



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**UNION PLASTIC PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2024



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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](http://www.unionplastic.co.th)

Email : [account@unionplastic.co.th](mailto: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

|   | 2022       | 2023       | 2024       |
|---|------------|------------|------------|
| Total revenue from operations (Thousand baht) | 669,491.00 | 733,207.00 | 622,851.00 |
| Mold (Thousand baht)                          | 8,579.00   | 43,768.00  | 10,976.00  |
| automotive parts (Thousand baht)              | 601,297.00 | 614,052.00 | 622,851.00 |
| Other (Thousand baht)                         | 59,615.00  | 75,387.00  | 80,163.00  |

|                                   | 2022   | 2023   | 2024   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Mold (%)                          | 1.28   | 5.97   | 1.76   |
| automotive parts (%)              | 89.81  | 83.75  | 100.00 |
| Other (%)                         | 8.90   | 10.28  | 1.76   |

By Geographical Area or Market

|   | 2022       | 2023       | 2024       |
|---|------------|------------|------------|
| Total revenue from operations (Thousand baht) | 669,491.00 | 733,207.00 | 622,851.00 |
| Domestic (Thousand baht)                      | 669,491.00 | 733,207.00 | 622,851.00 |
| International (Thousand baht)                 | 0.00       | 0.00       | 0.00       |

|                                   | 2022   | 2023   | 2024   |
|-----------------------------------|--------|--------|--------|
| 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**

|  | 2022      | 2023      | 2024      |
|--|-----------|-----------|-----------|
| Total other income (Thousand baht)               | 59,615.00 | 75,386.00 | 80,163.00 |
| Other income from operations (Thousand baht)     | 16,100.00 | 26,192.00 | 24,769.00 |
| Other income not from operations (Thousand baht) | 43,515.00 | 49,194.00 | 55,394.00 |
| Dividend Income (Thousand baht)                  | 43,515.00 | 49,194.00 | 55,393.00 |

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

|                                 | 2022      | 2023    | 2024   |
|---------------------------------|-----------|---------|--------|
| Share of profit (Thousand baht) | -1,039.00 | -963.00 | 411.00 |

**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)           | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|
| R&D expenses in the past 3 years | 0.00 | 0.00 | 0.00 |

# 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://unionplastic.co.th/uploads/jfCGa20231124140836.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/lqfLk20241128154429.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

|                                   | 2022 | 2023 | 2024 |
|-----------------------------------|------|------|------|
| Jet fuel (Litres)                 | 0.00 | 0.00 | 0.00 |
| Diesel (Litres)                   | 0.00 | 0.00 | 0.00 |
| Gasoline (Litres)                 | 0.00 | 0.00 | 0.00 |
| Fuel oil (Litres)                 | 0.00 | 0.00 | 0.00 |
| Crude oil (Barrels)               | 0.00 | 0.00 | 0.00 |
| Natural gas (Standard cubic feet) | 0.00 | 0.00 | 0.00 |
| LPG (Kilograms)                   | 0.00 | 0.00 | 0.00 |

|                       |      |      |      |
|-----------------------|------|------|------|
| Steam (Metric tonnes) | 0.00 | 0.00 | 0.00 |
| Coal (Metric tonnes)  | 0.00 | 0.00 | 0.00 |

• Electricity consumption

|  | 2022         | 2023         | 2024         |
|--|--------------|--------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 9,088,216.62 | 9,333,217.04 | 9,919,883.00 |

Water management

• Water consumption

|                                       | 2022      | 2023      | 2024      |
|---------------------------------------|-----------|-----------|-----------|
| Total water withdrawal (Cubic meters) | 35,842.00 | 36,541.00 | 35,261.00 |

Waste management

• Waste from operations

|  | 2022              | 2023              | 2024              |
|--|-------------------|-------------------|-------------------|
| Non-hazardous waste (Kilograms)          | 671,000.00        | 193,848.86        | 181,251.50        |
| Hazardous waste (Kilograms)              | 212,100.00        | 13,940.00         | 19,070.00         |
| <b>Total waste generated (Kilograms)</b> | <b>883,100.00</b> | <b>207,788.86</b> | <b>200,321.50</b> |

Greenhouse gas management

• Greenhouse gas emissions

|  | 2022   | 2023   | 2024   |
|--|--------|--------|--------|
| Scope 1 (Tons of carbon dioxide equivalents) | 0.00   | 0.00   | 0.00   |
| Scope 2 (Tons of carbon dioxide equivalents) | 403.00 | 436.00 | 623.00 |
| Scope 3 (Tons of carbon dioxide equivalents) | N/A    | N/A    | N/A    |

|   |               |               |               |
|---|---------------|---------------|---------------|
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>403.00</b> | <b>436.00</b> | <b>623.00</b> |
|---|---------------|---------------|---------------|

• **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/7CzKs20231124140909.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

|                                      | 2022 | 2023 | 2024 |
|--------------------------------------|------|------|------|
| Number of male employees (Persons)   | 175  | 178  | 159  |
| Number of female employees (Persons) | 278  | 297  | 258  |
| Total number of employees (Persons)  | 453  | 475  | 417  |

• Employee remuneration

|                              | 2022           | 2023           | 2024           |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 142,460,000.00 | 149,240,000.00 | 143,820,000.00 |

• Employee development and training

|   | 2022   | 2023       | 2024       |
|---|--|------------|------------|
| Average employee training hours (Hours / Person / Year) | 13.47  | 10.40      | 15.00      |
| Employee development and training expenses (baht)       | 45,505.62  | 127,026.32 | 612,632.11 |
| Remark :  | Employee Knowledge Development<br>The company places great importance on employee development by implementing a training plan consisting of 272 courses, primarily focusing on in-depth skills and specialized competencies.<br>In 2024, the total training hours amounted to 6,255.60 hours, with an average of 13.81 training hours per employee per year. |            |            |

• **Health, safety and work environment**

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total number of lost time injury incidents by employees<br>(Cases) | 7    | 9    | 16   |

• **Employee retention**

|  | 2022  | 2023  | 2024 |
|--|-------|-------|------|
| Percentage of employees who voluntarily resigned (%) | 22.74 | 14.95 | 2.40 |

• **Significant labor dispute**

|                           | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|
| 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://unionplastic.co.th/uploads/LFFae20231124140505.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          | 6                 | 66.67          |
| Number of female directors        | 3                 | 33.33          |
| 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<br>Gender: Male<br>Age: 65 years old<br>Highest level of education: Master's degree<br>Major: Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive)<br><br>Director type: Original director | 1 Jan 2024                | Statistics, Sustainability,<br>Corporate Social Responsibility,<br>Engineering, Human Resource Management, Risk Management, Change Management |

|    |   |   |             |  |
|----|---|---|-------------|--|
| 2. | Ms. JUTATIP ARUNANONDCHAI<br>Gender: Female<br>Age: 53 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes        | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 18 Mar 2009 | Law, Data Management,<br>Corporate Management,<br>Budgeting, Audit, Data<br>Analysis, Design, Finance,<br>Accounting, Property<br>Development, Finance &<br>Securities |
| 3. | Mr. BUNJURD THANGLERTPAIBUL<br>Gender: Male<br>Age: 66 years old<br>Highest level of education:<br>Bachelor's degree<br>Major: Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes                          | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 18 Mar 2009 | Law, Audit, Transportation &<br>Logistics, Internal Control  |
| 4. | Mrs. CHANTORNTREE<br>DARAKANANDA<br>Gender: Female<br>Age: 61 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive)<br><br>Director type: Original<br>director                          | 19 Jun 2014 | Property Fund & REITs, Project<br>Management, Health Care<br>Services, Data Analysis,<br>Accounting, Leadership  |
| 5. | Mr. PONGSAK<br>THIENGVIBOONVONG<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Below<br>a bachelor's degree<br>Major: Auto mechanic<br>Thai nationality: Yes<br>Residing in Thailand: Yes    | Director<br>(Non-executive)<br><br>Director type: Original<br>director                          | 1 Aug 2018  | Risk Management, Human<br>Resource Management,<br>Budgeting, Brand Management,<br>Corporate Management,<br>Corporate Social<br>Responsibility, Leadership              |

|    |   |  |            |  |
|----|---|--|------------|--|
| 6. | <p>Mrs. SAUWANEE THAIRUNGROJ</p> <p>Gender: Female</p> <p>Age: 66 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>              | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 1 Jan 2020 | Strategic Management, Risk Management, Audit   |
| 7. | <p>Mr. SUPAKIT PAUNGBUA</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>       | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>                       | 1 Aug 2023 | Automotive, Industrial Materials & Machinery, Steel, Procurement, Corporate Social Responsibility, Negotiation, Leadership, Budgeting, Project Management, Corporate Management, Human Resource Management |
| 8. | <p>Mr. CHUTINDHON DARAKANANDA</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>                       | 1 Dec 2023 | Engineering  |

|    |                             |                         |            |  |
|----|-----------------------------|-------------------------|------------|--|
| 9. | Mr. Wittawat Nicharoj       | Director<br>(Executive) | 1 Jan 2024 | Automotive, Industrial<br>Materials & Machinery,<br>Packaging, Steel,<br>Construction Materials,<br>Media & Publishing,<br>Construction Services,<br>Information & Communication<br>Technology, Marketing,<br>Procurement, Data<br>Management, Statistics,<br>Negotiation, Finance,<br>Project Management, Design,<br>Engineering, Architecture,<br>Change Management,<br>Leadership, Strategic<br>Management, Risk Management,<br>Budgeting, Economics,<br>Transportation & Logistics,<br>Electronic Components,<br>Corporate Management, IT<br>Management, Human Resource<br>Management, Data Analysis |
|    | Gender: Male                |                         |            |  |
|    | Age: 57 years old           |                         |            |  |
|    | Highest level of education: | Director type: Original |            |  |
|    | Master's degree             | director                |            |  |
|    | Major: Marketing            |                         |            |  |
|    | Thai nationality: Yes       |                         |            |  |
|    | Residing in Thailand: Yes   |                         |            |  |

#### 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<br>Gender: Female<br>Age: 66 years old<br>Highest level of education: Doctoral degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes               | Chairman of the audit committee<br>(Non-executive, Independent director)<br>Director type: Original director | 1 Jan 2020                | Strategic Management, Risk Management, Audit   |
| 2. Ms. JUTATIP ARUNANONDCHAI<br>Gender: Female<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 18 Mar 2009               | Law, Data Management, Corporate Management, Budgeting, Audit, Data Analysis, Design, Finance, Accounting, Property Development, Finance & Securities |
| 3. Mr. BUNJURD THANGLERTPAIBUL<br>Gender: Male<br>Age: 66 years old<br>Highest level of education: Bachelor's degree<br>Major: Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes                   | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 18 Mar 2009               | Law, Audit, Transportation & Logistics, Internal Control   |

[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. VACHARAPHONG DARAKANANDA | Member   |

#### Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

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. SUPAKIT PAUNGBUA<br>Gender: Male<br>Age: 64 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | MANAGING DIRECTOR (ACTING)      | 1 Aug 2023                | Automotive, Industrial Materials & Machinery, Steel, Procurement, Corporate Social Responsibility, Negotiation, Leadership, Budgeting, Project Management, Corporate Management, Human Resource Management   |
| 2. Mrs. Achara Maneesawath<br>Gender: Female<br>Age: 63 years old<br>Highest level of education: Master's degree<br>Major: Management         | Internal Audit Division Manager | 7 Mar 2011                | Economics, Finance & Securities, Finance, Strategic Management, Internal Control, Governance/ Compliance, Banking, Audit, Risk Management  |
| 3. Mr. Anusorn Muangsoonthorn<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering     | Production Support Manager      | 1 Mar 2022                | Automotive, Petrochemicals & Chemicals, Negotiation, Engineering, Leadership, Strategic Management, Governance/ Compliance, Change Management, Corporate Management, Sustainability, Procurement, Corporate Social Responsibility, Energy & Utilities, Steel |

|    |   |                                   |            |  |
|----|---|-----------------------------------|------------|--|
| 4. | <p>Mr. Surong Likitmaharerk</p> <p>Gender: Male</p> <p>Age: 35 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>   | <p>Production factory Manager</p> | 1 Mar 2022 | <p>Automotive, Industrial Materials &amp; Machinery, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Negotiation, Corporate Management, Engineering, Project Management, Leadership, Risk Management, Strategic Management, Budgeting, Governance/ Compliance, Tourism &amp; Leisure, Information &amp; Communication Technology, Food &amp; Beverage, Change Management, Steel</p>   |
| 5. | <p>Mr. Wittawat Nicharoj</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketing</p>          | <p>Managing Director</p>          | 1 Jan 2024 | <p>Automotive, Industrial Materials &amp; Machinery, Packaging, Steel, Construction Materials, Media &amp; Publishing, Construction Services, Information &amp; Communication Technology, Marketing, Procurement, Data Management, Statistics, Negotiation, Finance, Project Management, Design, Engineering, Architecture, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Economics, Transportation &amp; Logistics, Electronic Components, Corporate Management, IT Management, Human Resource Management, Data Analysis</p> |
| 6. | <p>Ms. Prayoon Sripharam [1]</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> | <p>Chief Financial Officer</p>    | 1 Jan 2023 | <p>Law, Accounting, Finance, Audit, Budgeting, Data Analysis, Leadership</p>   |

[1] Highest responsibility in accounting and finance  
[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

|  |              |
|--|--------------|
| Number of male employees (persons)         | : 159        |
| Number of female employees (persons)       | : 258        |
| <b>Total number of employees (persons)</b> | <b>: 417</b> |

#### Employee Remuneration

|                             |                  |
|-----------------------------|------------------|
| Total employee remuneration | : 143,820,000.00 |
|-----------------------------|------------------|

#### Provident fund

|   |          |
|---|----------|
| Total number of employees (persons)                   | : 417    |
| Number of employees contributing to the PVD (persons) | : 417    |
| Percentage of employees who are members (%)           | : 100.00 |

# Performance Report on Corporate Governance

