

Driving Business for Sustainability



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About this report

The Company has prepared this information on driving sustainable business to present the performance of UV Group in the development of sustainability in 3 areas: economy, society and environment, specifically in the material issues that will affect UV Group's ability to conduct business and continuous growth in the long term. The Company has prepared the information in accordance with the guidelines of the Global Reporting Initiative ("GRI Standard") at the Core level and has considered UV Group's performance against the United Nations Sustainable Development Goals (SDGs).

Scope of report

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 2024 to 30 September 2025 (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 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 2025.

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 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 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

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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 determines "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 (SDGs). The Board of Directors requires that the sustainability management policy be reviewed annually in order to appropriately adjust to the changing business conditions.



The Sustainability Management Policy

Business goals and strategies 2025 - 2027

Invest in tomorrow - Investing in the future for sustainable growth



Unlock Value



Operation Improvement



Business Expansion

Strategies for sustainability

Leading investment company that creates sustainable growth

Economic dimension

Invest to generate returns in line with 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

CG / risk management

Supply chain management

Data and information systems protection

Respect for human rights

In the fiscal year 2025, the Company will continue to operate in accordance with the policy, management framework and sustainability strategy plan from the previous year. The Company will set targets and indicators to assess the efficiency of operations to be used as information for monitoring and developing performance. The performance results in the fiscal year 2025 are summarized as follows:

Goals and key performance in 2025

Governance/ Economic dimension

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



	Goals in 2025	Performance in 2024	Performance in 2025
Stable business growth	- Balanced revenue structure from recurring revenue growth. - Dividend payout ratio over > 50%.	8,762 MB/ 56% of revenue from business operations 149.33%	9,044 MB/ 64% of revenue from business operations -
Customer centric	- Power plant availability > 98.00%. - Customer satisfaction survey on products or services $\geq$ 80%. 100% of customer complaints about products and services are resolved. - No lawsuits/ complaints about customer privacy or confidential information.	SSUT 97.60% PPTC 97.83% 100% on target 100% on target 0 lawsuit/ complaint	SSUT 99.75% PPTC 95.93% 75% 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	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. - Procurement of environmentally friendly goods/services > 50% of the procurement value.	100% on target 57.71% of total purchase value	99.44% on target 57.93% 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	0 case 0 lawsuit/ complaint

Remark * The Board of Directors' Meeting No. 1/2025-26 resolved to propose to the 2026 Annual General Meeting of Shareholders for consideration and approval of the suspension of dividend payments due to the Company's net loss attributable to the parent company.

Social dimension

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



	Goals in 2025	Performance in 2024	Performance in 2025
HR management	> 80% of employees are trained - Employee engagement rate > 80%	69.81% 86.10%	82.58% 85.21%
Safety and occupational health	- No accidents or fatal illnesses of employees - No accident or illness resulting in time off work	0 time 2 times	0 time 5 times
Respect for human rights	No lawsuits or complaints regarding human rights violations in UV Group's business activities	0 lawsuit/ complaint	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/ support expenses total 25.19 MB	Social development/ support expenses total 26.01 MB

Environmental dimension

Investing and operating businesses with consideration to environmental impact.

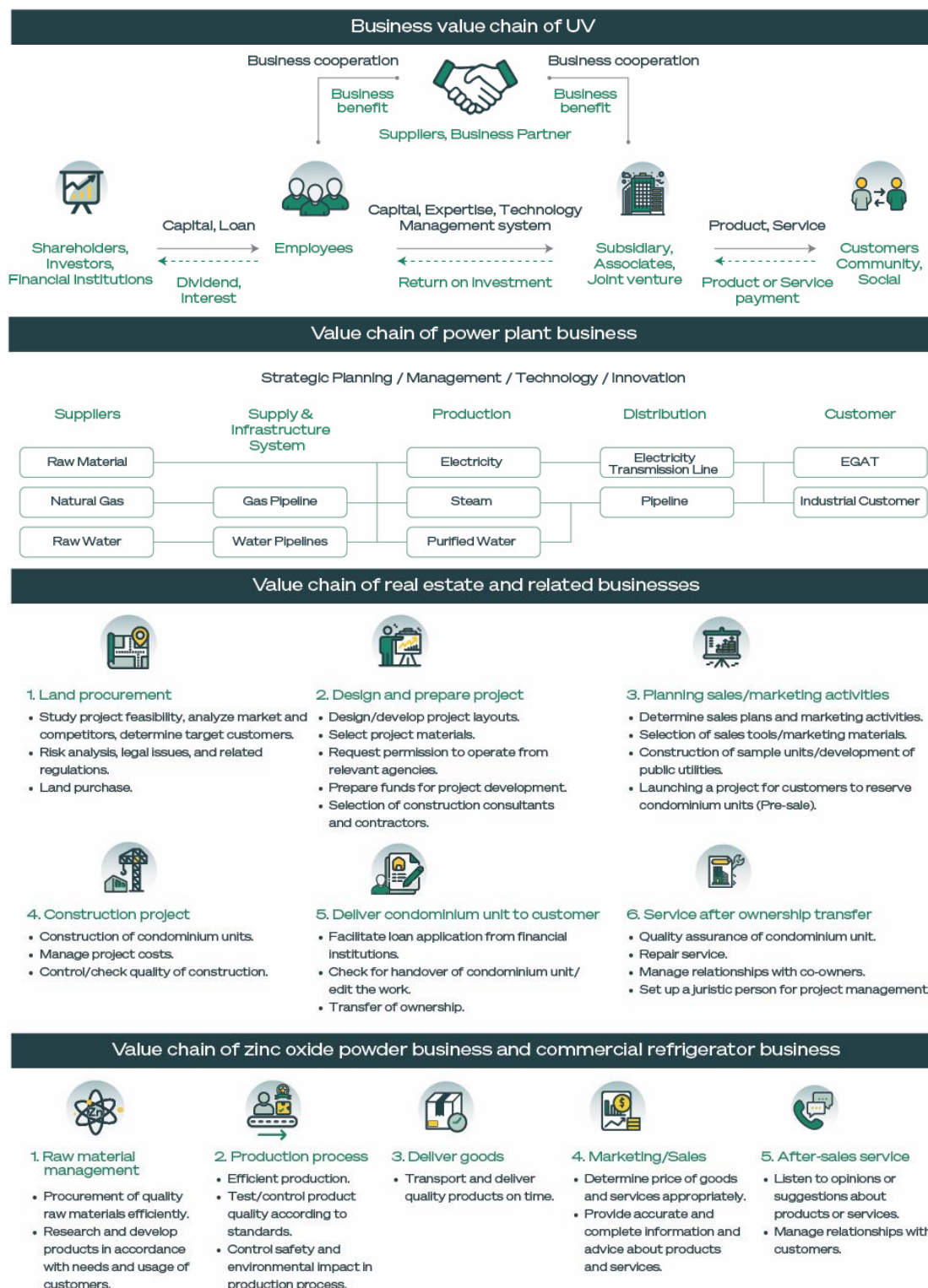


	Goals in 2025	Performance in 2024	Performance in 2025
Energy and climate change management	- Reduce energy consumption per production unit. (Neutral Gas) - Power plant – SSUT Heat Rate < 7,630.00 BTU/ kWh - Power plant – PPCT Heat Rate < 7,530.00 BTU/ kWh - Zinc oxide powder plant – average heat per production unit decreased by 2% - Reduce GHG Scope 1-2 per production unit. - SSUT < 0.4400 tonCO₂e/MWh - PPTC < 0.4400 tonCO₂e/MWh - Zinc oxide powder plant < 0.56 tonCO₂e/ ton zinc (base year: 2022)	7,667.07 BTU/ kWh 7,555.98 BTU/ kWh Increased by 1.28%	7,587.36 BTU/ kWh 7,494.73 BTU/ kWh Increased by 3.51%
Resource management in business processes	- Reduce water consumption per production unit of power plant business. - SSUT < 0.00072 m³/ kWh - PPTC < 0.00073 m³/ kWh - Effluent quality from production process of power plant and zinc oxide powder plant complies with the laws and standards. - Increase the amount of recycled waste - Power plant > 60% - Zinc oxide powder plant > 99% - Air quality from stacks of power plants and zinc oxide powder plant complies with laws and standards	0.00076 m ³ /kWh 0.00076 m ³ /kWh 100% on target SSUT 87.41% 97.65% 100% on target	0.00058 m ³ /kWh 0.00055 m ³ /kWh 100% on target SSUT 92.91%/ PPTC 66.93% 99.48% 100% on target

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, support the growth of the Company's business while also drive 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 provides 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 (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, the Company's website and Form 56-1 One 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 strategies and drive business performance towards targets. - 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 skill development. - Good and safe working environment. - Treat employees according to human rights and labor ethics. - Work-life balance.	- 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/services that meet customer needs. - Fair and reasonable product/service prices. - Present product/service information with expertise and responsibility. - Deliver quality products/services according to the contract conditions. - Providing after-sales service and responding to problems or complaints quickly and attentively.	- Create or develop products/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. - Treat customer data in accordance with the Personal Data Protection Laws.
Trade Partners/ Business Partners	- Communication channels, listen to opinions, suggestions, complaints via phone, e-mail, letter. - Meetings to discuss/ brainstorm ideas to develop products/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/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.	- Compliance with relevant laws and regulations. - Conduct business with transparency, accountability, responsibility for community, society and environment. - Transparent tax management. - Cooperation or support for government activities or projects.	- Supervise business operations to be conducted in accordance with the law and good corporate governance principles. - Manage safety, occupational health and control impacts on society/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 business operations to be conducted in accordance with the law and good corporate governance principles. - Manage safety, occupational health and social/environmental impacts from business operations. - Community relations activities, social and public benefit activities

3.2.3 Determining the material sustainability 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:

(1) Identifying material topics

The Company has identified the material topics that affects 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, sustainability issues in related businesses which in the country and around the world are important. This is done by collecting similar issues and categorizing them to the main material topics to lead to the proper management.

(2) 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 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.

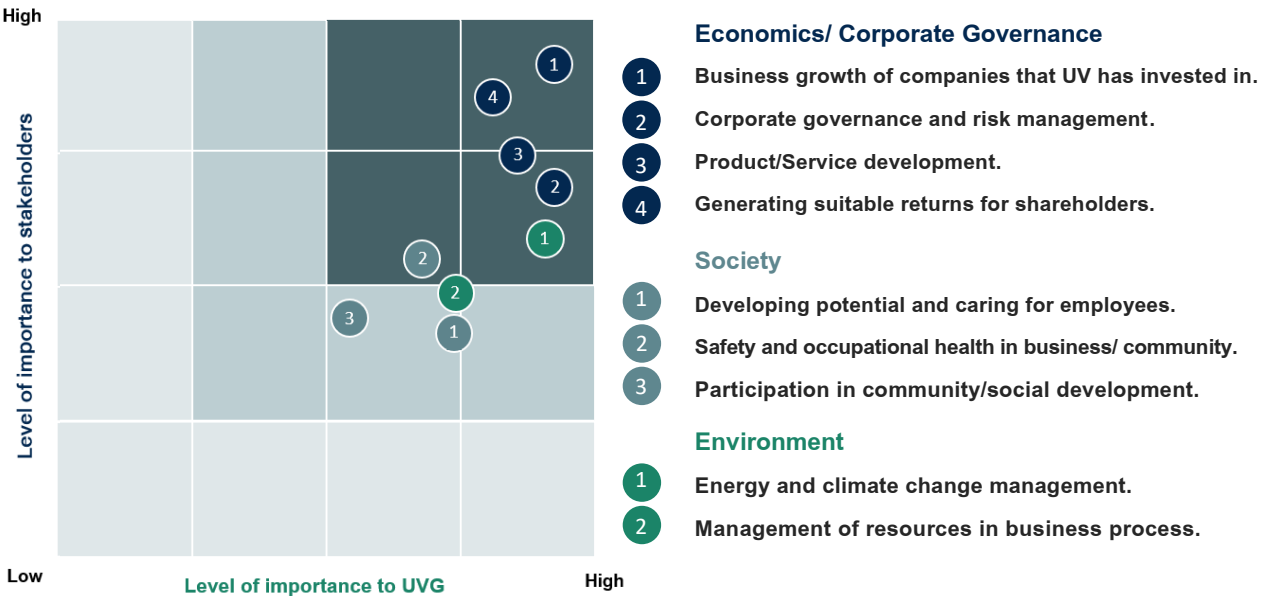
(3) Validation of material topics

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.

(4) 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 preparation of the information.

Results of the preparation of material sustainability topics for fiscal year 2025



Material sustainability topics relevant to stakeholders

Material sustainability topics	Shareholders/ Investors	Employees	Customers	Suppliers/ Business Partners	Government Agencies/ Regulatory Agencies	Financial Institutions	Society/ Community
Business growth of companies that UV has invested in	●	●		●		●	
CG and risk management	●	●	●	●	●	●	●
Product/Service development		●	●	●	●		●
Generating suitable returns for shareholders	●						
Developing potential and caring for employees		●	●		●		●
Safety and occupational health in business/ community		●	●	●	●		●
Participation in community/ social development		●	●	●	●		●
Energy and climate change management		●	●	●	●		●
Management of resources in business process		●	●	●	●		●

Reporting scope of the fiscal year 2025

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	●	●	●	●	●
CG and risk management	GRI 205-1, 205-2, 205-3	● Business ethics	●	●	○	●	●
		● Anti-corruption	●	●	○	●	●
		● Risk management	●	●	●	●	●
Sustainable supply chain management	GRI 308-1, 414-1	● Screening and grouping of business partners	●	○	○	●	●
		● Cooperation and relationship management with business partners	●	○	○	●	●
Protection of data and information systems	GRI 418-1, 419-1	● Security of information systems	●	●	○	●	●
		● Protection of personal data	●	●	○	●	●
Human resource 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	●	●	○	●	●
		● Occupational health/safety care from epidemics	●	●	○	●	●
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/ society	NR	●	○	●	●
		● Activities to create value for the community/ society	●	●	○	●	●
Energy management and climate change	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 of 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 the stability of UV Group's business growth to create continuous returns or profits in operations on the basis of good corporate governance, being responsible in conducting business with transparency, managing risks at an appropriate level, and taking into account the sharing of benefits with stakeholders in the business value chain to support the Company's sustainable growth.

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 meeting of the Board of Directors and/or the Executive Committee. The Company send 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 UV Group and external partners, leading to expansion and creation of added value products and services of UV Group that responds 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, the Company places importance on managing expenses, costs and financial ratios appropriately according to the revenue targets and business plans of each business, along with emphasizing financial discipline and financial risk management, as well as ensuring that there is an appropriate and efficient internal control system. The Company prepares financial statements transparently and verifiably to build confidence among all stakeholders that the recording of accounting data is accurate and complete, and shows the financial position and performance of UV Group in accordance with the facts according to the relevant criteria. At the same time, the Company places importance on sharing benefits with stakeholders in the business value chain appropriately to help drive the country's economy, including suppliers or business partners from business transaction, employees from employment, shareholders from dividend payments, the government from tax payments, communities or society from budget allocations to support or carry out activities that benefit the community.

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

(1) Stable business growth

The Company monitors and ensures that its invested businesses operate within the strategies and plans established by each entity, while prioritizing expense, cost, and liquidity management to ensure they remain at appropriate levels in line with revenue targets, business plans, financial position, operating results, and the business environment. However, pressure from multiple negative factors impacting the growth of the Thai economy and the business sector in 2025, including the global economic slowdown caused by trade protectionist measures, US tax policies, and geopolitical conflicts, which impact Thai exports. Meanwhile, private investment slowed due to political uncertainty, rising costs, and declining consumer purchasing power due to high household debt and lack of consumer confidence. Furthermore, the tourism sector expanded less than expected due to a decrease in the number of foreign tourists, particularly Chinese tourists, and uncertainty about farmers' incomes resulting from agricultural price fluctuations caused by climate change and natural disasters. These negative factors have led to a slowdown or decline in the overall Thai economy and industrial sector, including UV Group's businesses. Nevertheless, UV Group has maintained recurring income, debt-to-equity ratio, and corporate credit rating in line with its targets, as well as achieved appropriate business progress and stakeholder benefit sharing, as follows:



Total Asset
36,679 MB
 decrease 5%



Total Revenue
14,598 MB
 decrease 8%



Proportion of Revenue from Business Operations
64 : 36
 Recurring income : Revenue from sales



Debt to Equity Ratio
1.50 times



Corporate Credit Rating
BBB+

Key operations and business progress in 2025

- PPTC Power Plant has upgraded gas turbine efficiency, increasing its power generation capacity by 7.5 MW to 135 MW, up from 127.5 MW. PPTC has already sold all of this additional electricity to industrial customers, resulting in PPTC currently distributing electricity at its maximum capacity of 135 MW. Furthermore, PPTC Power Plant has maintained half-block operation during periods of continued low electricity demand from 2024, resulting in reduced natural gas consumption for the gas turbines, reducing natural gas costs in fiscal year 2025 by approximately 71 million Baht.
- SSUT Power Plant has continued to optimize its island operation and load transfer systems to suit customer power distribution and power plant operation patterns from 2024 onwards to improve average heat rate efficiency, reducing natural gas costs in fiscal year 2025 by approximately 213 million Baht.
- UVCE has provided rooftop solar panels for the distribution centers of Havi Logistics (Thailand) Co., Ltd. and the Queen Sirikit National Convention Center, as well as One Bangkok EV charging station, which is scheduled to begin generating electricity and open for service in 2025. UVCE has also been selected to supply and install solar panels and EV charging stations for three additional real estate and industrial projects: One Bangkok bus charging station, the shopping center rooftop solar panel installation project, and the food industry floating solar panel project, with a combined power generation capacity of approximately 4.65 MW and a total investment of approximately 105.5 million Baht.
- PIC's refrigerator manufacturing business has been certified with ISO 14001:2015 environmental management system standard, building customer confidence that throughout the production process until the refrigerator is delivered to customer, PIC has used resources efficiently, managed environmental impacts responsibly and complied with the law. In addition, in 2025, PIC was able to increase new orders from foreign customers such as Nepal and Indonesia, totaling 2.9 million Baht, and had additional income from design, production, and installation services for high-quality stainless steel kitchenware under the brand "Q Kitchen", valued at 3.1 million Baht.
- GRAND UNITY closed sales of Blue Phahonyothin 35 condominium in September 2025, generating revenue from sales of 10 ready to move in condominium projects in fiscal year 2025 totaling 467 units, 1,671 million Baht, and a backlog of 27 units, 88 million Baht.



- SENSES is managing 3 new real estate projects in 2025: ONE89 Wireless - One Bangkok, KLOS Ratchada 7, and Chapter Chula-Samyan condominium. SENSES has a total of 30 condominium, office building, and shopping center projects under its management.
- FS and AA generated revenue and backlog in fiscal year 2025 from new products and technologies from leading partners, presented alongside proprietary solutions or applications developed by FS or AA, totaling over 80 million baht. Examples include the "Fine my Car" parking locator, a delivery truck tracking system, and an indoor and outdoor noise detection system for the One Bangkok project, as well as a private elevator calling system for the ONE89 Wireless project.
- TL increased orders for zinc oxide powder from new and existing customers with no orders in over a year, including 18 customers in the animal feed industry and other industries, such as the rubber, chemical, and ceramic industries, totaling 33 million Baht. TL also increased orders from a Thai manufacturer in the tire industry, making it one of the largest customers with orders in 2025 totaling over 135 million Baht. TL also successfully developed and produced a 72% zinc oxide powder formula for use in the animal feed industry, which is currently being refined based on customer feedback before proceeding to production.

(2) Proper sharing of benefits with stakeholders

In the fiscal year 2025, 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:

	FY 2022		FY 2023		FY 2024		FY 2025	
	Million Baht	% of total revenue	Million Baht	% of total revenue	Million Baht	% of total revenue	Million Baht	% of total revenue
Economic value generated by UV Group								
Total revenue from sales and services	15,142.15	99.16%	16,542.58	93.61%	15,636.31	98.93%	14,172.32	97.08%
Revenue from financial investments	18.81	0.12%	27.54	0.16%	43.50	0.28%	49.46	0.34%
Other revenue	109.08	0.72%	1,102.19	6.23%	124.99	0.79%	376.35	2.58%
Total revenue	15,270.04	100.00%	17,672.31	100.00%	15,804.80	100.00%	14,598.13	100.00%
Economic value shared by UV Group								
Operating expenses	12,475.62	81.70%	12,629.66	71.47%	11,423.39	72.28%	10,135.75	69.43%
Total compensation for executives and employees	739.17	4.84%	1,415.50	8.01%	1,750.01	11.07%	1,672.77	11.46%
Dividends to shareholders	86.04	0.56%	172.07	0.97%	172.07	1.09%	-*	-*
Finance cost	676.00	4.43%	915.05	5.18%	979.29	6.19%	819.98	5.62%
Tax paid to state/ local governments	236.19	1.55%	171.42	0.97%	214.64	1.36%	311.02	2.13%
Expenses for development and support to social	1.95	0.01%	23.25	0.13%	25.19	0.16%	26.01	0.18%
Total expenses and dividends	14,214.97	93.09%	15,326.95	86.73%	14,564.59	92.15%	12,965.53	88.82%
Cumulative economic value	1,055.07	6.91%	2,345.36	13.27%	1,240.21	7.85%	1,632.60	11.18%

Remark * The Board of Directors' Meeting No.1/2025-26 resolved to propose to the 2026 Annual General Meeting of Shareholders for consideration and approval of the suspension of dividend payments due to the Company's net loss attributable to the parent company.

(3) Promoting the potential of businesses that the Company has invested in

Optimize corporate resource management

In 2025, the Company will encourage departments and subsidiaries, which have invested in and implemented a new Enterprise Resource Planning ("ERP") system in 2023 and 2024, to utilize the ERP system to support faster, more accurate, and more comprehensive reporting and business data analysis across all dimensions. This will enhance the efficiency of each business's resource management, align with operating results, and keep pace with changing business, market, and competitive dynamics. In 2025, UV Group's energy business, real estate and related businesses, and the zinc oxide business will utilize the ERP system to compile data and prepare business reports based on specified criteria. For example, sales and gross profit reports for projects, categorized by customer group, product type, and distribution channel, will be used for analysis and adjustment of business strategies or marketing plans that can stimulate sales while maintaining acceptable performance. Project sales cost and expense reports will also be used to develop new project budgets with a more accurate cost and expense structure that reflects the current situation. Furthermore, UV Group will use the ERP system to create a pricing framework that aligns with the actual costs and expenses incurred during each period, ensuring the maintenance of gross profit margins and the achievement of operating results that meet established targets.

Promotion of innovation development within the organization

The Company encourages employees to embrace "Design Thinking" to develop creativity, encourage new ideas, and develop new initiatives. This can be further developed into knowledge and/or innovation to enhance work processes, develop products or services to meet the needs of both internal and external customers, and/or create new business models. This is a key strategy for building a professional team to support sustainable business and organizational growth.



In 2025, the Company requires employees of the Company's head office, located on the 22nd floor of the Park Venture Ecoplex, to adopt Design Thinking and the corporate core value of "Collaboration," which promotes teamwork to achieve goals, into the "On Cloud" activity. This initiative aims to support the Company's "Paperless Office" goal by maximizing efficiency in managing corporate storage space and transforming paper documents into electronic files to reduce office costs, such as paper and printing costs, space rentals, and document storage services. Employees are also encouraged to participate in the creation of an organized data storage and recording system, facilitating convenient and

rapid access to data from all stakeholders, under measures to ensure the security of sensitive and confidential information. In 2025, the "On Cloud" activity achieved the following goals:

- Each department's employees have jointly designed and developed a standardized data management manual ("Blueprint") for their department. This comprehensive process, covering storage, access, and destruction, is appropriate for each department's data type, workflow, and task. This process can be implemented efficiently, enabling employees to quickly and efficiently access data in both paper and electronic formats, according to their rights. Critical business data, confidential information, and personal data are stored securely and can only be accessed and used by relevant personnel in accordance with relevant laws and good corporate governance practices. Furthermore, criteria and processes for tracking data destruction are in place to maximize the management of each department's storage space.



- Employees from each department work together to manage information according to the blueprint that has been created, as well as increasing the use and storage of information in electronic files instead of paper documents. This will help increase efficiency in searching and managing information, increase security in accessing and storing information, and help reduce business costs, including paper and document printing expenses, storage and document destruction expenses.

The results of the "On Cloud" activity in 2025 showed that 15 departments had prepared and presented their Blueprints to senior management in July 2025, and had fully managed data according to the Blueprint by September 2025, as planned. Furthermore, various departments had destroyed past unused data and data that had reached the legal or UV Group's operating procedures. Paper documents were reduced by 40%, and electronic files were reduced by 4%, resulting in more storage space for departments (file cabinets, file storage space on employees' personal computers, and the department's shared drive), sufficient to support work without the need to increase storage space in the near future.

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 cost 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 decision on their purchase without disturbing their privacy. We preserve customer confidentiality and use the customer's information for the purposes stated by 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 customer 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 survey, provide customer communication channels to listen to customers' needs, suggestions, problems and complaints, respond to customers appropriately and quickly.

Performance

(1) Products and services that take into account customer needs, benefits, and safety, along with social and environmental responsibility.

In 2025, UV Group will continue to prioritize the development and improvement of our products, services, and operating processes to meet customer needs and keep pace with changes in the business environment, such as advances in information technology, consumer behavior and lifestyles, social trends, and the enforcement of new laws or trade regulations. UV Group will also take into account the responsibility of the business sector towards customers, who deserve the benefits and safety of our products and services. UV Group will also not neglect the potential impacts of our business operations on society and the environment.

Energy Business

The stability of power generation and supply to customers as per contracts being a key goal for the power plant business, UVBGP Group is committed to improving its electricity and steam generation and distribution systems to ensure stability and flexibility, constantly supporting customer needs. Furthermore, it prioritizes fuel efficiency to control production costs and ensure the sale of electricity and steam to customers at reasonable prices. To achieve this goal, UVBGP Group's power plants have established performance indicators: (1) Availability Factor to measure power plant availability; (2) System Reliability Index, comprising System Average Interruption Frequency Index (SAIFI) and System Average Interruption Duration Index (SAIDI), to assess the stability and quality of the power system; and (3) Heat Rate to assess the efficiency of fuel utilization in power generation. These indicators are continuously monitored to identify inefficient processes and improve maintenance strategies to maximize power plant operation, leading to stable and efficient service and reduced production costs.

The results of gas turbine efficiency upgrades, island operation improvements to increase power supply flexibility to industrial users (IUs), load transfer system improvements to enhance stability to suit the power plant's operating patterns, and half-block operation during periods of low electricity demand. Furthermore, planned maintenance of power plant machinery and equipment, along with monitoring of operation data and analysis of power generation efficiency and maintenance, is being conducted using the Online AI Machine Health Monitoring system and Advanced Machine Diagnostics. All of the above actions taken by UVBGP power plants in 2024 and continuing into 2025 have enhanced the plant's service stability, improved efficiency in machinery maintenance, and improved fuel consumption. This has led to SSUT's availability index, power system reliability index (SAIFI and SAIDI), and heat consumption rate for fiscal year 2025 exceeding targets. Meanwhile, at PPTC Power Plant, the availability index, frequency, and duration of power outages fell short of targets due to unscheduled shutdowns for machinery repairs and plant blackouts caused by external factors.

Key performance	FY 2022		FY 2023		FY 2024		FY 2025	
	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC
Availability factor (%)	92.31 Target > 94.96	90.71 Target > 96.07	98.47 Target > 96.00	82.24 Target > 96.00	97.60 Target > 96.00	97.83 Target > 96.00	99.75 Target > 98.00	95.83 Target > 98.00
System average interruption frequency index: SAIFI (Time/IU/Year)	N.A.	N.A.	0.58 Target < 0.75	1.66 Target < 0.75	0.65 Target < 0.75	0.74 Target < 0.75	0.00 Target < 0.75	1.02 Target < 0.75
System average interruption duration index: SAIDI (Minutes/IU/Year)	N.A.	N.A.	36.23 Target < 24.58	7.72 Target < 24.58	14.87 Target < 24.58	9.72 Target < 24.58	0.00 Target < 24.58	56.15 Target < 24.58
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 Target < 7,550.00	7,691.08 Target < 7,550.00	7,667.07 Target < 7,600.00	7,555.98 Target < 7,550.00	7,587.36 Target < 7,630.00	7,494.73 Target < 7,530.00

Refrigerator Business

PIC, a manufacturer of "Patana Intercool" brand refrigerators and mini-mart refrigerators for OEM customers, operates under the "Green Refrigerant Innovation" concept. The refrigerators use environmentally friendly cyclopentane foam insulation and the natural refrigerant R290, which is energy-efficient and uses an inverter system. PIC also offers convenient and modern functions with IoT connectivity technology, enabling customers and PIC's service team to monitor and control the refrigerator's cooling system anytime, anywhere via a mobile application. This technology improves the efficiency of preserving raw materials, food, and beverages, maintaining their freshness and safety, and speeding up the process of refrigerator maintenance, providing one-time service. In 2025, PIC will improve product quality and enhance after-sales service to better meet customer needs and address customer complaints. For example, PIC will develop IoT connectivity technology for refrigerators to enhance performance and simplify customer use. SIM-card-enabled refrigerators will be designed as an option for customers seeking rental refrigerators. PIC will also enhance the efficiency of its Service CRM platform by linking individual refrigerator repair data with the ERP system to enhance speed and accuracy in analyzing future refrigerator maintenance plans.

GRAND UNITY

After 28 March 2025 earthquake in Thailand, which impacted the structural safety of buildings and the confidence of building users in Bangkok and its vicinity, particularly high-rise real estate projects, GRAND UNITY construction team and consulting engineers from Stonehenge Inter Public Company Limited (STI), whose expertise and experience in structural engineering, immediately inspected the structural safety of GRAND UNITY condominiums. This included 10 projects currently open for sale and the over 26 projects that had already been sold and handed over to the condominium juristic person. All projects were inspected for safety and functioning properly, in accordance with Bangkok Metropolitan Administration regulations. Furthermore, GRAND UNITY construction team and consulting engineers provided guidance, coordinated with contractors, and assisted in repairing common areas and building fixtures damaged by the earthquake to ensure their expedited return to service. They also provided information on the standards and quality of construction work for condominiums developed by GRAND UNITY and responded to inquiries regarding residential safety through all communication channels to build confidence among co-owners and current residents. This includes customers who are considering purchasing a GRAND UNITY condominium. For future projects, GRAND UNITY's construction and design teams and consulting engineers from STI will jointly review design standards and construction quality to ensure they are able to cope with the risks of earthquakes and other potential disasters.

In addition, in fiscal year 2025, GRAND UNITY is focused on continuously managing relationships with co-owners, residents, and target customers, including communication, service, and recreational activities, to create satisfaction and maintain long-term customer relationships. This includes improving the functionality and features of GRAND UNITY application to increase efficiency and better meet user needs, and organizing recreational activities for co-owners and residents of condominiums currently on sale, such as the "Holiday Cookies" activity during the New Year holiday, the Personalized Diffuser workshop, and the "GRAND UNITY Journey to The Jurassic World" activity.



SENSES

In 2025, SENSES, the manager of over 30 condominiums, office, and shopping center projects, will continue to focus on managing its real estate projects to ensure safety for residents and business use. SENSES also prioritizes energy, water, and waste management in all its managed real estate projects to create a positive indoor environment, directly impacting residents, building users, and the surrounding community and environment. In addition to strictly monitoring and ensuring that all buildings comply with safety and environmental regulations and guidelines specified in the environmental impact assessment report, SENSES, with the approval of the project owners, aims to promote energy saving and waste management activities. This initiative incorporates the management guidelines of CW Tower office building, which boasts high standards and has been recognized as a model building for energy and waste management, adapting them to suit the context and needs of each real estate project. In 2025, SENSES oversaw the systematic separation of recyclable waste at T PLACE office building. Tenants were invited to attend the "Watthana ...Separate Waste, No Mixing" training course, a collaborative activity between the Marché Thonglor and the Watthana District Office and will ensure that CW Tower office building participates in the Thailand Energy Awards 2025 competition, organized by the Department of Alternative Energy Development and Efficiency, in the energy-efficient building category. The project is also preparing to apply for LEED (Leadership in Energy and Environmental Design) Platinum certification in the Operations and Maintenance category from the U.S. Green Building Council (in addition to the current LEED Gold certification). It is also preparing to apply for Fitwel certification, a building standard focused on creating environments that promote the physical and mental health of building occupants, from the U.S. Centers for Disease Control and Prevention and the General Services Administration by 2025, in line with the real estate developer's goals. SENSES's participation in supporting these goals reflects SENSES' commitment to continuously developing services to meet customer needs. These goals also benefit both building occupants and the surrounding community/ environment, reflecting the business sector's commitment to improving buildings for energy conservation, environmental friendliness, and environments that promote the health and well-being of occupants.



In addition, following the earthquake, SENSES immediately fulfilled its responsibilities as building management and condominium juristic persons by coordinating with relevant parties to inspect the building's structural damage, assess the building's safety, and promptly repair and restore the building to normal operation. This was coupled with communicating important information and providing relevant services to co-owners, residents, and building users affected by the earthquake. SENSES has also placed greater emphasis on developing preparedness plans, safety measures, and action plans for disasters of various types that pose a risk to real estate projects. These include regular inspections and maintenance of building structures and utilities, establishing and practicing evacuation plans, and communicating information to building users on how to respond to various disasters.

Furthermore, in 2025, SENSES will continue to improve the efficiency of its services via SENSES Application from 2024 by adding and/or improving features related to repair notifications, recreation room reservations, postal and parcel management, news announcements, and the annual general meeting of real estate project co-owners to facilitate and expedite customer contact and use of various services under the responsibility of building managers or condominium juristic persons.



FS

In 2025, FS, a provider of design, supply, and installation of security solutions and building management systems, aims to find and develop new innovative technology products to serve customers, to replace or use with current products, such as:

- FS developed a Server On Cloud system designed to work with "FS24 Fineday Software," which is a visitor and member management system created by FS. This system aims to enhance operational efficiency and reduce costs in customer data management. FS first implemented Server On Cloud in its "EZPARK" parking service business as a demonstration project to demonstrate the functionality of FS's developed products and services to interested customers.
- Developed a queue algorithm system for elevator management, common area allocation/reservation, and parking space reservation.
- Sourcing new turnstiles and face scanners from leading manufacturers to expand product variety for customers to choose from, tailored to their needs and budget. FS also sourced and distributed innovative new technologies related to existing FS products, such as audio and video equipment, servers and storage, and dashboard software.

AA

In 2025, AA, a provider of integrated solutions for building management systems, electrical equipment control systems, and security systems for real estate projects, will focus on offering customers systems and software developed or improved by AA during 2023-2024. These include an alarm detector online solution (ADOS) for elderly care, security, and environmental monitoring for residential applications. The AheadAll Plus solution is also designed for real estate project management by housing estate or condominium juristic persons. A proof-of-concept testing process is also implemented during the bidding process to ensure customers' satisfaction with the products and services. Intrusion detection systems and basic troubleshooting training are also provided to real estate project juristic persons who install AA products.

Zinc Oxide Business



In 2025, TL, a manufacturer and distributor of zinc oxide powder, is focused on ensuring product quality and production standards to meet customer specifications and international industry standards. This includes safety standards to support a safe food chain for consumers, in accordance with World Health Organization principles. These include the Feed Additives and Premixtures Quality System (FAMI-QS) and GHPs & HACCP standards. In addition, TL has developed a formula and produced 72% zinc oxide powder to meet the needs of animal feed industry customers. Customers are currently testing the quality of zinc oxide powder samples, and regularly meet with existing and new major customers to maintain or build business relationships and enable TL to develop zinc oxide powder that meets their perceived needs.

(2) Customer relationship management

UV Group creates, manages and maintains good relationships with customers through three service periods: before, during and after purchasing products or receiving services, to create a good experience by adhering to UV Group's Code of Business Ethics for customer responsibility. For example, treat customers fairly, deliver quality products or services at reasonable prices, strictly comply with conditions with customers, disclose product and service information correctly and completely enough to prevent customers from misunderstanding the quality or conditions of products and services, provide services and respond to customer needs quickly, keep customer confidential information or personal data and do not use it for improper purposes, and provide channels for customers to make suggestions or complain about products and services (Details of practices for customer responsibility appear in Clause 6.1.2 (2.2) "Policy and practice regarding customers" of this 56-1 One Report). Furthermore, UV Group also considers compliance with the Consumer Protection Act B.E. 2522 regarding the protection of consumer rights in 5 areas: the right to receive accurate and complete product or service information; the right to freely select and manage products; the right to receive safe products or services; the right to receive fairness in contract negotiations; and the right to receive compensation or remedies for damages. These include refraining from advertising with exaggerated or misleading statements about the essence of products or services; conducting sales, presentations, and marketing communications with fairness; taking into account customer responsibility and not infringing on privacy.

Customer relationship management guideline

To create a positive customer experience, build confidence, and foster loyalty towards UV Group's products and services.

Before purchasing or receiving services	During purchasing or receiving services	After 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.	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.	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.

Listening to opinions, suggestions, problems or complaints from customers

Subsidiaries provide various channels for receiving opinions, suggestions, problems, and complaints to facilitate customer convenience, such as customer service, a complaints system on the website, email, Line, social networking, and mobile applications. All businesses manage complaints based on the level of impact they have on customers. The goal is to ensure that all customer issues and complaints are resolved and to prevent any lingering complaints, ensuring a positive customer experience when choosing the company's products or services. Furthermore, all businesses collect customer opinions, suggestions, problems, and complaints for analysis to develop or improve products and services to better meet customer needs or prevent recurrence. Frequently occurring complaints are also compiled into knowledge bases and Q&A guidelines for relevant staff and customer service departments to use in their work.

Channels for listening to opinions, problems or complaints



In 2025, most of the information received from customers was inquiries about products or services, requests for services, and comments or suggestions for products and services. Complaints about products or services include issues such as condominium repairs not meeting specifications; problems with appointments, contact, information provision, and after-sales service not meeting customer expectations; problems with online system connectivity and functionality; products do not meet the criteria; and delivery problems etc. All subsidiaries have resolved all complaints and issues completely. Furthermore, in the 2025 fiscal year, no customer complaints regarding privacy violations or personal data breaches were found.

Key performance	Customer complaints				Resolved customer complaints	
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Target
SSUT/ PPTC	0	0	0	0	-	100.00%
GRAND UNITY	44	35	27	17	100.00%	100.00%
SENSES	13	10	5	16	100.00%	100.00%
FS	0	0	0	0	-	100.00%
AA	5	0	2	0	-	100.00%
TL	1	1	2	2	100.00%	100.00%
PIC	34	158	78	194	100.00%	100.00%

Customer satisfaction survey

All subsidiaries conduct annual customer satisfaction surveys on 3 main issues: (1) satisfaction with product quality, (2) satisfaction with related services such as delivery, installation, maintenance, and (3) satisfaction with employee performance, such as providing information or advice about products. Such customer satisfaction surveys are one of the tools to measure the success of each business. In addition, the survey results and comments or suggestions received from customers are important data for setting goals and developing strategies for developing products and services of UV Group in the future to better meet customer needs, encourage customers to trust, be satisfied, and return to buy or use products or services of UV Group in the future, or recommend them to others. The results of the 2025 customer satisfaction survey of UV Group are summarized as follows:

Key performance	Customer satisfaction*				Target
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025
SSUT/ PPTC 100% industrial customers purchasing electricity and steam	87.75%	90.28%/ 92.71%	94.24%/ 94.24%	92.00%/ 97.00%	> 95.00%
GRAND UNITY 31.30% of customers used the sales department 43.42% of customers used the transfer department 47.66% of customers used the maintenance department				97.95% 96.36% 95.77%	> 80.00% > 80.00% > 80.00%
SENSES 47.57% of co-owners/tenants of all 6,432 condominium units 89.78% of tenants of 3 commercial real estate projects	88.97% -	91.89% -	92.29% 87.93%	90.32% 89.78%	> 80.00% > 80.00%
FS 86.45% of all customers	80.3%	84.5%	80.3%	83.00%	> 80.00%
AA 36.52% of all customers	89.50%	95.30%	97.41%	97.60%	> 90.00%
TL 75.00% of customers who received the questionnaire	94.47%	96.21%	95.74%	94.00%	> 95.00%
PIC 52.63% from all large customers and 10% from all medium and small customers	-	90.85%	79.03%	79.80%	> 90.00%

Remark * Average scores from all issues in the satisfaction survey

3.3.3 Corporate governance and risk management

The Company is committed to operating under the framework of good governance, transparency, and accountability. It also prioritizes appropriate and continuous risk management, as it is a key mechanism for enhancing management efficiency and enhancing UV Group's business capabilities. This ensures readiness and the ability to adapt strategies and business plans in response to changing circumstances, ensuring readiness for addressing emerging business opportunities and risks. The challenge lies in fostering understanding and communicating this to all levels of personnel, ensuring their strict adherence to good corporate governance policy and practices, and their participation in risk management, ultimately fostering organizational 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 oversees UV Group's operations under the principles of good corporate governance, taking into account all stakeholders in the economic, social, and environmental dimensions, and the ability to adapt to change.

In this regard, the Board of Directors has appointed subcommittees 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. In addition, charters for the Board of Directors and subcommittees have been developed to define the scope of duties and responsibilities of various committees and to establish policy and practices for good corporate governance for UV Group, adhering to Good Corporate Governance Principles for Listed Companies 2012 of the Stock Exchange of Thailand and Corporate Governance Code for Listed Companies in 2017 (CG Code) of the Securities and Exchange Commission. These guidelines are also stipulated for review and revision to align with the criteria of regulatory agencies and the changing business context of UV Group.

Furthermore, the Board of Directors is responsible for ensuring that UV Group has appropriate internal control systems and risk management processes in place to monitor and ensure that operations increase the likelihood of achieving set goals, and to collaborate with management to promote risk management as part of the corporate culture by establishing a risk management policy and acceptable risk appetite, establishing a risk management structure that clearly defines the responsibilities of relevant parties, and establishing a risk management plan that aligns with international guidelines and practices, covering all key activities, such as strategic risk, operational risk, financial risk, compliance risk, and emerging risks. 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 on the business of UV Group from changes in the surrounding circumstances.

Remark The corporate governance structure, charter of the Board of Directors and subcommittees, corporate governance policy, risk structure and management process of UV Group appear in Clause 2. Risk Management and Clause 6. Corporate Governance Policy.

Strategies

- Review and improve the policies and practices of good corporate governance in accordance with the criteria of regulatory agencies and business conditions, including managing complaints from stakeholders in accordance with the process and measures to protect whistleblowers.
- 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.
- 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 in all business activities.

Performance

(1) Business ethics

All directors, executives and employees are obliged to sign, acknowledge and comply with the Code of Business Ethics. 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 Business Ethics 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 study and understand the policies and practices, and sign to acknowledge and accept compliance, organize activities to review and test knowledge and understanding of Code of Business Ethics by themselves via E-Learning every year. The results of Corporate Governance and Code of Business Ethics operations in the fiscal year 2025, appears 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 practices in Form 56-1 One Report.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
CGR project evaluation results organized by Thai Institute of Directors Association (IOD)	Excellent	Excellent	Excellent	Excellent	Excellent
Warnings regarding corporate governance from regulatory agencies	0 case	0 case	0 case	0 case	0 case
Complaints about violations of Code of Business Ethics	0 case	0 case	0 case	0 case	0 case
Personnel signing to acknowledge and comply with Code of Business Ethics	100.00%	100.00%	100.00%	100.00%	100.00%
Personnel annual training to review the Code of Business Conduct and principles of good corporate governance	95.00%	100.00%	100.00%	99.20%	> 90.00%

Remark Excluding UVBGP Group, STI Group and PIC.



Code of
Business Ethics

(2) 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, including joining the Thai Private Sector Collective Action Against Corruption ("CAC") for the first time in June 2020 and receiving approval for the first renewal of CAC membership on 30 June 2023 for a period of 3 years until 30 June 2026. As well as encouraging directors, executives and employees to realize the importance of and participate in preventing and combating corruption in the business processes of UV Group through the following processes and tools:



Establish practices UV Group's anti-corruption policy prohibits directors, executives, and employees from committing, accepting, or engaging in any form of corruption. It also establishes practices for activities that pose a risk of corruption, such as charitable donations, sponsorships, receiving and offering gifts, facilitation payments, and hiring government officials. Furthermore, UV Group must strictly comply with the rules and regulations of relevant agencies, as well as UV Group's anti-corruption policy, Code of Business Ethics, and regulations related to the prevention and suppression of corruption.



Risks assessment The Company requires the departments and subsidiaries to assess corporate governance and corruption risks every quarter and the independent Internal Audit Department will conduct a corruption risk audit in UV Group's business activities 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. The Sustainability and Risk Management Committee reviews the corruption risk management approach annually to prevent or reduce the risk to an acceptable level.

Communication and training The Internal Audit Department, the Compliance Department and related departments jointly carry out activities to encourage both internal and external personnel to be aware of and cooperate in complying with UV Group's anti-corruption policy, such as organizing training for employees, organizing anti-corruption campaigns, informing and requesting cooperation from business partners to support UV Group's anti-corruption practices, such as refraining from giving gifts during every festival to UV Group personnel, and reporting clues/complaints when UV Group personnel solicit benefits.



Complaint channels The Company provides channels for receiving complaints from stakeholders regarding corruption, including illegal acts or violations of the Company's Corporate Governance Policy and Code of Business Ethics, and rights violations through various channels as follows:

- Whistleblowing system on the Company's website www.univentures.co.th, where stakeholders can choose to submit complaints or provide information to the Chairman of the Board of Directors or the Chairman of the Audit Committee, who are independent directors, or the Head of Internal Audit, who is independent in performing his duties and has a direct chain of command to the Audit Committee.
- Email: wid@univentures.co.th
- Telephone: 0 2643 7195 or send a letter to the Head of Internal Audit of the Company.



The Company has designated the Head of Internal Audit to be responsible for reporting complaints, the results of fact-finding investigations, and solutions to the President, the Audit Committee, which is an independent director, and the Board of Directors, respectively. The complaints acceptance process and measures to protect whistleblowers are set out in Clause 8.1.4 (4) “Whistleblowing” in Form 56-1 One Report.

The results of anti-corruption operations in 2025 are stated in Clause 8.1.4 (3) “Anti-Corruption” in Form 56-1 One Report. However, in 2025, one case of corruption was discovered: a subsidiary's sales employee used the company's assets that were to be delivered to an outside party for personal gain, and the employee was absent from work and could not be contacted to this day. After the subsidiary filed a police report against the offending employee and resolved the impact on the external parties involved, the Head of Internal Audit, along with the subsidiary's executives, jointly investigated the facts and reported the incident and findings to the Company's President and Audit Committee, in accordance with the complaints process. To prevent and reduce the risk of future wrongdoing, the Company has instructed the subsidiary to review and improve its operating procedures, including a monitoring and auditing process.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
CAC Membership	CAC member	CAC member 1st renewal	CAC member	CAC member	CAC member 2nd renewal
Assess the risk of fraud and corruption according to plan	100.00%	100.00%	100.00%	100.00%	100.00%
Misconduct or complaints of corruption	1 case	0 case	0 case	1 case	0 case
Personnel training to review anti-corruption policies	96.00%	100.00%	100.00%	99.20%	> 90.00%

Remark Excluding UVBGP Group, STI Group and PIC.

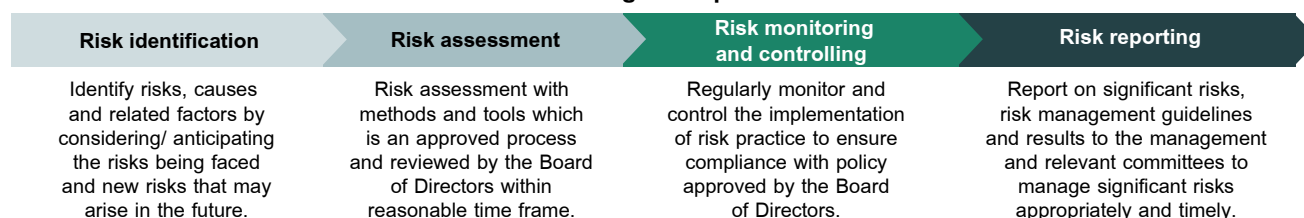
(3) Risk management

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 acknowledgment, opinions and suggestions, including specifying that the 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



In the fiscal year 2025, the Company and subsidiaries have established and used performance risk indicators as a tool to monitor the direction and serve as a warning signal for each business every quarter in order to identify causes and determine corrective measures or reduce the impact in a timely manner. Furthermore, the Company has begun using risk score, acceptable risks, risk heat map, and revised operational impact assessment criteria for fiscal year 2025 to enhance risk management efficiency and align with the current organizational environment and business context.

UV Group's risk management results for fiscal year 2025, which show risk factors and risk management approaches that are significant to UV Group's business operations, including social and environmental risks and emerging risks, appear in Clause 2 "Risk Management" of Form 56-1 One Report.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Departments and subsidiaries operate risk management processes	100.00%	100.00%	100.00%	100.00%	100.00%
Review knowledge of risk management and internal control to personnel	✓	✓	✓	✓	Conducted annually

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 delivery of products or services to customers, increase business opportunities, reduce risks, and enhance business competitiveness of both parties.

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, 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. The procurement department prepares a list of environmentally friendly products and services and disseminates it to UV Group employees so that they can consider selecting and using them in accordance with the procurement practices for environmentally friendly products and services appropriately.

Supply Chain Management Policy



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, and business reliability. All new suppliers must complete a self-assessment on occupational health and safety, energy and environmental management, good corporate governance, and sign an acknowledgement of and adherence to the Code of Business Ethics for supplier in conducting 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.

Performance

(1) Screening, grouping and evaluating suppliers

In fiscal year 2025, UV Group (excluding UVBGP Group, STI Group and PIC) has a total procurement value of 1,518.43 million Baht, with a total of 810 suppliers. 97% of new suppliers who registered online completed a self-assessment of the quality of products and services, environmental management, occupational health and safety, and good corporate governance. They also signed an acknowledgement of and adherence to the Code of Business Ethics for suppliers which outlines six key practices: (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. Supplier grouping results in 2025, UV Group's suppliers consisted of 792 general suppliers, 18 critical suppliers, and none of the suppliers met the criteria for being a high ESG risk supplier. The Procurement Department conducted on-site audits of 1 critical supplier, namely the packaging manufacturing suppliers and 16 critical suppliers, through self-assessment questionnaires. The results of the assessment found that 17 critical suppliers had policies and operations on environment, society and corporate governance that passed UV Group's assessment criteria.

Key performance	FY2023	FY2024	FY2025	Target
Total procurement value (million Baht)	2,989.21	1,462.70	1,518.43	-
Value of domestic : foreign procurement (million Baht)	2,581.18 : 408.03	1,359.72 : 102.98	1,472.55 : 45.88	-
Domestic suppliers: International suppliers (no. of suppliers)	848 : 26	734 : 28	777 : 33	-
Existing suppliers: New suppliers (no. of suppliers)	633 : 241	593 : 169	596 : 214	-
New suppliers signed the code of business ethics	241 suppliers / 100%	169 suppliers / 100%	207 suppliers / 97%	100.00%
General suppliers: Critical supplier : High ESG risk supplier (no. of suppliers)	856 : 18 : 0	746 : 16 : 0	792 : 18 : 0	-
Procurement value of General suppliers: Critical supplier : High ESG risk supplier (% of total procurement value)	31.71% : 68.29% : 0%	30.87% : 69.13% : 0%	33.90% : 66.10% : 0%	-
Critical supplier/ High ESG risk supplier has been assessed	18 suppliers / 100%	16 suppliers / 100%	17 suppliers / 99.44%	100.00%
Procurement of environmentally friendly products and services (% of total procurement value)	30.61%	57.71%	57.93%	> 50.00%

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 manufacture 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.

(2) Support environmentally friendly products and services

The Company encourages departments and 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 2025, UV Group (excluding UVBGP Group, STI Group and PIC) purchased environmentally friendly products and services totaling approximately 879.67 million Baht, accounting for 57.93% of the total purchase value, such as electrical appliances of GRAND UNITY condominiums that received energy-saving labels or were procured from sellers or service providers certified for environmental management standards; zinc ingot and natural gas, safety control systems and equipment, automatic building control and management systems and equipment, office equipment and consumer goods purchased from manufacturers or suppliers whose production processes have been certified for environmental management standards or have environmental management systems, etc.

(3) Cooperation and relationship management with suppliers

In fiscal year 2025, 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 2025 UV Group has not received any complaints from suppliers regarding unfair or unequal treatment, including no complaints about violations of business ethics and anti-corruption policy.

Cooperation to promote safety

The power plant and zinc oxide businesses aim to manage safety and occupational health in business operations in accordance with laws and international standard systems, with a goal of reducing accidents and injuries from work of employees and related persons to zero. For suppliers who must work in power plants or zinc oxide powder plant, UV Group has a plan to organize safety training for all contractor suppliers before starting work in the area in order to prepare

workers and equipment appropriately, helping to increase efficiency and safety in the work of contractor suppliers to occur consistently and continuously in order to support suppliers to achieve safe work standards. As a result of the safety training activities for suppliers in 2025, there were no accidents and injuries in the work of contractors in the power plants and zinc oxide powder plant.

Key performance	FY2024	FY2025	Target
Contractors who have received safety training before working			
• SSUT / PPTC power plant (contractors)	48 (100%) / 58 (100%)	25 (100%) / 560 (100%)	100%
• Zinc oxide powder plant (contractors)	14 (100%)	11 (100%)	100%
Contractor's accident or injury			
• SSUT / PPTC power plant	0 case	0 case	0 case
• Zinc oxide powder plant	0 case	0 case	0 case

Cooperation to grow business

FS, AA and partners who are manufacturers of safety equipment and technology, building management, and IT, organize activities to exchange information that is beneficial to business operations, such as needs and usage behaviors of target customers, information on developments and changes in new equipment and technology to create business opportunities from cooperation in presenting new products or services of partners along with solutions or applications that FS and AA have developed as their own copyrights for customers of both parties. In 2025, AA signed an agreement with Panasonic R&D Center in Singapore and is currently developing a Smart Platform & Advanced AI Technology, which is expected to be completed and products and services offered to target customers by 2025.

FS has collaborated with partners who manufacture safety equipment and technology to participate in international and ASEAN regional trade shows held in Thailand to present solutions that integrate their equipment and systems with the central management system "FS24 Fineday Software" developed by FS to target customers who visit the trade shows. As a result,

- FS received orders for products and services from six new customers, including government agencies, schools, financial institutions, and department stores, totaling approximately 22.42 million Baht.
- FS was appointed as the distributor of computers and industrial solutions in Thailand for Shuttle Computer Group Inc., Taiwan.

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 of 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 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.

In addition, UV Group is aware of the security of customer private information and places emphasis on respecting the privacy rights and protection of customers' personal data by adhering to comply with relevant laws and 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 Company has also appointed a department and a Personal Data Protection Officer for UV Group to provide advice, oversight, and audit the collection, use, or disclosure of personal data to ensure compliance with the law. An internal audit department is also assigned to conduct annual audits and assessments of operations. This focus will be on identifying activities that may pose risks related to personal data management, as well as providing opinions on the adequacy and appropriateness of data privacy measures to ensure compliance with the Personal Data Protection Act. Furthermore, the Company has instructed its subsidiaries to prioritize data, establish procedures and access rights based on data types, such as public data, internal data, and confidential data. The Company also reviews associated risks and identifies mitigation and mitigation measures to minimize risks to an acceptable level and provides a channel for reporting complaints to 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.
- Assess and manage IT security risks, including the protection of personal data and confidential information.
- Promote a corporate culture and conduct activities to encourage UV Group's personnel to be aware of, understand, and adhere to IT security and personal data protection policies and practices.



IT Security Policy



Personal Data Protection Policy

Performance

(1) Information system security

In 2025 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 fiscal year 2025 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 implemented measures to enhance the protection of UV Group's information systems, work systems, and network systems as follows:

- Install an Endpoint Detection and Response (EDR) system for critical systems and report to management. Also, establish a preventive maintenance plan and an IT risk assessment plan for the organization's high-priority systems to ensure that such high-priority systems can function continuously and efficiently, reducing the risks and costs that may arise from system damage and/or data loss. In 2025, IT Department has completed 60% of the preventive maintenance and risk assessment plans. In addition, the IT Department conducted a security assessment of IT activities based on the National Institute of Standards and Technology (NIST) cybersecurity framework. This included developing an Organizational Profile of Cyber Security Framework and conducting an IT security status assessment based on the NIST framework across 6 core functions. Based on the assessment results, the IT Department has established goals and plans to enhance IT security in the identity and response categories. These include improving incident and problem response processes, identifying and managing critical IT assets, and enhancing IT service monitoring.

○ Reviewed the Business Continuity Plan and Disaster Recovery Plan following the earthquake in Bangkok and its vicinity, where the Company's headquarters and most of subsidiaries are located. This review aimed to assess the adequacy and appropriateness of IT and related departments' response procedures to emergencies that could impact the continuity or efficiency of IT systems critical to UV Group's business operations.

○ Organized training on IT system security policy and practices for new employees and organized an online cybersecurity training program for 2025 to UV Group employees. 512 employees, representing 100% of the total employees required to attend the training (excluding PIC, and STI Group). In addition, IT employees were encouraged to attend standard training courses to enhance the skills of UV Group's IT security personnel.

○ Disseminate media reviewing IT system security practice in accordance with UV Group's regulations and IT knowledge useful for work, such as "GEMINI, the new assistant in Google Workspace"; "Role Prompting Techniques," assigning roles to AI to efficiently provide information, answers, and various writing formats; and "Introducing NotebookLM, an AI tool from Google," which helps summarize content, answer questions, create content, and manage information sources.



Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
IT system disruption or insecurity that causes significant business or reputational damage, or results in fines or lawsuits	0 case	0 case	0 case	0 case	0 case
Data leak	0 case	0 case	0 case	0 case	0 case
Complaints of infringement of personal data	0 case	0 case	0 case	0 case	0 case
IT security and personal data protection practices training	-	✓	✓	✓	Conducted annually

Remark Excluding UVBGP Group, STI Group and PIC

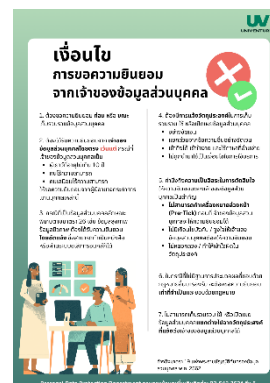
(2) Protection of personal data

In 2025 the Personal Data Protection Department ("PDP Department") operates in accordance with the personal data protection policy and practices of UV Group and related laws as follows:

○ Review the operations regarding personal data of the Company's and subsidiaries' stakeholders, such as customers, employees, and suppliers, in order to monitor the performance of UV Group's employees to ensure compliance with laws and UV Group's practices regarding the collection, use, and disclosure of personal data. The results of the review found that most operations complied with the laws and prescribed practices, with no significant deficiencies found.

○ Establish and update the Personal Data Protection Policy and Privacy Notice for stakeholders whose personal data is used and stored by UV Group, such as customers, business partners, shareholders, employees, job applicants, interns, and CCTV users. Furthermore, the PDP Department review and update documents stating the collection, use, and disclosure of personal data of departments and subsidiaries to align with current practices, including the Record of Processing Activities (RoPA) and the Data Flow Diagram.

○ Promote knowledge and understanding of personal data protection laws and practices for personnel at all levels. This includes an orientation course for new employees. In 2025, the PDP Department updated training materials for new employees to align with current laws and practices. Training on personal data protection laws and practices was also provided to subsidiaries operating different businesses, such as power plant business, real estate project management business, and refrigerator business. Furthermore, monthly refresher materials on personal data protection knowledge and practices were distributed via email UV Group personnel, such as methods for anonymizing personal data and conditions for obtaining consent from data subjects. Furthermore, the PDP Department employees participated in training courses organized by external organizations to enhance UV Group's business governance and ensure proper compliance with personal data protection laws, such as the course on the duties of a personal data controller, personal data processors, personal data protection officers, employees, and contractors, the course on personal data protection for executives, etc.



3.4 Sustainability in social dimension

The Company believes that business will grow sustainably when the business operations are accepted, trusted and confident 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 practices 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

Effective human resource ("HR") management is a key approach to enhancing business competitiveness and supporting responsible economic growth based on sustainable social and environmental practices. Therefore, the Company has strategized HR management across all areas: recruitment and selection, potential development, employee care, engagement, and retention of skilled employees for the long term. This enables UV Group to address the challenges of HR management, including attracting high-potential and talented employees, fostering employee engagement, and developing employee potential in line with the organization's evolving business strategies adapted to changing economic, social, environmental, and technological contexts.

Management

- **Recruitment and selection of personnel:** UV Group has a policy of hiring and terminating employees equally, setting clear and transparent procedures that take into account respect for human rights and the fair treatment of workers. Employee selection and hiring are based on the applicant's qualifications, education, knowledge, abilities, skills, and experience, which are equally matched to the job description and position. There is no discrimination or exclusion on matters not directly related to work performance, such as gender, age, race, or religion. This includes termination, which is handled in accordance with the law and employee regulations with fairness.
- **Consideration of compensation and benefits:** UV Group has a fair compensation policy in accordance with relevant laws. The compensation is determined based on several factors, such as position level and responsibilities, performance assessment, economic and labor conditions, and wage rates of other companies of similar size. 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 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:
 - Functional KPIs: assessment of skills and abilities at both the department level and the individual level, which are jointly established between supervisors and employees.
 - Professional Development KPIs: assessment of the success of performance development.Performance assessment will be conducted in a transparent, fair, and non-discriminatory manner.
- **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 conducts an annual employee engagement survey to analyze the results, which reflect employee opinions and feelings about the organization, to adjust the organization's management and employee care plans to ensure they are appropriate, aligned with employee needs, and support business goals. This will help foster employee confidence and engagement with the organization, enabling them to perform to their full potential and work with the organization long-term.

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.
- Support employees to train and develop their skills and knowledge to increase their work potential and be ready for business 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

(1) 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 and Line. It also operates an Employee Referral Program, allowing current employees to refer friends or acquaintances to apply for jobs with UV Group, 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. 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. Collaboration with educational institutions to support teaching and internships conducted by HR Department in 2025, such as:

- Provided lectures on real estate brokerage and organized a study tour on building management at CW Tower office building and Anil Sathorn 12 condominium for students from the Faculty of Management Science, Department of Real Estate and Building Asset Management, Panyapiwat Institute of Management. These students are the target personnel for the building management and real estate project management business operated by SENSES.
- Promoted research by students from the Faculty of Engineering and Industrial Technology, Suan Sunandha Rajabhat University, by providing practical experience and participating in research examinations. Four scholarships were awarded to students from Nawaminthrachuthit University under a collaborative teaching and support program for professional training in real estate and building asset management.
- Accepting 18 students from 5 educational institutions to train in various departments of UV Group, such as HR, central administration, property administration, and building technicians.

In addition, UV Group will continue to implement the mentoring system for new employees to provide advice and assistance in working in the form of on-the-job training from mentors who are experts in the work to enable new employees to work according to the work process faster and reduce turnover during the probationary period, along with implementing the succession plan for important positions to prepare knowledgeable and capable personnel to systematically assume management positions, create business continuity, and manage important positions that are vacant due to retirement or new positions resulting from UV Group's business expansion or investment expansion, in order to help drive UV Group's sustainable growth.

In the fiscal year 2025, UV Group has employed disabled persons or transferred money to the Fund for the Promotion and Development of the Quality of Life of Disabled Persons in full amount and on time as required by law. In 2025, the Company and subsidiaries in the real estate business and related businesses employed disabled persons totaling 5 persons, of whom 5 were hired as visually impaired persons to massage to relieve office syndrome symptoms for employees in the "UV Family Relax Time" activity, which is organized twice a month at the offices of the Company and subsidiaries. In the refrigerator business, 7 disabled persons were hired, 2 of whom were PIC warehouse staff, 2 were disabled athletes, and 3 were staff members of the Association and Sports Training Center for the Disabled.



(2) 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:** Indicators based on the progress or success of employees in developing their own skills and knowledge, which can be used to improve the overall work efficiency and performance of the organization, or indicators based on the actual skill development of employees from implementing projects or activities that are beneficial to the department or organization, which are jointly determined by supervisors and employees.

The consideration of remuneration and the assessment of employee performance will be conducted transparently and fairly according to the established criteria. HR Department will clearly inform all personnel of UV Group of the performance assessment criteria through briefing meetings via electronic media, focus group meetings, and email notifications.

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 a rate between 3%-10% based on the employee's length of service (depending on the provident fund regulations of each business). Employees who have completed the required length of service will receive UV Group's contribution and benefits from UV Group's contributions upon termination 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.



UV Group's employees can express their opinions or make proposals about employee welfare directly to HR Department of each business through various channels such as telephone, email, application, or submitting employee welfare proposals through submitting requests to the welfare committees established by each business (available only for businesses with more than 50 employees). This is another channel for presenting matters to executives for further consideration. In the fiscal year 2025, improvements to employee welfare were made, including increasing the health insurance coverage limit for employees at all levels.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Remuneration / welfares paid to employees¹	739.16 MB	810.80 MB	830.52 MB	811.54 MB	-
Proportion of remuneration and welfares between male and female employees¹	1 : 1.38	1 : 1.48	1 : 1.42	1 : 1.66	-
Employees participating in the provident fund²	487 people 76.09% of all eligible employees	558 people 84% of all eligible employees	573 people 77.22% of all eligible employees	635 people 86.50% of all eligible employees	> 80.00% of all eligible employees
Employees who receive annual performance assessment¹	100.00%	100.00%	100.00%	100.00%	100.00%

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

2 Excluding UVBGP Group, STI Group, and PIC.

UVBGP Group has 113 employees participating in the provident fund, or 84.96% of the eligible employees.

STI Group has 613 employees participating in the provident fund, or 73.59% of the eligible employees.

PIC has 142 employees participating in the provident fund, or 30.80% of the eligible employees.



(3) Potential development and take care of employees

Potential development

The Company 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. The Company encourages all employees to have the opportunity to attend training courses that are beneficial to developing their work potential and creating career advancement (Career Path) through various forms of training that are appropriate for the nature of the work and to create effective learning for employees, 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, Executive Leadership Retreat activities, etc.

Examples of training courses for personnel of UV Group in 2025

Basic training courses

- Business Ethics and Anti-Corruption
- Risk Management and Internal Control
- Practices for Compliance with Personal Data Protection Laws
- Workplace Safety and First Aid
- IT System Usage Regulations and Cybersecurity
- Provident Funds and Savings Investments

Skill development courses

- Professional development programs, such as Generative AI for 10x Productivity, Data-Driven Presentation for Business Success, and Leadership Dimension through Effective Communication.
- Promoted employee programs, namely Tools for Team Performance through Action Learning, Leadership in Action, Self-Management.
- Training courses for the real estate and related businesses, such as Slide Design for Business Presentations, Elevate Your Image Workshop, ChatGPT, Conversation Standards for Administrative and Technical Staff, Knowledge of Condominium Laws and the Condominium Act, Electrician Standards, Sustainable Building and Environmental Management, Budget Accounting, Advanced MS Excel Functions, etc.
- Training courses for energy business, such as Air Pollution Control System Operators, Electrical System Safety, Natural Gas Pipeline Operators, Gas Facility Operators, Scaffolding Installation and Inspection, etc.



Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Employees who received training	99.37% of 636 people 321 males, 311 females	82.75% of 713 people 323 males, 267 females	69.81% of 742 people 248 males, 270 females	82.05% of 780 people 342 males, 298 females	> 80.00%
Average training hours of employees	13.41 hours/person/year Total 7,709 hours	23.20 hours/person/year Total 16,540 hours	37.61 hours/person/year Total 19,484 hours	20.74 hours/person/year Total 14,551 hours	> 20.00 hours/person/year
Training costs	1,985,151 Baht	2,576,549 Baht	2,497,300 Baht	2,128,090 Baht	-

Remarks

- Excluding STI
- UVBGP Group has 79.71% of its employees trained in 2025, with a total of 2,753 training hours and a total training expense of 0.74 million Baht.
- PIC Group has 87.20% of its employees trained in 2025, with a total of 5,689 training hours and a total training expense of 0.13 million Baht.

Employee care

The Company prioritizes employee well-being, ensuring both physical and mental well-being, enabling them to manage their work and personal lives to achieve appropriate work-life balance. The Company provides a safe and supportive work environment that fosters enthusiasm for performing their responsibilities to the best of their ability, while also providing opportunities for independent participation in expressing opinions to create, improve, or develop new initiatives that benefit the department or the organization as a whole. The Company believes that such a working environment will enhance employee performance, foster engagement, and a sense of participation and growth alongside the organization.

Employee care activities in 2025 focus on activities to promote physical and mental health, activities to build relationships between executives and employees, and activities to exchange knowledge, perspectives, and experiences on issues that are of interest and beneficial to work or life. The Company organizes activities both on-site to allow employees of UV Group to get to know each other and participate in activities together, and online to facilitate employees to participate in activities from any location.



Examples of employee care activities in 2025

Executives meet employees activities: Senior executives meet with employees to discuss important organizational matters, such as the Company's annual goals, policies, and business strategies, as well as UV Group's progress and significant changes over time. Executives also provide opportunities to listen to feedback, acknowledge work challenges, and answer employee questions. This helps foster good relationships between executives and employees and boost morale. Activities are organized both at UV Group level and within each business, such as "UV FAMILY Town Hall 2025" activity, where senior executives present a summary of 2024 performance along with 2025 business goals and strategies, or "UV Family Orientation" activity, where senior executives share important information about UV Group and meet with new employees during the employee orientation.

Physical and mental health activities, such as

- "UV Family Health Challenge" (Year 4), an activity in which employees turn their running, walking, cycling, and swimming mileage into donations for heart disease treatment, privileges to use fitness services, and various exercise activities within the office
- "Healthy Seniors, the older generation cares about health" activity (Year 3), providing useful information to prepare physically, mentally, and financially for a quality retirement, such as office syndrome, midlife crisis, and money, debt, and pension management techniques.
- "We Care" activity, a hotline service to listen to problems and provide advice from experts, and the special "Coping with Crisis" activity, providing mental health care after the earthquake.
- "Self-Love Inside Out," a psychology workshop to address emotional exhaustion.



Knowledge sharing activity: Seminar "Empowering CFOs for Financial Sustainability" by expert speakers from EY Office Company Limited on the topic "What is ESG and Why is it Important to Financial Performance?", along with sharing experiences and exchanging ideas on business management for sustainable growth from the Chief Financial Officer of Frasers Property (Thailand) Public Company Limited on the topic "Learn and Share Session - TCC Asset Group," Managing Director of The Street Retail Development Company Limited on the topic "ESG Success Story," and Chief Executive Officer of Patana Intercool Company Limited on the topic "Success Story for Green Technology."



Collaborative Communication activities: encourage employees to get to know each other and build relationships for effective collaboration at work. Activities include building morale and fostering employee engagement. For example, the annual employee outing, the "Share Your Book" activity, where employees share and recommend books that boost their knowledge in the Reading Care book corner, and the mentoring and on-the-job training program for new employees to create a positive experience and reduce turnover during the probationary period.

(4) 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 encourage employees with potential to be confident and committed to working with the organization in the future. HR Department presented the results of the 2024 employee engagement survey to executives to determine the 2025 HR management plan, covering areas such as compensation and welfare, employee’s development, employees care, employee engagement and bonding. The activity information appears in the topic “Compensation, benefits, performance assessment” and “Potential development and take care of employees”.

Key performance	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Target
Employee engagement survey result	78.32%	80.98%	77.00%	86.10%	85.21%	> 80.00%
Employees participate in engagement survey	98.93%	100.00%	97.24%	97.59%	94.00%	100.00%
Employee turnover rate	24.49%	27.20%	26.50%	20.32%	19.61%	< 20.00%

Remark Excluding STI Group and PIC. For UVBGP Group, 2025 employee engagement survey results were 81.82%, higher than the target of more than 80%, and the employee turnover rate was 4.68%.



Labor dispute, relationship between management and labor unions

During the fiscal year 2023-2025, UV Group has no significant labor disputes. The Company and subsidiaries have not established any labor unions within their respective businesses. However, UV Group has a policy of respecting the rights and freedoms of employees to form groups 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 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 in accordance with established procedures. In fiscal year 2025, there are no complaints from employees of UV Group (excluding STI Group and PIC).

Personnel information	FY 2022	FY 2023	FY 2024	FY 2025
All employees (people)	625	713	742	780
Thai : Foreigner	625 : 0	713 : 0	742 : 0	780 : 0
Employees level (people)				
Executives level	7	8	9	9
Management level	194	209	213	219
Officer level	424	496	520	552
Employees by gender (people)				
Man : Female	321 : 304	389 : 324	408 : 334	440 : 340
Employees by age (people)				
Under 30 years old	136	163	177	182
30-50 years old	424	494	501	525
Over 50 years old	65	56	64	73
Remuneration and welfare between male and female (per person)				
Executives level	1 : 0.60	1 : 0.40	1 : 0.42	1 : 0.42
Management level	1 : 1.02	1 : 1.06	1 : 1.06	1 : 1.04
Operational Level	1 : 1.38	1 : 1.48	1 : 1.42	1 : 1.66
All new employees (people)				
Under 30 years old	64	118	105	107
30-50 years old	77	193	79	135
Over 50 years old	6	15	3	2
Employees leave the organization (people)				
Under 30 years old	63	55	49	56
30-50 years old	122	129	70	96
Over 50 years old	14	3	29	1
Employee turnover rate (%)	27.20	26.50	20.32	19.61
Employees applying for maternity leave (people)	3	3	6	10
Employees returning to work after maternity leave (people)	3	3	6	10
Corporate engagement (%)				
Level of corporate engagement	80.98	77.00	86.10	85.21
Proportion of employees surveyed	100	97.24	97.59	94.00
Human Resources Complaints (case)	0	0	0	0
Resolved complaints	0	0	0	0
Complaints are currently being resolved	0	0	0	0

Personnel information	FY 2022	FY 2023	FY 2024	FY 2025
Total training hours (hours)	7,775	16,540	19,484	14,550
Average training hours (per person per year)	12.44	23.20	37.61	20.74
Executive level : Operational level	3.26 : 16.79	6.72 : 30.41	13.86 : 31.55	19.89 : 19.18
Male : Female	12.30 : 12.59	23.28 : 23.10	26.67 : 24.50	18.36 : 21.25
Employee training expenses (Baht/ person/ year)	3,121	3,614	4,821	3,325
Employees who have received performance assessment (%)	100.00	100.00	100.00	100.00

Remark Excluding UVBGP Group, STI Group and PIC.

3.4.2 Safety and occupational health

The Company aims to enhance safety and occupational health within UV Group of businesses to meet international standards, reduce accident rates and work-related injuries for employees and related parties, and prevent and mitigate potential impacts on communities.

Management

UV Group's business operations comply with the laws and policies on occupational health and safety of UV Group, and have management to control and reduce risks in business operations and work processes that may lead to loss of life, injury, illness, and impact on the community by checking the readiness of machinery, tools, and equipment, taking care of the workplace to have a suitable and safe environment for work. Including setting measures to deal with emergencies that may occur and monitoring employee performance to strictly comply with safety measures, as well as promoting training and organizing activities to provide knowledge, instill good awareness, and create employee participation in occupational health and safety and a good working environment on a regular basis in order to achieve the goal of reducing risks, dangers, and accidents of stakeholders related to UV Group's business, and preventing losses that may arise from incidents, emergencies, and crises.

Strategies

- 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 work place.
- Manage and supervise contractors to ensure that safety and occupational health risks that may arise from operations are properly prevented.



Safety, Occupational Health and Work Environment Policy

Performance

(1) Safety and occupational health management

In 2025 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, accidents occurred among production and delivery employees of the refrigerated business during work, equipment use, and driving. Following the accidents, PIC adjusted work procedures to enhance safety and provided training to employees. This included training and supervision to ensure proper use of personal protective equipment, as well as safe driving training. Supervisors were assigned to strictly monitor and ensure employee adherence to work safety guidelines.

Safety and occupational health management guideline

Check work area	Prepare machinery/ protection equipment	Management when an accident occurs
- Inspect the work area and environment. - Make corrections within the designated timeframe if unsafe work conditions or environments are found.	- Provide adequate safety equipment appropriate for the job. - Regularly inspect and maintain machinery, tools, equipment, and vehicles to ensure they are in good working condition and ready for use according to established criteria.	- Review risks and practice emergency procedures in the event of an accident or emergency situation, according to established procedures. - Investigate and inspect accident sites and report results to relevant directors and executives. - Conduct training sessions to review safe work procedures for employees, establish preventative measures, and monitor supervisors' work to prevent recurrence of accidents.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Accident at work to death of employee	0 time/0 people	0 time/0 people	0 time/0 people	0 time/0 people	0 time/0 people
Accident at work to extent of employee's absence	5 time/5 people	12 time/12 people	2 time/2 people	5 times/0 people	0 time/0 people
Work-related illness to death of employee	0 people	0 people	0 people	0 people	0 people
Work-related illness to extent of employee's absence	0 people	0 people	0 people	0 people	0 people
Training hours of employees					
• Power plant business (hours/ person/ year)	19	19.56	20.32	12.81	> 20.00
• Zinc oxide powder business (hours/ person/ year)	30	12	18	18	12
• Refrigerator business (hours/ person/ year)	6	6	6	12	6

Remark Excluding STI Group.

(2) Training and activities to promote safety and good health

In the fiscal year 2025, UV Group organizes 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 fire extinguishing and evacuation drills, first aid, occupational safety officer courses, review of international standard system requirements related to occupational health and safety management systems (ISO 45001: 2008), confined space safety, workers in natural gas facilities, radiation protection, safe operation and maintenance of forklifts and engines, use and maintenance of personal protective equipment, hearing conservation projects, electrical safety standards, 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 keep your work area tidy to increase work efficiency and safety.
- Annual health check-ups, influenza vaccination, knowledge-sharing activities to take care of physical and mental health, such as activities to provide knowledge about annual health check results, “Healthy Seniors” activity for seniors who care about health, “We Care” hotline service to listen to problems and provide advice
- Exercise promotion activities such as the “UV Family Healthy Challenge” activity that promotes running, walking, cycling and swimming for good health and converts the distance traveled into donations for treating heart disease patients, “UV Family Wellness Society” activity that provides fitness services and organizes exercise activities within the office, and the sports club of power plant employees.
- Disclosing safety and occupational health practices through internal communication channels, such as campaigns to wear face masks during influenza outbreaks, COVID-19 infection, and when PM 2.5 dust exceeds standards, providing information about norovirus symptoms and prevention methods, etc.



Occupational health and safety care from epidemics

In 2025, the Company will consider implementing measures to ensure the safety and health of its employees in line with the current situation. When news reports or public health authorities warn of the outbreak of infectious diseases or seasonal epidemics, such as influenza, dengue fever, COVID-19, or norovirus, the Company will immediately inform UV Group's employees of the information and preventative measures for such infectious diseases or epidemics through internal communication channels, such as email and applications. Employees at risk of health risks will be required to consider appropriate personal protective measures, such as wearing masks and receiving vaccinations.

For employees who are experiencing symptoms of infectious diseases or epidemics that could be transmitted to others, the Company requires them to seek medical treatment and immediately notify their supervisor or HR Department. Furthermore, the Company and subsidiaries will regularly clean common areas of the office with disinfectants and provide alcohol-based hand sanitizer in common areas of the office or workspace, such as meeting rooms and reception areas for customers or visitors. Employees may be required to undergo screening for infectious diseases or epidemics before participating in large-scale events or may impose restrictions on outsider access to the office premises if necessary.

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 human rights practices specified in UV Group's Human Rights Policy and in consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs) which comprises 3 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, people with disabilities, and foreign workers, strictly comply with human rights and labor laws and principles.
- 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 code of business ethics for suppliers, 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 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

(1) Human rights audit and risk assessment

In fiscal year 2025, the Company and subsidiaries considered potential human rights risks in their business activities, along with assessing other key risks such as operational risks, environmental, social and governance (ESG) risks. The human rights risk assessment covered the business activities and key stakeholders of each business to determine appropriate management guidelines as follows:

- **Define the scope of human rights issues:** The department or business owner of the risk defines the scope of the human rights examination relevant to the business operations, identifies the groups of stakeholders who may be affected and the human rights issues that have occurred and are likely to occur, covering issues related to labor, safety, working conditions, equal compensation, the use of child or forced labor, and all forms of abuse.
- **Identify human rights risks:** The department or business identified human rights risks that may arise from operations throughout the value chain, as follows:

Human rights risks to stakeholders in business activities

Employee rights	Customer rights	Supplier rights	Community/ environmental rights
• Equitable and fair treatment of employees • Work safety • Personal data protection	• Access to product/service information • Safety in using products/services • Protection of personal data and privacy rights	• Discrimination against suppliers • Work safety • Personal data protection	• Community safety • Impacts on the community and the environment from the business's operations

- **Risk assessment and prioritization:** UV Group uses the risk measurement matrix as a tool for prioritizing risks by assessing the severity of impact (Impact Assessment Scale) and likelihood of occurrence (Likelihood Assessment Scale) of each risk event. If the sum of the multiplication of the impact and likelihood of occurrence of any risk is high and very high, it will be considered a significant risk that the department or business owner of the risk must consider managing the risk further. In addition, key risk indicators will be used to assess the risk level, such as the number of human rights complaints from stakeholders, the number of times accidents or illnesses caused by employees' work, the number of times the court has ruled under the law that there has been a violation of human rights against stakeholders, the number of fines for violations or non-compliance with the law, etc. Then, the important human rights risks, which are issues with severe impacts, will be ranked, and corrective or preventive measures will be taken to reduce the risk level.

○ **Preventive and mitigating measures:** Based on the assessment and prioritization of important human rights risks, the department or business will determine measures to control and mitigate current or potential impacts and assess residual risks after developing guidelines for preventing and resolution of human rights issues in business operations to ensure that human rights management is effective in controlling impacts throughout the business value chain.

Risk Issues	Preventive and mitigating measures
Equitable and fair treatment of workers	• Manage human resources in accordance with the law, good corporate governance principles, and the framework for sustainable development, including communicating to employees their rights. • Have channels to listen to employees' opinions and file complaints, including conducting annual employee surveys covering all dimensions, such as compensation, benefits, and work environment, in order to use the opinions to improve or develop appropriate human resource management. • Arrange for a self-assessment by suppliers to ensure that labor practices comply with the law.
Safety and well-being	• Provide safety training to employees to review knowledge, practices, and practice skills appropriate to the nature of work and working conditions of each business at a basic level, in accordance with laws and international standards, including working with business partners to promote safe operations. • Arrange for self-assessment by suppliers to ensure that they operate in accordance with the law on safety and occupational health. • Have channels to listen to opinions and file complaints from stakeholders, including conducting inspections, resolving, and following up on complaints. • Survey customer satisfaction, opinions, and suggestions on products/ services.
Personal data protection	• Require employees who are involved with personal data of business stakeholders such as customers, suppliers, shareholders to handle personal data in accordance with the guidelines or manuals that have been developed, which are in line with the Personal Data Protection Act, including being audited by the Personal Data Protection Department and/or Internal Audit Department. • Organize training/ distribute information, knowledge, and practices on personal data and internal data to make employees aware of its importance, understand it, and apply it correctly and appropriately in their work. • Review the efficiency and adequacy of technology and data security processes to prevent unauthorized access to data from unrelated persons. • Provide channels to listen to opinions and file complaints from stakeholders, including conducting inspections, resolutions, and tracking complaints.
Impacts on communities and the environment from business operations	• Follow up on strict compliance with environmental laws, including related standard requirements, such as environmental standards, human rights policy (depending on the criteria of each business). • Monitor and measure environmental quality to monitor according to the law. • Have channels to listen to opinions and report complaints from stakeholders, including conducting inspections, resolving and following up on complaints.
Discrimination	• Set and monitor employees to strictly comply with the practices regarding responsibility towards stakeholders, such as treating all stakeholders equally and respecting their right to access information and other rights in accordance with the law and the principles of good corporate governance of UV Group. • Monitor the implementation of supplier selection and supplier performance monitoring process. • Have channels to listen to opinions and report complaints from stakeholders, including investigating, resolving and following up on complaints.

○ **Monitoring and reporting of performance results:** The Company has established a process for reviewing, inspecting and monitoring management related to human rights violations within the defined scope, risk issues and risk indicators. The Company requires reporting of the results of actions taken by responsible departments and subsidiaries to the Sustainability and Risk Management Committee, the Audit Committee and the Board of Directors, and includes a comprehensive and systematic risk management plan in the event of an incident.

○ **Solving and remedy for impacts:** The Company provides channels for receiving complaints or providing information for stakeholders who may be affected or violated by the business activities of UV Group, in accordance with the policy for reporting complaints and measures for protecting informants or complainants, including providing a process for alleviating impacts and providing appropriate remedies for stakeholders affected by or related to UV Group, as well as determining guidelines for resolving and preventing future incidents.

In the fiscal year 2025, UV Group (excluding STI Group and PIC) did not encounter any illegal acts and did not receive any complaints from stakeholders regarding human rights violations in business operations.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Violations of laws related to human rights	0 case	0 case	0 case	0 case	0 case
Complaints of human rights violations in business	0 case	0 case	0 case	0 case	0 case

(2) Promoting organizational culture on human rights

In addition to ensuring that UV Group's business operations and personnel operate with due regard for the rights and responsibilities toward stakeholders in accordance with legal requirements and good corporate governance principles, the Company promotes the creation of a corporate culture of human rights through training, communication, and activities to raise awareness of human rights issues. The Company also ensures that personnel are aware of, understand, and can appropriately apply human rights practices and stakeholder responsibilities in their work. The Company requires all personnel at all levels to review their knowledge and take an annual test on good corporate governance principles, including human rights practices. In 2025, Compliance Department developed learning materials and tests on human rights practices in the form of E-Learning, and 100.00% and 99.20% of executives and employees reviewed the learning materials and took the tests respectively. In addition, the Human Resources Department led employees to participate in the "Talk to Transform" activity to develop listening and communication skills and foster understanding of differing opinions. The activity, organized by Frasers Property (Thailand) Public Company Limited and the Thai Health Promotion Foundation, also communicated to employees about individual rights under the law, international principles, and the Company's policies supporting these rights, such as:

In addition, the Human Resources Department led employees to participate in the "Talk to Transform" activity to develop listening and communication skills and foster understanding of differing opinions. The activity, organized by Frasers Property (Thailand) Public Company Limited and the Thai Health Promotion Foundation, also communicated to employees about individual rights under the law, international principles, and the Company's policies supporting these rights, such as:

- Family rights and protection for mothers and children: In addition to maternity leave and paid leave as required by law, the Company provides employees with a breast pumping room (Mother Care Room) and a hotline to listen to concerns and provide advice on family and childcare under the "We Care" activity.
- The right to learning and potential development: In addition to providing all employees with the right to attend training courses to develop their work potential through courses organized by the Company or subsidiaries, the Company provides educational opportunities for employees and their families through educational rights and benefits, such as training subsidies, master's degree scholarships, and scholarships for employees' children.



3.4.4 Participation in community and social development

The Company believes that sustainable business growth will occur only when UV Group's business operations are accepted, trusted and believed in by communities and society that are directly and indirectly involved. 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 committed to ensuring that each business operation does not create negative impacts on the community and creates shared value through 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 relevant 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, support of goods and money, emergency assistance, etc.

Targets

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

Performance

(1) 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 does 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, 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.

However, in 2025, the Company and subsidiaries have no environmental lawsuits, disputes or complaints from communities or stakeholders arising from UV Group's business operations.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Disputes/lawsuits with communities surrounding the production plant or project					
Power plant	0 case	0 case	0 case	0 case	0 case
Real estate project under construction	0 case	0 case	0 case	0 case	0 case
Zinc oxide plant	0 case	0 case	0 case	0 case	0 case
Refrigerator plant	0 case	0 case	0 case	0 case	0 case

(2) Conducting activities to create value for the community and society

In 2025, UV Group continues 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:

"The more you give, the more patients' hearts beat" Project



Background and project details

"The more you give, the more patients' hearts beat" Project was launched in 2021 on the occasion of the 40th anniversary of the Company's founding under the name "40 Years 40 New Hearts" Project. The project aims to support the treatment costs for urgent cardiovascular disease patients who are poor and underprivileged to the New Heart Foundation, established by cardiac surgeons and medical personnel at the Thoracic Surgery Unit at Rajavithi Hospital. The operations of the New Heart Foundation, in collaboration with donors from all sectors, including UV Group, have helped some cardiovascular patients receive treatment faster, reducing the loss of the working-age population and reducing the government's budget for patient care.

Project results

In 2025, UV Group's personnel participated in activities organized by the Company to convert into donations as follows:

- "UV Family Healthy Challenge 2025," now in its fourth year, promotes good physical and mental health among employees through exercise and converting the distance of running, walking, cycling, and swimming into donations to the New Heart Foundation. In 2025, 221 employees participated in the activity, covering a total distance of 20,102 km. (18 June 2025, to 18 July 2025), with a total donation of 201,020 Baht donated to the New Heart Foundation.
- "Receive or Give, Happy Birthday" activity gave options for employees to change their benefits from receipt of birthday gifts to donation to the New Heart Foundation in which 558 employees or 72.65% of the total number of UV Group employees participated in the activities resulting in total donations of 55,800 Baht.



Key performance	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Donations from UV to the New Heart Foundation (Baht)	600,000	608,500	400,000	234,800	255,800

Results obtained from the project

- 425 patients who received treatment for cardiovascular disease under the operations of the New Heart Foundation through donations from donors (including UV Group) during 2021-2025 were in better health and able to continue daily life and work to take care of their families.
- Help support "SDG 3, Health and Well-being by aiming to reduce premature deaths from Non-communicable diseases (NCDs) by one third within year 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.
- Encourage employees of UV Group to have public consciousness to help and contribute to society in accordance with the corporate core values of "Caring".

(3) Public benefit activities, donations and employee volunteering

Donation for public benefit, supporting education and good quality of life for youth and community benefit activities

- Rose selling activity during the month of love to UV Group's personnel and donating the income without deducting expenses 30,200 Baht to the Thai Heart Foundation under Royal Patronage to support the work of the Heart Association in helping heart disease patients, which is an activity that UV Group has been conducting continuously for the 11th year.
- TL has supported scholarships for the children of outstanding employees for the 24th consecutive year and has provided donations and supplies to support school activities in Phra Nakhon Si Ayutthaya Province, where the company is located. These include scholarships for outstanding students at Wat Don Phutsa School who lack financial resources, and Children's Day gifts for Wat Don Phutsa School, Wat Ton Tia School, Wat Nong Nam Som School, Jian Witthayakhan School, and the Sam Bandit Subdistrict Administrative Organization.
- TL launched a project to recycle 500 kilograms of stretched plastic film, a waste plastic left over from TL's raw material preparation, manufacturing, and shipping processes. This material was used to create 12 sets of upcycled school desks. These were donated to the Wat Nuam Pradit Early Childhood Development Center in Phasi Charoen District, Bangkok, to replace worn-out desks. This project significantly reduces the cost of procuring new desks at the early child development center and reduces the disposal costs of TL's stretched plastic film waste. Furthermore, it supports the optimal use of resources, in line with the Circular Economy philosophy.
- UVBGP Group conducts activities to benefit communities around SSUT and PPTC power plants continuously every year, focusing on activities that help improve the quality of life and create a good environment for communities near the power plants, including educational support activities. In the fiscal year 2025, activities that UVBGP Group has carried out with the cooperation of its employees include supporting gifts for Children's Day activities in schools and communities around the power plant, participating in blood donation activities with the Industrial Estate Authority of Thailand, donating daily necessities to bedridden patients and the elderly in the community, donating daily necessities to Bang Pakong Home for Persons with Disabilities Protection and Development and the Camillian Home for Children Living with Disabilities, Lat Krabang, supporting the Kathin robe offering ceremony at Wat Suthaphot, supporting the Pha Pa ceremony at Wat Bueng Bua School, and supporting the candle procession activities at Wat Si Chan Pradit. The volunteer hours of SSUT and PPTC power plant employees in the fiscal year 2025 averaged 20.83 hours/person and 14.13 hours/person, respectively, exceeding the target of 12 hours/person.



Public welfare activities with stakeholders

SENSES collaborates with stakeholders in the business, such as property project owners that SENSES manages, customers, partners, and employees, to conduct public welfare activities, such as:

- Sold roses to CW Tower tenants and customers at the CW Happy Valentine's Day 2025, with proceeds from the rose sales donated to the Thai Heart Foundation under Royal Patronage, the Cardiac Children's Foundation, and the New Heart Foundation.
- Allocated space in the real estate project to support charitable activities, such as blood donations in collaboration with the Thai Red Cross, donations of used items in good condition to the operator of the SX Repartment Store, a store selling donated items, with proceeds after expenses donated to the Chaipattana Foundation, and donations of dolls and toys to the Child Development Foundation.
- Organized volunteer activities for the community surrounding CW Tower and The Street Ratchada shopping center in 2025, such as improving public spaces for safety and beauty, and developing an educational environment for youth at Triam Udom Suksa Nomklao Kunnatee School and Samakee Bamrung Wittaya School.
- CW Tower, in collaboration with the Foundation for the Promotion of Education and Development of the Quality of Life for the Blind, organized the CW Productivity Workshop, "Massage to Relax, Recharge, and Treat Office Syndrome," supporting employment for the visually impaired.



3.5 Sustainability in environment dimension

The Company realizes the importance of energy and resource management in UV Group's business processes to reduce greenhouse gas emissions, which is the responsibility of the business sector that must participate in solving global warming and climate change. It supports Thailand's declaration of commitment to the United Nations Framework Convention on Climate Change Conference of the Parties to reduce greenhouse gas emissions by 40% by 2030 to achieve Carbon Neutrality by 2050 and Net Zero greenhouse gas 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. Therefore, managing UV Group's business to grow under good management of resources and environment to create business sustainability and reduce impacts on the environment and community is another important goal in 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 set plans and goals for effective and appropriate management of the environment, energy, water, waste and pollution, including setting up monitoring of performance and assessment of environmental impacts from UV Group's business operations, as well as providing

channels to receive complaints from stakeholders so that UV Group can promptly and appropriately take corrective action and plan to prevent environmental impacts.

- Create awareness and instill a sense of environmental responsibility and efficient energy use among UV Group's employees, and communicate policies and practices to those involved in UV Group's business operations to ensure that business partners or alliances, such as suppliers of goods and services, contractors, and joint ventures, are aware of the importance of and conduct business in accordance with environmental laws, standards, and practices, as well as give importance to considering transactions with suppliers who have conducted business with a sense of responsibility towards society and the environment.

Environmental, Energy and
Social Management Policy



3.5.1 Climate change and energy management

Global climate change is a concern for all stakeholders and 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 set strategies to expand or extend the business. The Board of Directors has assigned the Sustainability and Risk Management Committee, whose members include the Company's President, chief executive of the department and the subsidiaries, to develop sustainability development plans in various areas, including those related to climate change, and to set performance indicators, such as improving the efficiency of power plants or zinc oxide furnaces to reduce GHG emissions, expanding renewable energy businesses, etc., under the following management guidelines for governance, risk management, and business operations:

Management

- 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 the use of environmentally friendly concepts, technologies, and innovations that reduce resource use or help increase energy efficiency or support the reduction of GHG emissions and the principles of 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 on climate change to all levels of employees of UV Group.

Performance

(1) Greenhouse Gas Management

The Company has prepared a report on the organization's greenhouse gas emissions and absorption in accordance with ISO 14064-1: 2018 standards, with Advance Energy Plus Co., Ltd. as a report preparation consultant for the verification and certification of the organization's carbon footprint by an independent external auditor, 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 Ecoplex Building and TL's head office and factories located at Rojana Industrial Park, Phra Nakhon Si Ayutthaya Province. In the fiscal year 2025, UV Group, within the scope stated above, emitted a total of 36,569 tons of carbon dioxide equivalent ("tonCO₂e") emissions, increased from the same period last year when total GHG emissions were 33,069 tonCO₂e. The main reason was that TL increased its use of zinc ingots, natural gas and electricity, which are significant greenhouse gas emissions sources, to produce zinc oxide powder to meet increasing customer orders in 2025.

GHG emissions (tonCO ₂ e)		FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Scope 1	Natural gas usage	7,896.36	8,062.01	6,243.47	3,648.78	4,343.93
	Fuel usage for cars	202.19	204.96	196.35	219.20	191.35
	Fuel usage for forklift, generator, fire pump	97.27	83.86	71.95	59.79	56.73
	Septic Tank	12.93	12.75	7.90	9.54	9.05
	LPG usage	-	0.09	0.05	0.05	0.05
	Fire extinguishers agents' usage	-	-	-	38.36	-
Scope 2	Electricity usage	1,183.87	1,139.44	991.04	765.07	855.68
Scope 3	Purchased raw materials usage ¹	6.17	62,735.76	39,619.55	28,322.15	31,107.41
	Activities related to fuel and energy acquisition	n.a.	2,573.84	n.a.	n.a.	n.a. ²
	Transportation from raw material suppliers	n.a.	163.22	n.a.	n.a.	n.a. ²
	Travel of courier staff	n.a.	n.a.	6.63	3.86	3.03
	Travel of staff for business	n.a.	320.63	n.a.	n.a.	n.a. ²
	Transportation and distribution of goods to customers	n.a.	10.76	n.a.	n.a.	n.a. ²
Total		9,398.78	75,307.32	47,139	33,069	36,569 ²

- Remarks
- 1 Year 2021 is tapping water and copy paper, and the year 2022 onwards is zinc ingot, tap water, copy paper, and fire drills.
 - 2 According to the Greenhouse Gas Protocol, only significant indirect GHG emissions (Scope 3) will be considered. Significant indirect GHG emissions from fiscal year 2023 onwards are in the purchased goods and services category, which includes the acquisition of paper, tap water, raw materials (zinc ingots), fire drills, and travel of courier staff. Scope 3 GHG emissions in unreported GHG sources and specified in the Greenhouse Gases Verification Statement for the fiscal year 2025, including activities related to fuel and energy acquisition of 1,484.65 tonCO₂e, transportation from raw material suppliers of 48.48 tonCO₂e, landfilling of waste generated by the organization of 25.52 tonCO₂e, waste transportation for disposal of 0.28 tonCO₂e, business-related travel of 4.74 tonCO₂e, work-related travel of employees of 143.05 tonCO₂e, and transportation and distribution of goods to customers of 34.23 tonCO₂e.
- The Carbon Footprint of Products ("CFP") for Zinc Oxide White Seal Extra is 4.51 kgCO₂e/kg. TL has been registered and certified as CFP by the Thailand Greenhouse Gas Management Organization ("TGO") from 8 October 2025 to 7 October 2028.

In fiscal year 2025, SSUT and PPTC power plants emitted a total of 660,498.70 tonCO₂e and 483,911.97 tonCO₂e of GHG, respectively, increasing from 2024 due to a 10.53% and 3.19% increase in natural gas consumption for electricity and steam generation. Meanwhile, GHG emissions per unit of production were 0.4094 tonCO₂e/MWh and 0.4229 tonCO₂e/MWh, respectively, decreasing by 2.50% and 5.26% from 2024 due to production process improvements for optimal fuel efficiency, such as gas turbine upgrades, load transfer system improvements, and half-block operation during periods of low electricity demand.

GHG emissions (tonCO ₂ e)		SSUT				PPTC			
		FY 2022	FY 2023	FY 2024	FY 2025	FY 2022	FY 2023	FY 2024	FY 2025
Scope 1	Natural gas usage	627,518.37	651,306.13	607,058.62	659,942.53	363,930.54	307,737.83	385,277.11	376,355.16
	Fuel usage for cars	32.88	35.31	36.41	36.21	22.00	25.11	33.81	24.58
	Fuel usage for forklift, generator, fire pump	8.60	9.03	9.73	11.48	5.12	4.60	2.11	5.14
	Septic Tank	8.86	8.25	7.24	7.52	5.07	4.73	5.62	3.12
Scope 2	Electricity usage	711.50	132.87	1,628.46	70.38	201.43	520.24	0.00*	113.67
Scope 3	Tap water usage	204.19	274.77	283.13	241.41	151.36	115.14	163.45	112.26
	Transportation from raw material suppliers	6,669.70	1,226.98	2,685.61	15.76	5,504.66	11,450.87	97,363.26	107,298.04
Total		635,154.10	652,993.34	611,655.82	660,498.70	369,820.18	319,858.52	482,845.35	483,911.97

Remark SSUT and PPTC power plants have CFP for electricity of 518 gCO₂e/kWh and 527 gCO₂e/kWh, respectively. SSUT and PPTC have been registered and certified with TGO from 26 November 2024 to 25 November 2027.

GHG emissions for the fiscal year 2025 above were found that the major source of GHG emissions comes from the use of natural gas in the power plants 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”.

	GHG per unit of production				
	FY 2022	FY 2023	FY 2024	FY 2025	Target
Power plant business					
SSUT (tonCO ₂ e / MWh)	0.4949	0.4142	0.4199	0.4094	0.4400
PPTC (tonCO ₂ e / MWh)	0.4371	0.4484	0.4464	0.4229	0.4400
Zinc oxide powder business					
Scope 1-2 (tonCO ₂ e / ton Zinc)	0.56	0.54	0.55	0.57	0.52

(2) 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 2025, energy consumption and energy management performance of UV Group can be summarized as follows.

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Electricity consumption of UV Group¹ (kWh)	65,590,273	85,545,811	85,339,773	81,410,884	-
• SSUT power plant (kWh)	43,771,858 ²	59,303,490	54,401,792	59,882,460	58,806,125
Average difference per month	N.A.	up 1.59%	down 8.10%	up 10.07% ³	up 8.10%
• PPTC power plant (kWh)	18,609,963 ²	23,325,787	25,671,375	25,934,401	26,676,945
Average difference per month	N.A.	down 6.38%	up 10.06%	up 1.02% ⁴	up 3.92%
• Zinc oxide powder business	2,015,977 kW	1,690,110 kWh	1,055,263 kWh	1,466,511 kWh	-
Electricity consumption per production unit (MJ/Kgs ZnO)	down 3.23%	up 3.01%	down 2.03% ⁵	up 24.31% ⁵	down 2%
Natural gas consumption					
• SSUT power plant (MMBTU)	8,817,067 ²	11,879,337	11,122,939	12,200,056	12,428,452
Average difference per month	N.A.	up 1.05%	down 6.37%	up 9.68% ³	up 11.74%
• PPTC power plant (MMBTU)	4,622,777 ²	5,499,195	6,496,445	6,655,223	6,790,943
Average difference per month	N.A.	down 10.78%	up 18.13%	up 2.44% ⁴	up 4.53%
• Zinc oxide powder business (MMBTU)	141,711	111,474	68,426.84	80,045.42	-
Heat consumption per production unit (MJ/Kgs ZnO)	down 1.46%	down 3.35%	up 1.28% ⁶	up 3.51% ⁶	down 2%

- Remarks
- 1 Excluding STI Group.
 - 2 Electricity and natural gas usage by power plants during January - September 2022.
 - 3 SSUT's electricity and natural gas consumption in 2025 increased from 2024 due to increased electricity and steam generation. However, in 2024, there was an unplanned shutdown for steam turbine maintenance and C-Inspection maintenance.
 - 4 PPTC's electricity and natural gas consumption in 2025 increased from 2024 due to increased electricity generation and sales to industrial customers.
 - 5 Electricity consumption per unit of production in 2024 decreased due to time-saving events, such as operating a zinc ash sorting machine and a mixer to produce zinc oxide powder for animal feed during off-peak periods. Electricity consumption per unit of production in 2025 increased due to operating a zinc ash sorting machine and a mixer during on-peak periods.
 - 6 Heat per unit of production in 2024 increased due to intermittent production, which prevented long-term heat control. In 2025, heat per unit of production increased due to increased zinc oxide powder production and the use of natural gas in the secondary-grade raw material size reduction process.

Power plant business

- In 2025, SSUT and PPTC power plants improved the Plant Load Management of the Distributed Control and Information System (DCIS) to maximize operational efficiency and ensure power distribution to EGAT remains close to the set point. Following the improvements, the system increased energy consumption by 3,500 MWh/ block/ year and increased power generation capacity for EGAT by 0.45 MW, generating approximately 9 million Baht/ block/ year in additional revenue (based on a natural gas price of 320 Baht/ million BTU).



- SSUT and PPTC power plants changed their lighting bulbs from High-Pressure Sodium bulbs to LED, saving approximately 113,661 kilowatts per hour per year, or approximately 0.40 million Baht per year, and approximately 89,487.78 kilowatts per hour per year, or approximately 0.32 million Baht per year. In addition, SSUT power plants set a target to reduce electricity usage by 1.42% by changing the blades of the Cooling Tower, which is being tested by changing one unit before proceeding with adding the remaining four if electricity usage is reduced as targeted.
- SSUT and PPTC power plants operate in accordance with the ISO 50001 energy management system standard, along with planning and maintaining machinery operations according to the established schedule.
- In 2024, SSUT power plants improved their power distribution system (Island Operation Improvement) to increase power distribution flexibility for industrial customers and optimize the load transfer system to suit the power plant's operating patterns. This resulted in improved heat rates and reduced natural gas consumption per unit of production. PPTC power plants operated in half-blocks during periods of low customer demand, resulting in reduced natural gas consumption per unit of production.

Zinc oxide powder business

- In 2025, TL replaced the burners of two oxidation kilns in its production lines to optimize energy efficiency. This resulted in an average 10.59% reduction in natural gas consumption per unit of production for the two production lines, or 3.37% compared to the total natural gas consumption. TL is also piloting the reuse of waste heat from the kiln in production line 6 by installing a heat pipe into the melting furnace to melt solid raw materials into liquid form, resulting in increased zinc oxide powder. TL also controls the amount of excess combustion air in the continuous kiln in the zinc oxide powder production process to be appropriate for the fuel volume to ensure complete combustion. This is expected to reduce natural gas consumption by 700 MMBtu per kiln per year.
- TL managed energy in accordance with ISO 50001 energy management standards, increasing machine operating hours during off-peak periods and reducing operating hours during on-peak periods. TL also monitored the efficiency of solar cell power generation, which has a capacity of 370.04 kWp, ensuring full efficiency. This resulted in electricity costs savings of approximately 1.55 million Baht in fiscal year 2025, based on the energy generated by 442,937.90 kWh of solar cells.



Real estate project management business

In 2025, SENSES will ensure that CW Tower energy efficiency and environmental quality improvement plan is completed on schedule. The energy management measures initiated in 2024 will continue, as follows:

- Install an Air Scrubber to enhance the efficiency of the building's Heating, Ventilation, and Air Conditioning System (HVAC). This system treats polluted air, reducing outside air intake and allowing less pollutants into the building. It also maintains positive air pressure, reducing the cooling load on the air conditioning system and reducing energy consumption by 20%-30% compared to conventional air conditioning systems.
- The installation of Air Scrubber will reduce electricity usage from March 2025 to September 2025 by 1,062,925 million kilowatts.
- Control chilled water temperature at different times to ensure optimum performance. Reduce chiller usage during certain periods. Clean the chiller system's condenser coils as planned. Reduce escalator usage hours in retail zones during business hours and shut them down on holidays.



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 powder 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 are no violation of the law and no significant environmental fines.

Performance

(1) Management of resources and air quality

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 machinery and cooperate with manufacturers to inspect machinery and equipment to ensure they are in good condition and produce electricity efficiently under the international environmental management system ISO 14001. In addition, both power plants monitor potential impacts from their operations in accordance with measures to prevent, reduce, and monitor environmental quality, and report the results of compliance with environmental management measures specified in the EIA report to the Energy Regulatory Commission and relevant regulatory agencies every 6 months, as well as hold meetings of the tripartite committee, consisting of community representatives, local government officials, and the Industrial Estate Authority of Thailand, twice a year, to listen to and resolve impacts from the power plant operations. In fiscal year 2025, 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 2025 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 powder 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, laws and standards on environment, labor and human rights of the relevant regulators. The results of the environmental quality analysis for the fiscal year 2025 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.

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, GRAND UNITY'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.

SENSES, which manages residential and commercial real estate projects, includes 30 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.

Air quality	FY 2023		FY 2024		FY 2025		Target
Power plants	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC	
Nitrogen oxide - NOx (ppm)	16.85	23.09	26.9	20.79	26.45	22.99	less than 60 ppm
Sulfur dioxide - SO ₂ (ppm)	1.09	0.78	0.95	0.66	1.91	0.32	less than 5 ppm
Dust - TSP (mg/ Nm ³)	4.87	1.33	4.00	1.50	3.15	0.68	less than 10 mg/ Nm ³
Zinc oxide factories							
Nitrogen oxide - NOx (ppm)	10.66		34.83		30.79		less than 200 ppm
Sulfur dioxide - SO ₂ (ppm)	3.67		0		1.38		less than 60 ppm
Carbon monoxide - CO (ppm)	12.67		167.78		191.25		less than 690 ppm
Dust - TSP (mg/ Nm ³)	29.34		8.89		22.92		less than 320 mg/ Nm ³
Refrigerator factories							
Carbon monoxide - CO (ppm)	8		1		1		less than 50 ppm
Aluminum dust (mg/ Nm ³)	0.003		0.0068		0.0068		less than 15 mg/ m ³
Cyclopentane (ppm)	0.357		0.370		0.073		less than 600 ppm

Key performance	FY 2022	FY 2023	FY 2024	FY 2025	Target
Significant environmental incidence (case)	0 case	0 case	0 case	0 case	0 case
Violation of environmental laws or regulations (case)	0 case	0 case	0 case	0 case	0 case
Fines for violating the law or significant environmental fines (million Baht)	None	None	None	None	None

(2) Activities to provide knowledge and create awareness of environment, climate change, and energy management

The Company promotes training, organizes activities, and discloses campaign media to employees to provide knowledge, create awareness of environmental responsibility, and adjust behaviors in using energy and resources at work and in daily life to be worthwhile. In 2025, the Company supports personnel of UV Group to participate in or carry out activities to provide knowledge and create awareness of the environment, climate change, and energy management, such as:

- Assigned UV Group's employees to review environmental management practices in accordance with the Company's sustainability management framework through a knowledge review activity and quizzes in the form of E-Learning on the topic "Reduce Waste, Reduce the Global Burden, Towards Sustainable Development Goals." This activity aimed to present information on the current waste situation, guidelines for reducing waste at the source using 3Rs principle (Reduce, Reuse, Recycle) that can be implemented in everyday life, as well as information on waste reduction

activities at the source that UV Group has continuously implemented and achieved success. In this regard, 99.20% of UV Group's employees participated in this activity (excluding STI Groups and PIC).

- Executives and employees of Zinc oxide powder business and UV employees involved in the preparation of the Corporate Greenhouse Gas Emissions Report ("CFO report") met with the CFO report advisor to receive key information on climate change impacts on the business sector, such as measures or legislation to reduce GHG both in Thailand and abroad, key issues of the draft Climate Change Act, and progress in enforcement.
- Disclosed environmental and energy campaign media to employees of UV Group regularly via email and public relations signs 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.

(3) Water management

Water is an important natural resource due to the limited quantity and it is life's necessity for all of the stakeholders. It is also an important raw material of the industrial business sector. UV Group therefore places great importance to 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 2025, the water consumption in the offices of each business and production processes in the power plant business, zinc oxide powder business and refrigerator business is approximately 1.43 million cubic meters (excluding STI Group and water use within the offices of companies at 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 1.41 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 2025 has a total volume of approximately 4.45 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 powder factories 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 factories, 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 2025, 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 2023		FY 2024		FY 2025		Target	
Water consumption of UV Group ¹	1,533,051 m ³		1,766,092 m ³		1,431,161 m ³		-	
Water consumption of power plant	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC	SSUT	PPTC
Water consumption per production unit (m ³ / kWh)	0.00068	0.00305	0.00076	0.00076	0.00058 ²	0.00055 ²	< 0.00235	< 0.00260
Proportion of use tap water and treated water for electricity generation	52% : 48%	21% : 79% ²	37% : 63%	30% : 70%	27% : 73%	25% : 75%	Use treated water > 50%	
Violation of water management laws	0 case		0 case		0 case		0 case	
Fines for significant violations of water management laws	None		None		None		None	

Remarks 1 Excluding STI Group.

2 Water consumption per unit of production in 2025 of SSUT and PPTC power plants decreased by 23.36% and 27.22 from 2024, respectively, as both power plants increased the frequency of cleaning the treated wastewater pump screens, allowing them to receive more of this water, as well as improving the cooling water quality control to use as little mixed tap water as possible.

(4) Water conservation activities

Power plant business

In 2025, 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 the previous year 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 tap water usage. In the fiscal year 2025, the amount of treated water used by SSUT and PPTC power plants to cool machinery and equipment was approximately 2.51 million cubic meters and 1.94 million cubic meters, respectively, reducing tap water usage by 10.93 million Baht and 4.67 million Baht.

(5) 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

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 sets 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. In 2025, CW Tower will increase rainwater collection for use in outdoor activities such as watering plants around the building and cleaning common areas outside the building, helping to control the amount of water used by CW Tower in the 2025 fiscal year to be close to the previous year at 0.27 million cubic meters.

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, scrap iron, scrap aluminum, scrap stainless steel, chemical containers, used lubricant, UV Group will process them separately for sale to operators or handover to suppliers or organizations that have a recycling operation for use. In the fiscal year 2025, 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.

	FY 2025			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/ PPTC (tons)	6.57 / 2.32	32.65 / 19.28	36.44 (92.91%) / 14.92 (66.93%)	> 60.00%
Zinc oxide powder business (tons)	339.75 ¹	106.77	338 ¹ (99.48%)	> 99.00%
Refrigerator business (tons)	360.36 ²	1.04	355.88 (98.76%)	> 90.00%

Remarks 1 Non-hazardous waste that can be reused includes ash, powder, or scrap zinc bars, which are materials left over from the manufacturing process.

2 Non-hazardous waste includes scrap iron, aluminum, stainless steel, uncontaminated beverage bottles, wood scraps, and plastic scraps.

Real estate related business

SENSES manages garbage and waste of real estate projects by organizing activities to encourage business stakeholders such as building tenants, condominium co-owners or tenants, service users, and surrounding communities to participate in managing their own and the building's waste in order to reduce the amount of waste at the source and the amount of GHG generated from the waste management process from the building, as follows:

- **"Perks from Trash" Activity:** Since 2020, CW Tower has invited office and retail tenants to sort recyclable waste such as glass bottles, plastic bottles, aluminum cans, and paper. These wastes can then be collected and redeemed for various benefits, such as cloth bags, gift cards, and parking discounts. During 9 months of 2025, the total amount of recycled waste reached 28,436 kilograms. This waste was handed over to business partners such as SCG Packaging Public Company Limited and Thai Beverage Recycle Co., Ltd. for reuse or recycling.
- **"Drive Thru to Clean Energy" Activity:** From 2023 to present, The Street Ratchada shopping center, in collaboration with N15 Technology Co., Ltd., will organize a monthly collection of non-recyclable waste from individuals. This waste will be used as a fuel alternative to coal in cement kilns. This also helps reduce the amount of non-recyclable waste that ends up in landfills.
- **Organic Waste Turning into Plant Vitamins:** CW Tower and The Street Ratchada Shopping Center receive food scraps and organic waste from tenants and the surrounding community through the "CW Eco Bloom" activity. The waste is then used to create plant vitamins for tenants, government agencies, and the general public. During 9 months of 2025, CW Tower and The Street Ratchada Shopping Center processed over 13,856 tons of food scraps and organic waste into over 4,000 kilograms of plant vitamins. CW Tower aims to reduce food and organic waste and strive for a Zero Food Waste building.



Zinc oxide powder business

TL maintains and improves the efficiency of machinery and production processes to control the use of raw materials (Zinc Ingot) in the production to achieve maximum productivity. In fiscal year 2025, the production rate (% Yield) is at 120.89%, compared to the target of not less than 121%. For waste from production, TL will reuse it or go through a process for reuse or dispose of it in accordance with the guidelines stipulated by law, as follows:

- TL processed 338 tons of zinc ash, a waste product from the manufacturing process, into 49 tons of zinc grit, which was reused in the zinc oxide production process. 289 tons of fine ash were sold to waste disposal plant for reprocessing and reuse. In 2025, zinc ash from the production process decreased by 126 tons, or 27.26%, compared to 2024, which had 464 tons of zinc ash, due to TL's more efficient waste management in the production process.
- 106.77 tons of hazardous waste from the manufacturing process, such as contaminated materials, crucible scraps, and packaging bags, were disposed of by an industrial waste disposal service provider.

- **Waste sorting activities in condominiums:** In 2025, SENSES implemented activities to reduce food waste, turning it into compost to nourish trees and using bio-fertilizer to eliminate pests. SENSES also continued its efforts in sorting recyclable waste in residential real estate projects managed by SENSES, such as Siri Apartment, U Delight @ Bang Sue Station Condominium, and The Private Residence Ratchadamri. This continued from the previous year, and in fiscal year 2025, the recycling waste sorting activity was expanded to include T PLACE Thonglor office building and other condominiums, such as Ideo Mobi Rangnam, Condo U Kaset-Nawamin, A Space I.D. Asoke-Ratchada, Denim Chatuchak, etc., to donate or sell recyclable waste to organizations with recycling processes.
- **Unused Items Donation Activity:** CW Tower supports charitable organizations, government agencies, and business groups by collecting unused items from tenants and the general public. This allows them to be reused and maximized, reducing production and waste generation. Examples include doll and toy donations to the Child Development Foundation and donations to the SX Repartment Store, with proceeds from sales after expenses going to the Chaipattana Foundation.

CW Tower Performance	2020	2021	2022	2023	2024	Jan - Sep 2025
Recyclable waste sorted (kg)	27,068	34,405	50,674	51,627	11,838	28,436
Greenhouse gases reduced (CO ₂ e/year)	(137,624)	(180,427)	(268,908)	(266,574)	(476,628)	(1,159,043)
Organic waste used as plant vitamins (kg)	-	-	-	-	5,194	13,856
Plant vitamins produced from organic waste (kg)	-	-	-	-	1,300	4,000

Reducing waste at source and sorting recyclable waste in the office

UV Group (excluding STI Group and PIC) has been conducting the "Office Go Green" activity since 2020 to encourage employees to separate recyclable waste within the office, such as glass bottles, aluminum cans, plastic bottles, calendars, and give them to organizations that have recycling projects for reuse. By fiscal year 2025, recycled waste from UV Group' offices, totaling 369.80 kilograms, was delivered to the following organizations:

PET plastic bottles

332 kilograms

Donated to Wat Chak Daeng, Samut Prakan, for the production of monk robes

Plastic bottle caps

7 kilograms

Donated to Precious Plastic Bangkok for the production of useful products

Glass bottles / Aluminum cans

30.8 kilograms

Donated to real estate project managers for the purpose of donating to organizations implementing recycling programs

Old calendars

712 items

Donated to the Educational Technology Center for the Blind, Nonthaburi, for the printing of Braille books

In addition, starting in 2024, the Company has been encouraging employees to reduce or eliminate the use of plastic straws, resulting in a 90% reduction in the amount of plastic straws used in the office in 2025 compared to 2024. Meanwhile, the Central Administration Department has been collecting and cleaning up plastic straw waste in the office to use as materials for pressure-relieving pillows for bedridden patients. Furthermore, the restructuring of various departmental processes through the ERP and online systems, as well as the implementation of "On Cloud" activity to increase the use and storage of electronic files instead of paper to manage the organization's storage space, has resulted in an approximately 9% reduction in paper usage for printing documents in the office in 2025 compared to 2024. The continuation of the "Office Go Green" activity, which involves separating recyclable waste within the office, with the cooperation of the Company's employees, which will continue for the sixth year in 2025, has resulted in the company being one of 64 organizations to receive the "Throw to Trash" project honorary plaque from the SEC and the Thai Listed Companies Association.

