



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

UNION PLASTIC PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : UNION PLASTIC PUBLIC COMPANY LIMITED

Symbol : UP

Address : NG.11/1, Soi Serithai 62 ESTATE, MIN BURI

Province : Bangkok

Postcode : 10510

Business : The Company operates the business as the manufacturer and provider of manufacturing services of plastic parts and injection molds.

Registration Number : 007537000998

Telephone : 0-2517-0109-14

Fax (if applicable) : 0-2517-0529

Website : www.unionplastic.co.th

Email : account@unionplastic.co.th

Total Shares Sold (shares)

Common Stock : 25,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	733,207.00	622,851.00	604,168.00
Mold (Thousand baht)	43,768.00	10,976.00	22,309.00
automotive parts (Thousand baht)	614,052.00	622,851.00	581,859.00
Other (Thousand baht)	75,387.00	80,163.00	88,459.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Mold (%)	5.97	1.76	3.69
automotive parts (%)	83.75	100.00	96.31
Other (%)	10.28	1.76	0.00

By Geographical Area or Market

	2023	2024	2025
Total revenue from operations (Thousand baht)	733,207.00	622,851.00	604,168.00
Domestic (Thousand baht)	733,207.00	622,851.00	604,168.00
International (Thousand baht)	0.00	0.00	0.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2023	2024	2025
Total other income (Thousand baht)	75,386.00	80,163.00	88,459.00
Other income from operations (Thousand baht)	26,192.00	24,769.00	22,467.00
Other income not from operations (Thousand baht)	49,194.00	55,394.00	65,992.00
Dividend Income (Thousand baht)	49,194.00	55,393.00	65,992.00

Share of profit of joint ventures and associates accounted for using equity method

	2023	2024	2025
Share of profit (Thousand baht)	-963.00	411.00	579.00

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2023	2024	2025
R&D expenses in the past 3 years	0.00	0.00	N/A

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risk of business operations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Pandemic risk
- Climate change and disasters

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Product obsolescence

- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- Corruption
- System disruption risk
- Pandemic risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

Financial Risk

- Fluctuation in return on assets or investment

Risk to Securities Holder (2.2.2)

Risk of having a major shareholder > 25 percent

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

Risk of investment in foreign securities

Risk Management Measures: No

Related Risk Topics

- Foreign Investment Risk

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <http://www.unionplastic.co.th/uploads/eYN8t20260320125637.pdf>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <http://unionplastic.co.th/uploads/eYN8t20260320125637.pdf>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	1,789.00	2,000.00	1,910.00
Gasoline (Litres)	0.00	0.00	N/A
Fuel oil (Litres)	0.00	0.00	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	83,766.46	22,460.15	0.00
LPG (Kilograms)	30.00	45.00	20.68

Steam (Metric tonnes)	0.00	0.00	N/A
Coal (Metric tonnes)	0.00	0.00	N/A

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	9,333,217.04	9,919,883.00	9,390,462.00

Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	36,541.00	35,261.00	45,547.00

Waste management

• Waste from operations

	2023	2024	2025
Non-hazardous waste (Kilograms)	193,848.86	181,251.50	310,568.00
Hazardous waste (Kilograms)	13,940.00	19,070.00	19,350.00
Total waste generated (Kilograms)	207,788.86	200,321.50	329,918.00

Greenhouse gas management

• Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	436.00	623.00	673.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	436.00	623.00	673.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <http://unionplastic.co.th/uploads/xEwTr20260129072147.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2023	2024	2025
Number of male employees (Persons)	178	159	155
Number of female employees (Persons)	297	258	257
Total number of employees (Persons)	475	417	412

• Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	149,240,000.00	143,820,000.00	141,600,000.00

• Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	10.40	15.00	18.79
Employee development and training expenses (baht)	127,026.32	612,632.11	550,119.17
Remark :	Employee Knowledge Development The Company places great importance on employee development by implementing a structured training plan. A total of 285 training courses have been provided, with a primary focus on developing advanced expertise and specialized skills. In 2025, the total number of training hours amounted to 7,741 hours, with an average of 18.79 training hours per employee per year.		

• **Health, safety and work environment**

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	9	16	7

• **Employee retention**

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	19.37	10.31	23.79

• **Significant labor dispute**

	2023	2024	2025
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <http://www.unionplastic.co.th/uploads/eYN8t20260320125637.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

**Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information**

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	5	55.56
Number of female directors	4	44.44
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PRICHA LEELANUKROM Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	1 Jan 2024	Statistics, Engineering, Human Resource Management, Risk Management, Change Management

2.	Ms. JUTATIP ARUNANONDCHAI Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	18 Mar 2009	Law, Audit, Finance, Property Development, Finance & Securities
3.	Mr. BUNJURD THANGLERTPAIBUL Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	18 Mar 2009	Law, Audit, Transportation & Logistics, Internal Control
4.	Mrs. CHANTORNTREE DARAKANANDA Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	19 Jun 2014	Property Fund & REITs, Health Care Services, Data Analysis, Accounting, Leadership
5.	Mrs. SAUWANEE THAIRUNGROJ Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	1 Jan 2020	Strategic Management, Risk Management, Audit

6.	Mr. SUPAKIT PAUNGBUA Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Aug 2023	Automotive, Industrial Materials & Machinery, Steel, Budgeting, Human Resource Management
7.	Mr. CHUTINDHON DARAKANANDA Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Dec 2023	Engineering
8.	Mr. WITTAWAT NICHAROJ Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Jan 2024	Automotive, Industrial Materials & Machinery, Steel, Marketing, Corporate Management
9.	Ms. Duangjai Asawachintachit Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Jan 2025	Strategic Management, Marketing, Automotive, Economics, Risk Management

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SAUWANEE THAIRUNGROJ Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 Jan 2020	Strategic Management, Risk Management, Audit
2. Ms. JUTATIP ARUNANONDCHAI Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	18 Mar 2009	Law, Audit, Finance, Property Development, Finance & Securities

3.	Mr. BUNJURD THANGLERTPAIBUL	Audit committee	18 Mar 2009	Law, Audit, Transportation & Logistics, Internal Control
	Gender: Male	(Non-executive,		
	Age: 67 years old	Independent director)		
	Highest level of education:			
	Bachelor's degree	Director type: Original		
	Major: Law	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. BUNJURD THANGLERTPAIBUL	Chairman
	Ms. JUTATIP ARUNANONDCHAI	Member
	Mr. SUPAKIT PAUNGBUA	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Anusorn Muangsoonthorn Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Engineering	Production Support Manager	1 Mar 2022	Automotive, Petrochemicals & Chemicals, Engineering, Energy & Utilities, Steel
2. Mr. Surong Likitmaharerk Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering	Production factory Manager	1 Mar 2022	Automotive, Industrial Materials & Machinery, Engineering, Steel
3. Ms. Prayoon Sriptharam [1] Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	1 Jan 2023	Accounting, Finance, Budgeting, Data Analysis

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2023	2024	2025
Total executive remuneration (baht)	9,210,000.00	7,910,000.00	6,944,345.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 155

Number of female employees (persons) : 257

Total number of employees (persons) : 412

Employee Remuneration

Total employee remuneration : 141,600,000.00

Provident fund

Total number of employees (persons) : 412

Number of employees contributing to the PVD (persons) : 412

Percentage of employees who are members (%) : 100.00

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

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

• **Company secretary**

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

• **Head of internal audit**

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

• **Head of compliance unit**

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

• **Head of investor relations**

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

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Mrs. KOSUM CHA-EM Email: Kosum.Cha-em@th.ey.com Telephone: 022649090</p> <p>2. Mr. TERMPHONG OPANAPHAN Email: Termphong.Opanaphan@th.ey.com Telephone: 02264090</p> <p>3. Mrs. WILAI SUNTHORNWANEE Email: Wilai.sunthonwanee@th.ey.com Telephone: 02264090</p>	1,180,000.00	<p>Details: 25,000 baht</p> <p>Total service fee (baht): 75,000.00</p>

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information		Position	Date position was assumed	Experience and expertise
1.	Mr. PRICHA LEELANUKROM Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Jan 2024	Statistics, Engineering, Human Resource Management, Risk Management, Change Management
2.	Mrs. CHANTORNTREE DARAKANANDA Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 19 Jun 2014	Property Fund & REITs, Health Care Services, Data Analysis, Accounting, Leadership
3.	Mrs. SAUWANEE THAIRUNGROJ Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Jan 2020	Strategic Management, Risk Management, Audit

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Ms. Duangjai Asawachintachit Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jan 2025	Strategic Management, Marketing, Automotive, Economics, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRICHA LEELANUKROM	Chairman of the board	Participating
Ms. JUTATIP ARUNANONDCHAI	Director	Non-participating
Mr. BUNJURD THANGLERTPAIBUL	Director	Non-participating
Mrs. CHANTORNTREE DARAKANANDA	Director	Non-participating
Mrs. SAUWANEE THAIRUNGROJ	Director	Non-participating
Mr. SUPAKIT PAUNGBUA	Director	Non-participating
Mr. CHUTINDHON DARAKANANDA	Director	Non-participating
Mr. WITTAWAT NICHAROJ	Director	Participating
Ms. Duangjai Asawachintachit	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 23 Apr 2025

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PRICHA LEELANUKROM (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2.	Ms. JUTATIP ARUNANONDCHAI (Director)	-	10/12	Participating	Did not hold the meeting
3.	Mr. BUNJURD THANGLERTPAIBUL (Director)	-	11/12	Participating	Did not hold the meeting
4.	Mrs. CHANTORNTREE DARAKANANDA (Director)	-	9/12	Participating	Did not hold the meeting
5.	Mrs. SAUWANEE THAIRUNGROJ (Director)	-	10/12	Participating	Did not hold the meeting
6.	Mr. SUPAKIT PAUNGBUA (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. CHUTINDHON DARAKANANDA (Director)	-	12/12	Participating	Did not hold the meeting
8.	Mr. WITTAWAT NICHAROJ (Director)	-	12/12	Participating	Did not hold the meeting
9.	Ms. Duangjai Asawachintachit (Director)	-	11/12	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. PRICHA LEELANUKROM (Chairman of the board)	-	96,000.00	600,000.00	No
2.	Ms. JUTATIP ARUNANONDCHAI (Director)	-	96,000.00	0.00	No
3.	Mr. BUNJURD THANGLERTPAIBUL (Director)	-	96,000.00	0.00	No
4.	Mrs. CHANTORNTREE DARAKANANDA (Director)	-	96,000.00	0.00	No

5.	Mrs. SAUWANEE THAIRUNGROJ (Director)	-	96,000.00	0.00	No
6.	Mr. SUPAKIT PAUNGBUA (Director)	-	96,000.00	0.00	No
7.	Mr. CHUTINDHON DARAKANANDA (Director)	-	96,000.00	0.00	No
8.	Mr. WITTAWAT NICHAROJ (Director)	-	96,000.00	0.00	No
9.	Ms. Duangjai Asawachintachit (Director)	-	96,000.00	0.00	N/A

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. SAUWANEE THAIRUNGROJ (Chairman of the audit committee)	-	5/5
2.	Ms. JUTATIP ARUNANONDCHAI (Audit committee)	-	5/5
3.	Mr. BUNJURD THANGLERTPAIBUL (Audit committee)	-	4/5

Remark : Audit Committee Meeting Attendance: 5 meetings attended