide) to be effective for maximum effectiveness. The targets, plans and outcomes of GHG reductions can be found below and in the topic “Energy Management” and “Waste management”.

	Greenhouse gas emissions per unit of production		
	FY 2022	FY 2023	Target
Power plant business			
SSUT	0.4949 tonCO ₂ e / MWh	0.4142 tonCO ₂ e / MWh	0.4825 tonCO ₂ e / MWh
PPTC	0.4371 tonCO ₂ e / MWh	0.4484 tonCO ₂ e / MWh	0.4362 tonCO ₂ e / MWh
Zinc Oxide Business			
Scope 1-2	0.56 tonCO ₂ e / ton Zinc Oxide	0.54 tonCO ₂ e / ton Zinc Oxide	-

Energy management

The Company encourages UV Group to manage energy use for maximum efficiency, especially businesses where energy costs have a significant impact on operating performance, by choosing modern and quality machinery and/or technology from a well-recognized manufacturer, focusing on preventive maintenance and optimizing machinery and/or production processes, developing operational guidelines that will reduce fuel consumption or optimize energy use, using renewable energy, promoting awareness of energy conservation and energy recovery. In the fiscal year 2023, energy consumption and energy management performance of UV Group can be summarized as follows.

Key performance	FY 2022	FY 2023	Target
Electricity consumption of UV Group¹ (kWh)	65,590,273	85,545,811	-
• SSUT power plant (kWh) Average difference per month	43,771,858 ² N.A.	59,303,490 up 1.59%	- up 0.5%
• PPTC power plant (kWh) Average difference per month	18,609,963 ² N.A.	23,325,787 down 6.38% ³	- up 0.5%
• Zinc Oxide Business Electricity consumption per production unit (MJ/Kgs ZnO)	down 3.23% YoY	up 3.01% YoY ⁴	down 2%
Natural gas consumption			
• SSUT power plant (MMBTU) Average difference per month	8,817,067 ² N.A.	11,879,337 up 1.05%	up 0.5%
• PPTC power plant (MMBTU) Average difference per month	4,622,777 ² N.A.	5,499,195 down 10.78% ³	down 0.5%
• Zinc Oxide Business (MMBTU) Heat consumption per production unit (MJ/Kgs ZnO)	141,711 down 1.46% YoY	111,474 down 3.35% YoY	down 2%YoY

Remarks 1 Excluding STI

2 Electricity and natural gas usage by power plants during January - September 2022

3 PPTC's electricity and natural gas consumption decreased significantly due to 3 unplanned shutdowns for gas turbine and steam turbine repairs.

4 Electricity consumption of TL increased from continuous use of high-pressure air compressors and turning on spare machinery.



Power plant business

SSUT and PPTC continuously implement the ISO 50001 Energy Management System standard along with planning the operation and maintenance of the machines according to the specified plans to optimize energy use. In the fiscal year 2023, PPTC improved the efficiency of its gas turbines, causing natural gas use per production unit to decrease by 4.64% from the previous year. Meanwhile, SSUT designs the operation of the half block electricity generator to be consistent with the customer's electricity consumption, including improving the efficiency of electricity distribution to customers to be flexible, highly stable, suitable for the operating style of power plants. This can help reduce the amount of natural gas used in the fiscal year 2023 by approximately 0.5% and 2% from the previous year, respectively.



Zinc oxide business

TL manages energy according to ISO 50001, coupled with increasing the efficiency of using natural gas by adjusting the heat circulation system in the Continuous Furnace by connecting an air chimney from outside without dust into the combustion process of the furnace, which improves combustion efficiency and heat better. It also increases the lifespan of the crucible to more than 90 days. In addition, TL continues to increase the machine working time during the off-peak period and reduce the machine working time during the on-peak period, together with taking care of the efficiency of power generation from solar cells with a capacity of 370.04 kWp to work at full efficiency, which helps save electricity bills for the fiscal year 2023 by 1.48 million Baht.



Real estate project management business

In 2023, SENSES continues to further enhance the energy efficiency and indoor environmental quality of CW Tower. The goal is to apply for an energy-saving and environmentally friendly building certification under the LEED Gold Certified standard from the United States Green Building Council after CW Tower received the MEA Energy Awards in 2022, for example:

- Reduce energy consumption in the air conditioning system by various measures such as, increasing the cold water temperature by 1 degree Fahrenheit at appropriate times, controlling the cooling tower not exceeding 100 degrees Fahrenheit, reducing the use of chiller during certain periods.
- Replace more than 80% of indoor light bulbs with LED light bulbs and paint the building with heat-insulating and reflective paint to reduce the temperature of the walls outside the building and inside the building to help reduce the work of the air conditioning system.

In addition, SENSES has set up a plan to apply guidelines for increasing energy efficiency and building environmental quality of CW Tower to other real estate projects managed by SENSES, both condominiums, office buildings, and shopping centers in the appropriate way as approved by the employer or project owner.

3.5.2 Resource management in business processes

UV Group is aware of operating its business on the basis of environmental responsibility in every step of the production process or the procurement of goods or services. UV Group sets a policy to operate its business strictly under the laws or regulations related to the environment, encourages and supports all businesses to use natural resources and energy efficiently and with maximum efficiency, has good environmental management in all aspects, such as water management, waste management, air quality management to prevent and reduce the impact that may occur to community, society and the environment from UV Group's business operation, as well as instilling awareness of social and environmental responsibility among employees through activities in order to raise awareness of the importance of effective use of natural resources, environmental protection and reduction of energy consumption and providing channels to listen to problems or impacts that occur to the community and the environment from UV Group's business operations which will lead to management and correction in a timely manner.

Environmental management

Real estate development business, power plant business and the zinc oxide business conducted an environmental impact assessment (EIA) before starting the project so that they are able to comprehensively manage environmental impacts. Effective measures are also prepared to prevent potential impacts before, during and after the project commencement. In addition, each entity monitors changes in relevant environmental laws and regulations and sets goals to prevent environmental incidents so that there is no violation of the law and no significant environmental fines.

Performance

Power plant business

SSUT and PPTC power plants have assessed the environmental impact before starting the project and after project completion to produce and sell electricity. Both power plants maintain and improve quality of machinery to be

modern and environmentally friendly and coordinate with machine manufacturers to inspect the integrity of machinery and equipment in the production process. They also continuously focus on environmental management in accordance with ISO 14001, which is an international environmental management system. In addition, both power plants monitor various impacts that may arise from the operation of the power plants in accordance with their measures to prevent, reduce and monitor the environmental quality. Compliance with the environmental management measures stated in the EIA report is reported to the Energy Regulatory Commission and relevant regulators every 6 months. Meetings of tripartite committees consisting of community representatives, government officials in that area and the Industrial Estate of Thailand are arranged twice a year to listen and resolve the impacts from the operation of the power plants to ensure that the power plants manage the environmental impact effectively with no effect to the community and other stakeholders according to the set environmental goals. In the fiscal year 2023, SSUT and PPTC power plants had no significant environmental incidents, no violation of environmental laws or requirements and have not received any complaints from the community or stakeholders that affect the electricity production resulting in halt or litigation.

In terms of air quality, SSUT and PPTC control air quality emitted from power plants and find ways to improve production process efficiency, plan inspections, and maintain machinery and related equipment to reduce the impact of air pollution on the environment and community. The air quality emitted from the chimneys is measured by an external inspector and the air quality in the communities surrounding the power plant is regularly measured every 6 months. The results of air quality measurements in the fiscal year 2023 from the chimneys of power plants complied with the laws and standards set and there were no complaints about the quality of air pollution from stakeholders.

Zinc oxide business

TL regularly inspects, maintains and improves machinery and equipment in the production process to ensure efficiency under the international environmental management system ISO 14001. TL also conducts an annual environmental analysis of air quality from production building chimneys and chemistry laboratories by independent external auditors as well as analyzing effluent quality before releasing it to the public water sources of Rojana Industrial Park on a monthly basis and supervising business operation in accordance with requirements, rules, laws and standards on the environment, labor and human rights of the relevant regulators. The results of the environmental quality analysis for the fiscal year 2023 showed that the air quality of the ventilation shafts of production buildings and chemistry laboratory, effluent water quality comply with relevant requirements and standards, including no significant environmental incidents, no violations of environmental laws or regulations and no complaints from communities or stakeholders that resulted in the halt of zinc oxide production or litigation in any way.

Air quality	FY 2022		FY 2023		Target
Power plant	SSUT	PPTC	SSUT	PPTC	
Nitrogen oxide emissions (NO _x)	17.80 ppm	28.78 ppm	16.85 ppm	23.09 ppm	less than 60 ppm
Sulfur dioxide emissions (SO ₂)	1.52 ppm	2.85 ppm	1.09 ppm	0.78 ppm	less than 5 ppm
Dust emissions (TSP)	2.36 mg/Nm ³	1.32 mg/Nm ³	4.87 mg/Nm ³	1.33 mg/Nm ³	less than 10 mg/Nm ³
Zinc oxide plant					
Nitrogen oxide emissions (NO _x)	27.25 ppm		10.66 ppm		less than 200 ppm
Sulfur dioxide emissions (SO ₂)	2.0 ppm		3.67 ppm		less than 60 ppm
Carbon monoxide emissions (CO)	27.50 ppm		12.67 ppm		less than 690 ppm
Dust emissions (TSP)	0.33 ppm		29.34 ppm		less than 320 mg/Nm ³

Real estate business and related business

UV Group places an emphasis on environmental issues in every process of the development of real estate projects to be environmentally friendly and energy efficient, starting from building design, selection of building materials, decoration materials, electrical equipment and electrical appliances. During the construction, UV Group's Construction Department, construction supervision engineer and construction contractors jointly formulate policies and practices for safety and pollution control from construction in accordance with the criteria of relevant laws and measures specified in EIA report. The goals are to run construction without affecting the environment and communities surrounding the project, in terms of air quality, noise level, vibration, wastewater quality from construction activities at every stage from the construction preparation, piling and foundation work, major architectural work and internal architecture, preparation for the delivery and building opening. In the fiscal year 2023, there is regular measurement of environmental quality in the construction area and adjacent areas of all GRAND UNITY's under-construction condominium projects. Results of weather, noise and vibration measurements are displayed on a display board in front of the project area. A report is also prepared and submitted to the relevant regulatory authorities every 6 months. In this regard, the environmental quality measurement results are in accordance with the criteria prescribed by law. There was no significant environmental incident, no violation of environmental laws or requirements and no complaints from the community or stakeholders that results in halt of construction or litigation. In addition, SENSES, which manages residential and commercial real estate projects, includes more than 20 projects at present, is focusing on the environmental management within the project, such as wastewater treatment systems and waste management system in order to meet the criteria of relevant laws and measures stated in each project's EIA report and to prevent any activity of real estate projects affecting the environment surrounding the project.

Key performance	FY 2022	FY 2023	Target
Significant environmental incidence	0 case	0 case	0 case
Violation of environmental laws or regulations	0 case	0 case	0 case
Fines for violating the law or significant environmental fines	None	None	None

Educational activities that create environmental awareness, climate change and energy management

The Company encourages training, organizing activities and disseminating media campaigns to employees to educate and create an awareness of environmental and social responsibility as well as encouraging energy-saving and energy-efficient behavior at work and in daily life. In the fiscal year 2023, the Company encourages UV Group's personnel to participate or conduct activities to educate and create awareness of the environment, climate change, and energy management, such as

- Assign UV Group's employees to review the guidelines for environmental and energy management according to the Company's Sustainability Management Framework on the topic "Greenhouse gases Environmental sustainability issues that are important to the business sector and related to employees", along with a test in the form of E-Learning through an application, in which UV Group's employees participated in activities of 100% of all employees (excluding UVBGP Group, STI Group and PIC).
- Organize training activities to provide information on developments in climate change issues around the world and Thailand during 2022, along with guidelines for the preparation of Carbon Footprint for Organization reports in 2023 and greenhouse gas management of the zinc oxide business for TL's executives and employees by speakers from Advanced Energy Plus Co., Ltd. In addition, TL organized an in-house training on global warming and participation in solving problems of the business sector and send representatives to attend workshops "Organization Carbon Footprint" organized by Thailand Greenhouse Gas Management Organization and the SEC.
- Regularly disseminating environmental and energy campaign materials to UV Group's employees through e-mails and publicity boards in the office, such as the use of electrical equipment and computers to save energy, efficient use of paper, reducing the use of paper and plastic bags, sorting waste and reducing the use of plastic bags, etc.



Water management

Water is an important natural resource due to the limited quantity and it is life's necessity for all the stakeholders. It is also an important raw material of the industrial business sector. UV Group therefore places great importance on water management and wastewater management in order to use water efficiently, especially the power plant business of UV Group as water is an important raw material in the steam boiler during production process and used for temperature control in the cooling system and in air quality control. Therefore, effective management of water consumption and wastewater quality management will help reduce environmental impacts and reduce conflicts with communities regarding water shortages in the area and effluents' quality that does not meet the criteria prescribed by law which will affect the production and reliability of UV Group's business. The Company has set goals and plans for water management with the 3Rs concept, namely, Reduce, Reuse and Recycle, along with campaigns of water saving and regularly monitor the effluents' quality so that the environment and the community are not affected.

The main sources of water used for UV Group's in-house activities and production processes come from tap water and treated water. In the fiscal year 2023, the water consumption in the offices of each business and production processes in the power plant business, zinc oxide business and commercial refrigerator business is approximately 1.53 million cubic meters (excluding STI Group and water

use within the offices of companies at the Park Venture Building and Mahatun Plaza Building as the tenants are not informed of the water consumption because the water fee is included in the rental fee). The majority of UV Group's tap water use comes from the power plant business, with a total amount of approximately 1.514 million cubic meters. However, the amount of water that has gone through the treatment process that power plants use to cool machinery and various equipment in the fiscal year 2023 has a total volume of approximately 3.710 million cubic meters.

The effluent from office use will go through the building's wastewater treatment system before being released to the public or being reused in the toilet flush while wastewater from power plants and zinc oxide plants will be treated and checked for water quality to meet the criteria set by the industrial estate before being released into the public water supply of the industrial estate and enter the industrial estate's wastewater treatment system before being releasing further to the public. Waste water from a commercial refrigerator plant, real estate projects under construction and real estate projects under the management of UV Group will be treated and checked for water quality to meet the criteria before being released into public water sources as well. In the fiscal year 2023, UV Group did not encounter problems with water quality exceeding the requirements nor receive any fine from violations of laws related to water management and has achieved the goals set.

Key performance	FY 2022		FY 2023		Target	
Water consumption of UV Group ¹ (m ³)	1,384,054		1,533,051		-	
Water consumption of power plant	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC
Water consumption per production unit of power plant business (m ³ /kWh)	0.00156	0.00268	0.00068	0.00305 ²	< 0.00235	< 0.00260
Proportion of use tap water and treated water for electricity generation	42% : 58%	23% : 77%	52% : 48%	21% : 79% ²	Use treated water > 50%	
Violation of water management laws	0 case		0 case		0 case	
Fines for significant violations of water management laws	None		None		None	

Remarks 1 Excluding STI.

2 Water usage per production unit and PPTC's treated water did not achieve its goals. Due to damage to the gas turbine and steam turbine, PPTC had to operate in open cycle mode and operate the auxiliary boiler, which uses a higher amount of water than normal operation.

Water conservation activities



Power plant business

In the fiscal year 2023, SSUT and PPTC power plants manage water in the power generation process to reduce the amount and cost of using tap water and producing pure water continuously from 2022 by controlling the water quality inside the HRSG boilers as well as adjusting chemical addition rate to optimize water quality to reduce the opening rate of the drain valve from HRSG, resulting in the power plant saving consumption of pure water and reducing the cost of producing pure water. Along with using treated water (recycle water) to cool machinery and equipment in power plants to help reduce water consumption.



Real estate business and related business

Real estate projects developed by UV Group for sale or rent choose water-saving sanitary ware and install wastewater treatment system to treat effluent according to the criteria prescribed by law. Meanwhile, SENSES formulates a plan and monitors the building maintenance department to regularly inspect the water pipes, water meters and other equipment, including using treated water instead of tap water in some activities such as watering plants.

Waste management

UV Group attaches importance to waste management with the goal of reducing the amount of waste and managing both hazardous and non-hazardous waste from UV Group's operations with the 3Rs principle, namely Reduce, Reuse and Recycle by managing waste systematically from sorting, storage, transportation, and waste disposal to recycling and using resources in a cost-effective manner according to the circular economy which reduces the environmental impact of businesses operations that may affect the community, reduce greenhouse gas emissions and to help reduce the cost of doing business. For external waste disposal, UV Group selects a government-authorized transport and disposal service provider to ensure compliance with management and minimal environmental impact.

UV Group has a process to separate and dispose of each type of waste appropriately. General waste is used to collect and dispose of the waste of office buildings, government agencies or industrial estate. Waste in the form of constituents, chemical contaminated waste, hazardous waste will be transported and disposed of in

accordance with the guidelines prescribed by law by an industrial waste disposal service provider which is legally registered. Waste materials or packaging that can go into the recycling process for reuse or other uses, such as paper, plastic bottles, glass bottles, chemical containers, used lubricant, UV Group will process them separately for sale to operators or handover to suppliers or organizations that have a recycling operations for use. In the fiscal year 2023, UV Group has a goal to reduce the amount of waste from the production process to a minimum and support waste disposal through reuse through various projects of each business as follows:

Power plant business

PPTC and SSUT power plants sell used lubricants to other manufacturers for further production of renewable blended fuels, while the used chemical tanks are treated every 3 months and reused which reduces waste disposal costs by about 100,000 Baht per year.

Zinc oxide business

TL handles raw materials from the production process, including garbage and waste from business activities to benefit by reuse or through the process to be recycled or properly disposed of in accordance with the guidelines prescribed by law as follows:

- Take the ash, powder, and scrap of zinc ingots that are left over from the production process into the separation process. 25% is to be reused in the zinc oxide production process, and the remaining 75% is sold to other manufacturers for reuse (recycle).
- Hazardous waste management by using 500-kilogram bags that can be recycled and reused contains zinc oxide powder pending in the granulation process. It reduces the use of 25-kilogram bags by 110,400 bags per year, or a total of 883,200 Baht, and reuses unused 25-kilogram bags by weaving bags to use as covering materials for finished products, helping reduce the cost of sending 25-kilogram bags for disposal by approximately 16,000 Baht per year.
- Use scrap material from the mold in the zinc oxide production process that is deteriorating to be used as a 10%-15% mixture with refractory cement to make socket caps, pipes, and equipment for kilns, including a zinc oxide water conveyor rail, to reduce the use of refractory cement and the cost of disposing of deteriorated sockets. In the fiscal year 2023, the aforementioned operations will reduce the expenses of sending scrap materials for disposal. It is approximately 5,000 Baht, which is lower than in 2022 because TL reduced the production of zinc oxide powder to 65% of production capacity.

	FY 2023			Target
	Non-hazardous waste	Hazardous waste	Waste that is recycled for use (Reuse/Recycle)	Waste that is recycled for use (Reuse/Recycle)
Power plant business				
– SSUT (ton)	27.62	29.17	29.38 (51.73%)	> 60%
– PPTC (ton)	15.93	15.86	29.05 (91.25%)	> 60%
Zinc Oxide business (ton)	464.00*	33.65	Reuse 123 and Recycle 338* (99.14%)	> 99%*

Remark * Non-hazardous wastes that are recycled include ash, powder, or scrap of zinc ingots, that are left over from the production process.

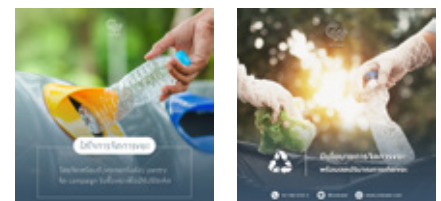
Refrigerator business

PIC takes aluminum scrap from the manufacturing process and sends it to melt to produce refrigerator columns and provide scrap metal to hazardous waste removal and disposal service providers in exchange for services at a discount and/or free of charge.

Real estate related business

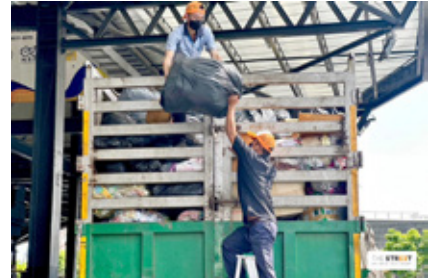
SENSES, a real estate project manager, manages garbage and waste of the project by organizing activities to encourage customers and stakeholders such as, office space tenants, owners or tenants of condominium units, and shopping center customers, to participate in project waste management by separating various types of waste such as, recyclable waste, non-recyclable waste, organic waste to send to the project for disposal or forwarding for use according to the appropriate guidelines in order to reduce the overall amount of waste from the project. In the year 2023, SENSES carried out the following activities.

- “Perks from Trash” activity for the fifth year:** CW Tower invites tenants of office space and shops in the building to sort recyclable waste such as glass bottles, plastic bottles, aluminum cans, and paper and deliver them to the project to collect points to receive privilege benefits such as cloth bags, gift cards from stores, discount on parking fees, etc. The amount of recycled waste that can be sorted in the first 6 months of 2023 totals 24,500 kilograms, helping reduce GHG emissions by 48,000 tonCO₂e per year. It has been certified in the project to support greenhouse gas reduction activities by Thailand Greenhouse Gas Management Organization (Public Organization). Such recycled waste is delivered to business partners, including SCG Packaging Public Company Limited and Thai Beverage Recycling Company Limited, for reuse or recycling. In addition, in 2023, SENSES plans to carry out activities to receive organic waste to make fertilizer and distribute it to tenants and surrounding communities to nourish trees. The goal is to reduce the amount of organic waste from CW Tower by at least 50 tons per year and create fertilizer from organic waste at least 5 tons per year.



Perks from Trash	2020	2021	2022	Jan – Jun 2023
Separated recycled waste (kg)	27,000	34,000	50,000	24,500
Reduce greenhouse gas emissions (tCO₂e/year)	(52,000)	(66,000)	(97,000)	(48,000)

- **“Drive Thru to Clean Energy” activity:** The Street Shopping Center in collaboration with N15 Technology Co., Ltd. organizes an activity to receive non-recyclable waste from the general public once a month in order to use such waste as an alternative fuel to coal in the furnace of cement and helps reduce non-recyclable waste that has to go to landfill.



- **Waste separation activities in condominiums:** SENSES carries out activities to reduce the amount of food waste and turn it into compost to nourish trees and making biological fermentation water to use as a pest control for trees. Separating recyclable waste in the Siri Apartment project and U Delight @ Bang Sue Station condominium for the 3rd consecutive year. In the fiscal year 2023, has expanded the recyclable waste separation activity to another condominium project managed by SENSES, namely The Private Residence Ratchadamri. The total amount of recycled waste collected is approximately 500 kilograms. Each condominium project gives or sells recycled waste to recycling organizations.

Separating recyclable waste in the office

UV Group (excluding STI and PIC) has organized the “Office Go Green” activity for the fourth year, encouraging employees to sort recyclable waste within the office, such as glass bottles, aluminum cans, and plastic bottles to be given to organizations that have implemented recycling projects. For the fiscal year 2023, UV Group donated 203 kilograms (6,560 bottles) of PET plastic bottles from UV Group’s offices (Park Ventures Building, Mahatun Plaza Building, Tonson Tower) and Siri Apartment to Wat Chak Daeng, Province Samutprakan. This can be used to produce 436 pieces of robes, and plastic bottle caps are given to Precious Plastic Bangkok to be used to make useful products. 30.2 kilograms of glass bottles and 18.6 kilograms of aluminum cans were given to Park Ventures building management to give to organizations that carry out recycling projects. In addition, UV Group has collected 606 old calendars from UV Group’s employees and given them to the Educational Technology Center for the Blind, Nonthaburi Province for printing braille books.

