

ESG Performance

Company Name : EASTERN WATER RESOURCES DEVELOPMENT AND MANAGEMENT PCL. Symbol : EASTW

Market : SET Industry Group : Resources Sector : Energy & Utilities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management

Quality, Occupational Health and Environment Policy

1. Committed to conducting business in accordance with good corporate governance principles, laws, organization regulations, requirements, international QSHE standards and related commitments as the initial standards
- 2.2. Deliver quality products and services that create satisfaction for stakeholders by developing service potential and continuously improving.
3. Develop and support quality innovations that are safe for society and the environment throughout the life cycle.
4. Committed to protecting the environment and promoting sustainable occupational health and safety
5. Promote stakeholder participation through QSHE activities

Sustainability Management Policy

1. Environmental Management

Controlling operations to avoid and reduce environmental impacts throughout the value chain, along with planning and managing water resources. This includes the management of general and hazardous waste, as well as creating cooperation with organizations from all sectors to integrate water management together and with local communities to manage environmental problems in order to maintain the balance of the ecosystem, including jointly protecting, conserving and restoring biodiversity.

Reference link for environmental policy and guidelines : <https://www.eastwater.com/en/corporate-governance/corporate-policies>

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management

<https://www.eastwater.com/en/sustainability/sustainability-overview/environment-dimension/environment-goals>

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Energy management principles and standards : Other : -

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs, Other : ISO 14001 and GRI

Compliance with waste management principles and standards

Waste management principles and standards : Other : -

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

PM2.5 and PM10 Dust Particles

East Water places importance on the environmental impacts of its business operations throughout the entire supply chain. Through an environmental risk assessment in construction project processes, it was found that dust particles (PM10 and PM2.5) pose significant risks. These dust particles could affect the respiratory system and the health of workers as well as the surrounding communities near construction sites.

In 2024, East Water conducted dust particle measurements within construction project areas, categorizing the measurements into three types:

- 1.Raw water pipeline construction project
- 2.Raw water pumping station construction project
- 3.Integrated water production system construction project

Currently, East Water has started random dust measurements in two areas and plans to expand dust particle measurements to all projects in the near future.

From the dust measurements of the two projects mentioned, it was found that 90% of the dust levels were within the standard limits. However, there were certain times when dust levels exceeded the standard limits. It should be noted that the dust particles measured may not always be solely attributed to the operations themselves, as there were instances when dust levels exceeded the standards even before operations began, and some of the dust came from nearby areas. East Water has implemented control standards and preventive measures to manage this issue.

Control and Prevention Measures to Prevent Dust Pollution from Construction Projects

- 1.Enclose the construction area to prevent dust from spreading (only in areas where enclosure is feasible).
- 2.Store dust-generating materials by covering them, enclosing them, or spraying them with water or using other appropriate methods to minimize dust.
- 3.Regularly spray water in the construction area and surrounding areas to capture dust and maintain cleanliness, preventing dust generated from construction activities from spreading outside the construction site.

Measures to Protect Workers

- 1.Prohibit working near large machinery (e.g., backhoes, dump trucks).
- 2.Require wearing masks or nose covers while in the work area.
- 3.Prohibit staying downwind during work operations or in enclosed spaces.
- 4.Concrete cutting machines must be inspected before use and must be supplied with water for cooling.
- 5.Ensure that no workers operate machinery that generates dust in close proximity.

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : Yes

Realizing the importance of efficient energy consumption, the Company continued to implement energy conservation projects for its water pumping and distribution system and office buildings to save energy and improve energy consumption efficiency organization-wide through the Energy Management Working Group. This not only helped manage costs and expenses for the organization, but also served to reduce the “global warming” problem.

Reference link for company's energy management plan : <https://www.eastwater.com/en/download/sustainability-report>
Page number of the reference link : page 68-71

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 124,940,287.55 Kilowatt-Hours	2028 : Reduced by 1%
Increase of electricity consumption from renewable energy sources	2023 : electricity consumption from renewable sources 25,621.00 Kilowatt-Hours	2028 : Increased by 0.5%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

AWARDS :The East Water Building received the MEA ENERGY AWARDS – Premium Gold Level for energy-efficient building standards from the Metropolitan Electricity Authority (MEA) 2024.

Head Office

1. Managing the Chiller Plant system with the Chiller Plant Management System (CPMS) Electricity saving 34,230.49 kWh/y
2. Cleaning condensers of chiller units Electricity saving 15,377.20 kWh/y
3. Replacing water pumps with high-efficiency models Electricity saving 23,094.48 kWh/y
4. Enhancing cooling tower heat dissipation Electricity saving 17,061.31 kWh/y
5. Maintaining split-type air conditioning units Electricity saving 6,151.78 kWh/y
6. Adjusting the set point temperature of the MDB room air conditioning system for optimal usage Electricity saving 18,783.42 kWh/y

7. Eliminating the use of ventilation fans in the MDB air-conditioned room Electricity saving 9,082.49 kWh/y

Operating sites

1. Maintenance of air conditioning systems Electricity saving 49,988.94 kWh/y
2. Replacing air conditioning units with high-efficiency models Electricity saving 46,294.01 kWh/y

In 2024, Electricity consumption per unit of pumped water recorded at 0.40 kWh/m³, representing a 4.76% reduction compared to the three-year average.

In 2028, develop water management technology to increase the use of alternative energy at 3 stations.

Details are in the Sustainability Report 2024, pages 68-71.

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	123,850,252.40	142,580,740.25	124,972,740.13
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	123,823,297.40	142,555,119.25	124,940,287.55
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	26,955.00	25,621.00	32,452.58
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	538,479.36	628,108.99	536,363.69

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Litre of raw material)	0.00041000	0.00041000	0.00040000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	428,866,631.00	460,737,208.00	352,823,704.00
Percentage of total electricity expense to total expenses (%) ^(**)	13.27	12.65	9.43
Percentage of total electricity expense to total revenues (%) ^(**)	9.82	10.59	8.46
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,864,637.53	2,029,679.33	1,514,264.82

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	84,012.88	190,199.51	87,900.86
Gasoline (Litres)	29,143.19	22,408.78	20,875.52

Additional explanation : Not include external fuel consumption

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	124,980.44	144,709.41	126,078.64

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.02862168	0.03324572	0.03021516
Intensity of total energy consumption within the organization (Kilowatt-Hours / Litre of raw material)	0.00042000	0.00042000	0.00041000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : Yes

Enhancing the Stability of the Water Pipeline Network

The Company's water pipeline network covers 3 provinces in the eastern region, namely Rayong, Chonburi, and Chachoengsao. The total length of the pipeline is more than 553 kilometers. They are connected to each other and connect the main water sources and water reserves of both the government sector and the Company in the form of a water grid to be able to manage water source to be suitable for the water demand in each area and be in line with the amount of water supply source in each period. In order to maximize the effectiveness of water management, including the consideration of water reserves to create stability of water resources and develop the water grid to cope with drought risks in the eastern region, the Company has an action plan to stabilize the water grid system, consisting of 3 parts:

- 1.Raising the capability of water supply sources
- 2.Developing the water pipeline network system (Water Grid)
- 3.Collaboration with relevant agencies and producing weather forecasts.

Details are in the Sustainability Report 2024, pages 54-61

Reference link for company's water management plan : <https://www.eastwater.com/en/download/sustainability-report>
Page number of the reference link : 54-61

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	-	2025 : Reduced by 2.5%
Increase of recycled water for consumption	-	2025 : Increased by 5%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Wastewater treatment

East Water Building has used reclaimed water from the building wastewater treatment in the volume of 601.00 cubic meters.

Details are in the Sustainability Report 2024, pages 61

Non-Revenue Water (NRW) refers to water that does not generate revenue within the system, leading to waste in both pumping energy and water resources during transmission before reaching customers. As a leader in integrated water management in Thailand, particularly in the Eastern region, which serves as a hub for major industries and the Eastern Economic Corridor (EEC), the Company has consistently recognized and prioritized the importance of NRW management. This can be seen from the approach to formulate policy for non-revenue water control to be at 2.50% of the pumped water for direct distribution into the system. Not only studying and evaluating the capability of water management, but the Company also focuses on studying new and modern technologies that are suitable for the Company’s pumping system.

In 2024, the Company was able to control non-revenue water in the pipeline to be at 1.33% of total pumped volume (direct distribution). This was driven by careful management of activities and operations that pose a risk of water loss, with a strong emphasis on minimizing impacts on water users. As a result, the Company reduced Non-Revenue Water (NRW) to a lower level than in 2023

Details are in the Sustainability Report 2024, pages 66

Diagram of performance and outcomes in water management

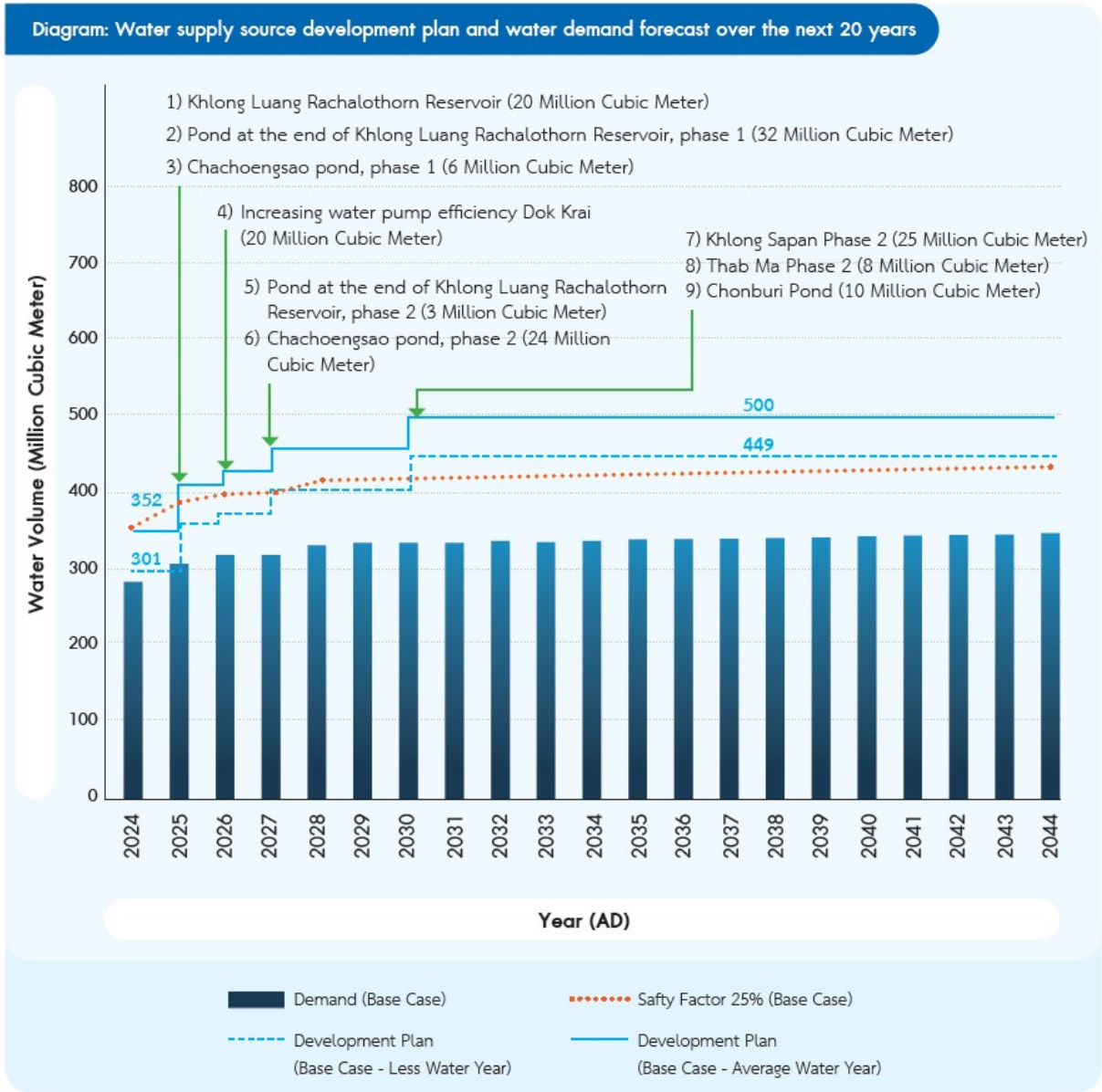


Table: Volumes of water from main water sources used by the Company in 2022-2024

(Disclosure 303-3:2018, 303-5:2018)

Water Source	Allocated water (per written permit) Billion liters	Total soluble solid	Volume of water from main water sources used by the company in 2022-2024		
			Pumped water in 2022 (Billion liters)	Pumped water in 2023 (Billion liters)	Pumped water in 2024 (Billion liters)
1. Prasae Reservoir	110.00	(≤ 1,000 mg/liter)	11.94	51.48	60.82
		(> 1,000mg/liter)	0	0	0
2. Nong Plalai Reservoir *	120.00	(≤ 1,000 mg/liter)	141.73	99.75	143.32
		(> 1,000mg/liter)	0	0	0
3. Dok Krai Reservoir	116.00	(≤ 1,000 mg/liter)	82.78	69.99	7.71
		(> 1,000mg/liter)	0	0	0
4. Bang Phra Reservoir	8.00	(≤ 1,000 mg/liter)	7.30	6.12	3.88
		(> 1,000mg/liter)	0	0	0
5. Nong Kho Reservoir	16.70	(≤ 1,000 mg/liter)	6.93	9.71	1.11
		(> 1,000mg/liter)	0	0	0
6. Bang Pakong River (Water Stress)	50.00	(≤ 1,000 mg/liter)	7.29	28.45	27.55
		(> 1,000mg/liter)	0	0	0
7. Khlong Thab Ma, Rayong River	0	(≤ 1,000 mg/liter)	9.29	8.27	4.55
		(> 1,000mg/liter)	0	0	0
8. Private Water Sources (Water Stress)	12.00	(≤ 1,000 mg/liter)	8.21	13.01	7.95
		(> 1,000mg/liter)	0	0	0
9. Rainwater from Samnak Bok Pond (Water Stress)	0	(≤ 1,000 mg/liter)	0.23	0.35	0
		(> 1,000mg/liter)	0	0	0
Total	432.70		275.70	287.13	256.89

Remarks: * Nong Pla Lai Reservoir – The company pumps 101.09 billion liters as per the written permit and purchases 42.23 Billion liters through the Treasury Department's pipeline

** Dok Krai Reservoir – The company purchases 7.71 billion liters through the Treasury Department's pipeline

	2022	2023	2024
Total water withdrawal (Cubic meters)	284,885,999.00	299,275,449.00	275,077,493.00
Water withdrawal by third-party water (cubic meters)	20,177.00	24,187.00	24,502.00
Water withdrawal by surface water (cubic meters)	284,865,822.00	299,251,262.00	275,052,991.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	1,238,634.78	1,318,394.05	1,180,590.10
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	65.24	68.76	65.92

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)	16,141.60	19,349.60	19,601.60
Wastewater discharged to third-party water (cubic meters)	16,141.60	19,349.60	19,601.60

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	284,869,857.40	299,256,099.40	275,057,891.40

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	868.00	678.00	601.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	65.23782829	68.75147240	65.91852965
Intensity of total water consumption (Cubic meters / Cubic meter of product)	1.08000000	1.14000000	1.13000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	177,028,758.00	343,422,555.00	744,606,997.00
Total water withdrawal expense from other sources (Baht)	177,028,758.00	343,422,555.00	744,606,997.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	5.48	9.43	19.91
Percentage of total water withdrawal expense to total revenues (%) ^(*)	4.05	7.89	17.84
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	769,690.25	1,512,874.69	3,195,738.18

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company has focused on optimizing waste management to reduce environmental impact continuously, hence established waste sorting measures inside office buildings as required by law for proper disposal at permitted agencies. Also, communications activities were conducted to promote employees and tenants' collaboration in and awareness of waste sorting. Records of waste volumes of all sorts were kept for calculating the reduced amounts of GHG emissions each month.

Reference link for company's waste management plan : <https://www.eastwater.com/en/sustainability/sustainability-overview/environment-dimension/environmental-project>
Page number of the reference link : 73

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2025	2025 : Increased by 10%	• Recycle
Increase of waste recovery Waste type: Hazardous waste	2028	2028 : Increased by 10%	• Reuse
Reduction of waste generation Waste type: Non-hazardous waste	2024 : non-hazardous waste 61,138.00 Kilograms	2025 : Reduced by 5%	• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

- 1.Organic Fertilizer Production Project: 6,443.10 kg of organic waste was processed into 1,370 kg of organic fertilizer, which was distributed to employees and building tenants.
- 2.Waste Sorting Project: The company successfully sorted 8,134.10 kg of recyclable waste.
- 3.Through these initiatives, the company reduced landfill waste by 14,577.20 kg accounting for 24.81% of total non-hazardous waste.

Details are in the Sustainability Report 2024, pages 73

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	37,676.10	45,464.20	67,323.70
Total non-hazardous waste (kilograms)	37,294.90	43,733.80	61,138.00
Total hazardous waste (kilograms)	381.20	1,730.40	6,185.70
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.01	0.01	0.02
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.01	0.01	0.01
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	6,833.50	5,739.00	14,577.20
Reused/Recycled non-hazardous waste (Kilograms)	6,833.50	5,739.00	14,577.20
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	18.14	12.62	21.65
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	18.32	13.12	23.84
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Short term (2025)

Reduce carbon dioxide emissions from electricity consumption for water pumping per unit of pumped water by 1.00 percent (equivalent to 202.62 ton-CO₂eq/million cubic meters). Compare the continuous control volume over the past 3 years (2022-2024) equal to 204.67 ton-CO₂eq/million cubic meters).

Medium term (2026 – 2028)

In 2028, reduce the amount of carbon dioxide emissions from the use of electricity to pump water per unit of pumped water by 1.00 percent, compared to the average amount of carbon dioxide emissions over the past 3 years (2025-2027, units of ton-CO₂eq per million cubic meters).

Long-term

Referring to Thailand's announcement of its goals at the COP26 meeting in 2021.

- Reduce greenhouse gas emissions by announcing the goal of achieving carbon neutrality by 2050.
- Target of net zero greenhouse gas emissions by 2065.

The Company Operation Plan

1. Energy Conservation Project.
2. Using renewable energy in water pumping process, such as solar energy, hydropower.
3. Reduce travel by holding online meetings.

Reference link for company's greenhouse gas management plan : <https://www.eastwater.com/en/sustainability/sustainability-overview/environment-dimension/environmental-project>

Page number of the reference link : 69-70

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality, Other Greenhouse Gas Emission Reduction Target

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2024 : Greenhouse gas emissions 62,889.01 tCO ₂ e	2028 : Reduced by 3% in comparison to the base year	2065 : Reduced by 80% in comparison to the base year	<ul style="list-style-type: none"> Thailand Greenhouse Gas Management Organization (TGO) : None Science-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2024 : Greenhouse gas emissions 62,889.01 tCO ₂ e	2050 : Reduced by 80%	None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-3	2024 : Greenhouse gas emissions 75,245.99 tCO ₂ e	2025 : Reduced by 1% in comparison to the base year	2028 : Reduced by 3% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The Company installed solar power inside East Water building (Head Office) and Nong Pla Lai Booster Station.

The Company emits greenhouse gases in 3 areas as follows:

Amount of direct greenhouse gas emission scope 1 = 431.36 ton-CO₂eq

Amount of indirect greenhouse gas emission scope 2 = 62,457.65 ton-CO₂eq

Amount of indirect greenhouse gas emission scope 3 = 12,356.98 ton-CO₂eq Including the amount of paper usage, tap water usage and the amount of fuel for electricity generation, from the consideration of the assessment of the significance of indirect greenhouse gas emissions, Scope 3

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	62,195.73	86,007.83	75,245.99
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	296.46	648.51	431.36
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	61,899.27	71,263.30	62,457.65
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	14,096.02	12,356.98

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.014243	0.019760	0.018033
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	270.42	378.89	322.94
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Cubic meter of product)	0.00020600	0.00020500	0.00020200

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : BSI Group (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	239,299.49	111,842.70	187,059.84
Other projects (Metric kilograms of carbon dioxide equivalent)	239,299.49	111,842.70	187,059.84
- (Metric kilograms of carbon dioxide equivalent)	114,407.11	53,751.26	32,452.58
recycle waste (Metric kilograms of carbon dioxide equivalent)	23,960.07	17,148.12	44,562.21
Energy conservation project (Metric kilograms of carbon dioxide equivalent)	100,932.31	40,943.32	110,045.05

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	238,000.00	198,000.00	164,000.00
Other projects (Metric kilograms of carbon dioxide equivalent)	238,000.00	198,000.00	164,000.00
na (Metric kilograms of carbon dioxide equivalent)	238,000.00	198,000.00	164,000.00

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ESG Performance

Company Name : EASTERN WATER RESOURCES DEVELOPMENT AND MANAGEMENT PCL.

Symbol : EASTW

Market : SET

Industry Group : Resources

Sector : Energy & Utilities

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

The Board of Directors, executives, and all employees at every level of the company must be aware of the importance and respect for human rights in all aspects for every individual, as well as for society and communities. The company has set out overall guidelines for all stakeholders as follows:

- 1.Implement a comprehensive human rights due diligence process to assess risks, impacts, and prioritize potential risks that may arise from business operations across the entire supply chain, including current and future projects. Regular reviews of human rights risks must be conducted, and measures should be put in place to control, prevent, and mitigate any potential impacts.
- 2.Treat each other with respect, mutual dignity, and equality, without discrimination based on physical characteristics, mental state, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, disability, or any other factors.
- 3.Exercise caution in performing duties to prevent the risk of human rights violations in business operations, including by business associates. Monitor respect for human rights and report to supervisors to prevent any human rights violations.
- 4.Ensure equality in all labor-related processes, including recruitment, compensation, working hours, holidays, task assignments, performance evaluations, training and development, career progression planning, and more, based on the principle of respecting human rights and non-discrimination, in compliance with local minimum wage laws.
- 5.Do not use forced labor, human trafficking, or child labor, or engage in any form of physical or psychological punishment, coercion, detention, intimidation, harassment, or violence in any form.
- 6.Promote and support human rights for stakeholders across the supply chain to ensure they are aware of and adhere to these principles.
- 7.Communicate, disseminate, and provide knowledge and understanding, set guidelines for monitoring and supervising stakeholders throughout the supply chain to ensure participation in ethical business operations that respect human rights and treat everyone according to human rights principles. Provide information about labor standards to employees.
- 8.The company promotes and ensures safety for stakeholders throughout their operations to ensure workplace safety and encourages stakeholders to receive safety training and follow safety manuals.
- 9.The company has a personal data protection policy and practices for disclosing information of stakeholders to individuals and external organizations, ensuring the proper management of stakeholder data without violating their privacy rights.
- 10.The company is committed to conducting business with consideration for environmental impacts by implementing measures to prevent and reduce environmental impacts, while also working with communities to preserve the environment through its sustainability management policies and integrated policies.
- 11.Monitor and ensure respect for human rights, and do not ignore or neglect any observed actions that may constitute human rights violations related to the company. Any such incidents must be reported to supervisors or responsible parties and cooperate in the fact-finding process as per the company's complaint investigation procedures in its Business Ethics Code.
- 12.The company provides communication channels that align with all stakeholder groups and mechanisms for reporting human rights violations, discrimination, or impacts from business operations. It also ensures the investigation of impacts through reporting channels or other mechanisms while maintaining confidentiality as per the company's Business Ethics Code.
- 13.The company ensures fairness and protection for individuals who report human rights violations related to the company or those who cooperate in reporting such violations, through employee protection or whistleblower policies as outlined in

the company's Business Ethics Code.

14.Oversee and monitor the resolution and remediation of impacts resulting from human rights violations in accordance with the complaint management system outlined in the company's Business Ethics Code.

15.Individuals who violate human rights will face disciplinary action according to the company's regulations, as such actions violate the business ethics of the company group, and may face legal penalties if the actions are illegal.

16.The company is committed to communicating, reporting, and disclosing its human rights practices, remediation efforts, and results to the public in a complete and transparent manner.

17.The company encourages employees to freely express opinions and negotiate on matters concerning their quality of life through welfare committee meetings at the workplace and provides channels for submitting employee suggestions and complaints.

18.The company provides opportunities for disadvantaged individuals to work, including offering internship opportunities for students to learn about the company's operations, respects children's rights, and promotes the development of children's knowledge, skills, and physical and mental strength.

Reference link for social and human rights policy and guidelines : <https://www.eastwater.com/storage/downloads/corporate-governance/corporate-policies/20240925-eastw-human-right-policy-en.pdf>

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Child Labor

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

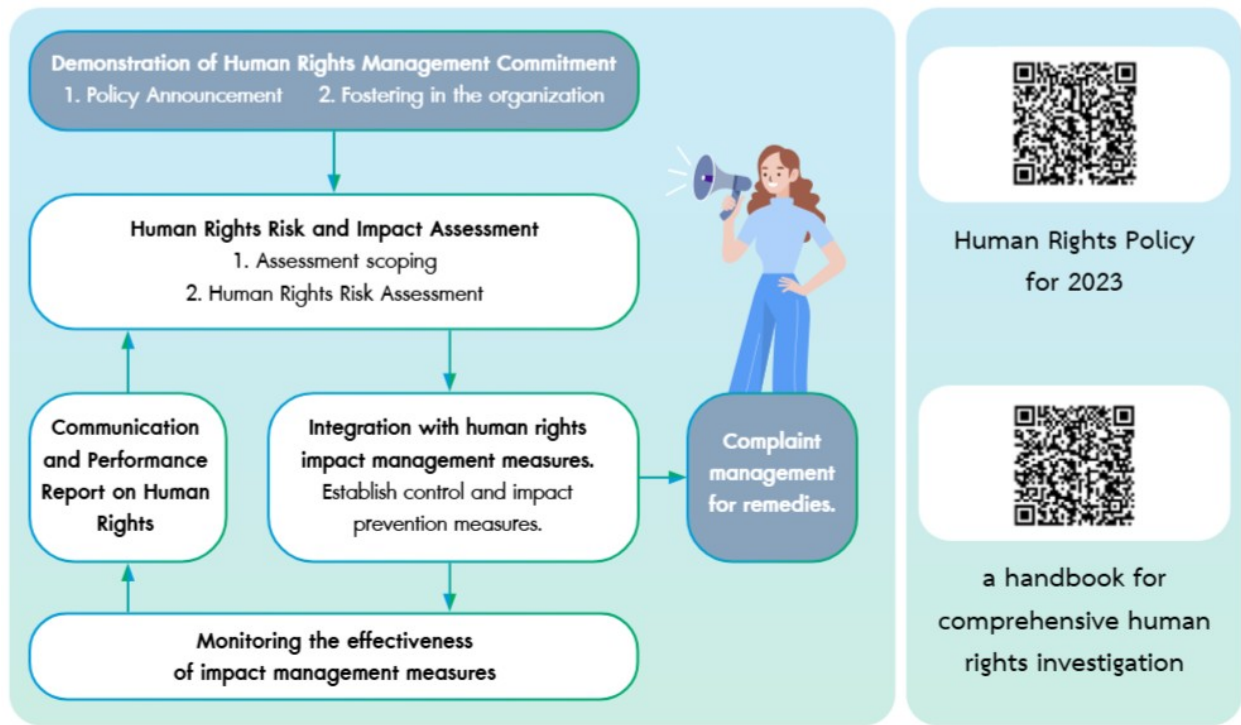
Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

HRDD process diagram



Information on other social management

Plans, performance, and outcomes related to other social management

<https://www.eastwater.com/storage/downloads/sustainability/sustainability-reports/20250416-eastw-sdr-2024-en.pdf> page 76-77

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

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

Information on employees and labor management plan

Employees and labor management plan

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

The Company has improved its operational approach in many areas as follows:

Human Resources Management Process Improvement

1. Performance Management System

The company has a concrete and clear Performance Management System (PMS) that aligns with the organization's goals (Corporate KPIs). The criteria and methods for measuring performance are communicated to all employees in the organization regularly, every year. The performance indicators vary depending on the employee's level, as follows:

1. Corporate Key Performance Indicators (KPIs) are used to measure the company's operational results, comparing them against the predefined goals.

2. Strategic Key Performance Indicators (KPIs) are used to measure the effectiveness of important activities or projects in that particular year.

3. Individual Key Performance Indicators (KPIs) are used to measure the performance of employees based on their responsibilities in various positions.

4. Common Key Performance Indicators (KPIs) are used to measure the important achievements of the year, with all employees in the organization sharing responsibility for the collective success.

5. Core Competency (CC) Indicators are used to assess the desired behaviors in the workplace that all employees should exhibit, at varying levels depending on their job position.

6. Managerial Competency (MC) Indicators are used to assess the management skills and capabilities of employees at senior levels and above.

7. Working Quality Indicators measure the quality that employees deliver to their department/organization.

Additionally, employees at the managerial level and above who have subordinates are evaluated on both Core Competency (CC) and Managerial Competency (MC) through a 180-degree feedback system, gathering input from both their supervisors and subordinates. This approach ensures that the performance evaluation is as accurate and reliable as possible. The results of the CC & MC evaluation are then used to plan the development of competencies in areas where employees need improvement.

Annual Performance Evaluation Summary for 2024 (Disclosure 404-3)

All employees have performance indicators set for them and undergo a complete performance evaluation. The percentage of the total number of employees, categorized by group, is as follows:

Male employees: 49.79%

Female employees: 50.21%

Management level employees: 6.44%

Supervisory level employees: 15.02%

Operational level employees: 78.54%

Note: This does not include employees who are in their probationary period.

2. Review of Work Regulations and Employee Welfare Handbook for 2024

The company has updated the category for flexible welfare claims to assist employees with the cost of living, designing it to meet the diverse needs of employees with different basic requirements. This is in addition to the statutory welfare provisions. For example, the company has introduced new benefits such as housing assistance and vehicle installment support for employees. The work regulations, along with the employee welfare handbook and benefits, are made available in the "Water Library," a knowledge repository that stores essential information for employees. This ensures employees can

access the information anytime, anywhere, aligning with the company’s mission to encourage self-directed learning and information searching.

Reference link for employee and labor management plan : <https://www.eastwater.com/en/sustainability/sustainability-overview/social-dimension/human-resources-management>

Page number of the reference link : 78

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	-	2023: -	2024: -
• Fair employee compensation • Migrant/foreign labor • Child labor • Non-discrimination	-	2023: -	2024: -
• Fair employee compensation • Migrant/foreign labor • Child labor • Non-discrimination	-	2023: -	2028: -
• Promoting employee relations and participation	-	2023: -	2024: -
• Non-discrimination	-	2023: -	2024: -
• Occupational health and safety in workplace	-	2023: -	2024: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

Safety

- **LTIFR (Lost Time Injury Frequency Rate)** for employees is **0.00** (per one million working hours).
- **LTIFR** for contractors and outsourced workers is **0.00** (per one million working hours).
- **LTIFR** for employees, contractors, and outsourced workers combined is **0.00** (per one million working hours).
- East Water Building received Platinum Award for high/big building in BSA Building Safety Awards 2024 from the Building Inspectors Association
- East Water Building received FM Gold Award in “Building with Sustainability Management” 2024 from Thailand Facility Management Association (TFMA)
- East Water Building received a Certificate of Recognition for being an Outstanding Model Establishment in Safety, Occupational Health, and Working Environment at the provincial level for 2024, awarded by the Department of Labor Protection and Welfare

Employee

- Employee training 53.27 hours/person/year (Online, Onsite, E-Learning)
- No complaints about human rights and employment.
- Employee satisfaction score at 76.83%
- Employee corporate engagement averaged 80.86% (increased from 2023).

Human Rights

- Human Rights Award 2024, Large Enterprise Category, Outstanding Level from Rights and Liberties Protection Department.

Details are in the Sustainability Report 2024 page.75

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	230	227	233
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	230	227	233
Male employees (persons)	123	118	116
Percentage of male employees (%)	53.48	51.98	49.79
Female employees (persons)	107	109	117
Percentage of female employees (%)	46.52	48.02	50.21

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	N/A	23	24
Percentage of employees under 30 years old (%)	N/A	10.13	10.30
Total number of employees 30-50 years old (Persons)	N/A	168	174
Percentage of employees 30-50 years old (%)	N/A	74.01	74.68
Total number of employees over 50 years old (Persons)	N/A	36	35
Percentage of employees over 50 years old (%)	N/A	15.86	15.02

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	N/A	13	12
Percentage of male employees under 30 years old (%)	N/A	11.02	10.34

	2022	2023	2024
Total number of male employees 30-50 years old (Persons)	N/A	83	83
Percentage of male employees 30-50 years old (%)	N/A	70.34	71.55
Total number of male employees over 50 years old (Persons)	N/A	22	21
Percentage of male employees over 50 years old (%)	N/A	18.64	18.10

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	N/A	10	12
Percentage of female employees under 30 years old (%)	N/A	9.17	10.26
Total number of female employees 30-50 years old (Persons)	N/A	85	91
Percentage of female employees 30-50 years old (%)	N/A	77.98	77.78
Total number of female employees over 50 years old (Persons)	N/A	14	14
Percentage of female employees over 50 years old (%)	N/A	12.84	11.97

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	178	175	182
Percentage of employees in operational level (%)	77.39	77.09	78.11
Total number of employees in management level (Persons)	34	35	34
Percentage of employees in management level (%)	14.78	15.42	14.59
Total number of employees in executive level (Persons)	18	17	17
Percentage of employees in executive level (%)	7.83	7.49	7.30

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	93	90	90

	2022	2023	2024
Percentage of male employees in operational level (%)	75.61	76.27	77.59
Total number of male employees in management level (Persons)	20	20	17
Percentage of male employees in management level (%)	16.26	16.95	14.66
Total number of male employees in executive level (Persons)	10	8	9
Percentage of male employees in executive level (%)	8.13	6.78	7.76

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	85	85	92
Percentage of female employees in operational level (%)	79.44	77.98	78.63
Total number of female employees in management level (Persons)	14	15	17
Percentage of female employees in management level (%)	13.08	13.76	14.53
Total number of female employees in executive level (Persons)	8	9	8
Percentage of female employees in executive level (%)	7.48	8.26	6.84

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	3	2	2
Percentage of disabled workers to total employment (%)	1.30	0.88	0.86
Total number of employees with disabilities (Persons)	3	2	2
Total male employees with disabilities (persons)	3	2	2
Total female employees with disabilities (persons)	0	0	0

	2022	2023	2024
Percentage of disabled employees to total employees (%)	1.30	0.88	0.86
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	273,864,636.00	265,600,295.00	258,943,528.00
Total male employee remuneration (baht)	143,370,102.00	140,994,659.00	136,842,339.00
Percentage of remuneration in male employees (%)	52.35	53.09	52.85
Total female employee remuneration (baht)	130,494,534.00	124,605,636.00	122,101,189.00
Percentage of remuneration in female employees (%)	47.65	46.91	47.15
Average remuneration of employees (Baht / Person)	1,190,715.81	1,170,045.35	1,111,345.61
Average remuneration of male employees (Baht / Person)	1,165,610.59	1,194,869.99	1,179,675.34
Average remuneration of female employees (Baht / Person)	1,219,575.08	1,143,170.97	1,043,599.91
Ratio of average remuneration of female employees to male employees	1.05	0.96	0.88

Provident fund management policy

Provident fund management policy : Have

Provident Fund

To encourage employees to save and provide security for employees and their families when they leave the company or reach retirement age, the company has established a contribution rate for employee savings. Any unclaimed contributions that were not paid to employees who are no longer members shall be refunded to the company.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	209	206	198
Proportion of employees who are PVD members (%)	90.87	90.75	84.98
Total amount of provident fund contributed by the company (baht)	62,865,369.00	70,065,744.00	72,864,754.00

	2022	2023	2024
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	22.95	26.38	28.14

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	47.60	52.19	53.27
Total amount spent on employee training and development (Baht)	3,640,000.00	5,880,000.00	6,170,000.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.001126	0.001614	0.001650
Percentage of training and development expenses to total revenue (%) ^(*)	0.000834	0.001351	0.001479

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	452,701.79	438,248.47	415,196.90
Total number of hours worked by employees (Hours)	452,701.79	438,248.47	415,196.90

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	1	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	1	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.43	0.44	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00

	2022	2023	2024
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	34	26	16
Total number of male employee turnover leaving the company voluntarily (persons)	20	12	10
Total number of female employee turnover leaving the company voluntarily (persons)	14	14	6
Proportion of voluntary resignations (%)	14.78	11.45	6.87
Percentage of male employee turnover leaving the Company voluntarily (%)	8.70	5.29	4.29
Percentage of female employee turnover leaving the Company voluntarily (%)	6.09	6.17	2.58
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	: Yes
Consumer data privacy and protection guidelines	: Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	: Yes
Responsible sales and marketing guidelines	: Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

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

Policy and guidelines on communicating the impact of products and services to customers / consumers	: Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	: Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

Company's customer management plan	: Yes
Customer management plan implemented by the company in the past year	: Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Principles of Good Corporate Governance

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Responsibility to Customers:

Conduct business in accordance with applicable laws and standards while considering health, safety, fairness, data protection, and after-sales service throughout the product and service lifecycle. Regularly assess customer satisfaction to improve products and services. Additionally, advertising, public relations, and sales promotions must be conducted responsibly, without misleading customers or exploiting any misunderstandings.

Integrated Policy (Management System for Quality, Occupational Health, Safety, and Environment)

- 1.Strive to operate the business in line with good corporate governance principles, laws, organizational regulations, international QSHE standards, and relevant commitments as basic operating guidelines.
- 2.Deliver quality products and services that meet the satisfaction of stakeholders by continuously enhancing service capabilities and improving them.
- 3.Develop and support innovations that are of high quality and safe for society and the environment throughout the product's life cycle.

Operational Plan for 2024

1. Expand the integrated water business to meet customer demands with a variety of products.

2. Address climate change challenges by integrating water management solutions.

Reference link for company's customer management plan : <https://www.eastwater.com/en/corporate-governance/corporate-policies>

Page number of the reference link : 40-47,54

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	-	2023: -	2024: -
• Responsible production and services for customers	-	2023: -	2024: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

In 2024, the Company continued its focus on sustainable water resource management and development with stakeholders on an equal basis. The future direction and trend of raw water service business in the eastern seaboard area still has growth opportunity due to the factor of industrial expansion in those 3 provinces. Furthermore, the government has a policy to promote and transform those areas to be an advanced industrial hub for Thailand's industrial sector's enhanced competitiveness through and establishment of the Eastern Economic Corridor (EEC). As for its competitiveness, the Company is considered a well-established market player with the wealth of investments, secure water sources, and comprehensive water grid system covering the area in the eastern region. In running its business, the Company has placed importance on responding of its customers' expectation. Therefore, it has conducted a field survey of customer satisfaction, organized customer meetings, and listened to opinions/ complaints annually which have been beneficial for service improvement. In order to create an understanding and confidence to customer continuously, the Company held meetings with its key customers in 2024 as follows:

1. Welcoming the visiting delegation from government agencies and private sectors.
2. Presenting Gifts on Key Festive Occasions, such as New Year, Chinese New Year, Songkran, and Mid-Autumn Festival, among others.
3. Relationship activities such as Thai Water Expo 2024 Exhibition activity, Community Development, Tree Planting, Building

an Elephant Kitchen Project, Mother's Day Celebration Activity, and Bowling activity for 2024 among water users.

In 2024, the company will operate to meet the needs of customer groups as follows:

1. The company collected water quality samples from source points and increased sampling points along the pipeline network, conducting random sampling at multiple locations to ensure effective water quality control while meeting customer expectations. If any changes in water quality are detected, the company can promptly notify customers, allowing them to prepare their systems and facilitating improvements to water sources for enhanced quality.
2. The Company communicated information to customers and publicized investment projects to develop water resources to increase the amount of water in the system, such as project to purchase additional raw water from private ponds, Nong Pla Lai – Nong Kho – Laem Chabang Water Transmission System Improvement project to increase capacity of water supply system.
3. The Company collected statistics on pipe repairs and evaluated and planned repairs to manage repair time and restore the system without affecting customers' water intake.

The 2024 customer satisfaction survey showed an overall decrease of 0.52 points compared to the previous year. This decline was primarily due to the Company's ongoing infrastructure investments to enhance its water pipeline network, which impacted customer water demand as follows:

Issue 1: Water Supply Stability – The distribution system was unable to maintain the continuous flow as expected by customers, affecting the consistency of raw water availability.

Issue 2: Raw Water Quality – At certain times, the water quality did not meet the specified standards.

Given these issues contributing to the decline in customer satisfaction scores, the company is fully committed to enhancing service stability. Customer feedback is being actively incorporated into service improvements to increase efficiency and ensure continuous enhancement of customer satisfaction levels. In 2025, the Company will implement a comprehensive water resource management plan, covering both primary and backup water sources to ensure sufficient water supply for all customer demands. The company will also invest in water resource development projects to increase available water capacity in the system while continuously improving service efficiency. The Company is accelerating the construction of raw water pipelines to meet rising water demand, drive growth, and enhance water management efficiency in the eastern region to connect key water sources, including reservoirs and other water resources from both government and company-operated sources, ensuring long-term stability and sustainability.

Details are in the Sustainability Report 2024, pages 44-46

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 022721600

Fax : -

Email : Whistleblowing@eastwater.com

Company's website : www.eastwater.com

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	:	Yes
Reference link for community development and engagement policies	:	https://www.eastwater.com/storage/downloads/corporate-governance/corporate-policies/20240924-eastw-sm-policy-en.pdf

Information on community and social management plan

Community and social management plan

Company's community and social management plan	:	Yes
Community and social management plan implemented by the company over the past year	:	Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management, Reducing inequality

The Company's sustainability efforts aim to enhance the well-being of communities along the pipeline routes and around the Company's water sources, including access to water utility, education and lifelong learning, health and well-being, employment, and environmental preservation, while also maintaining local traditions and cultural heritage. These initiatives are carried out through various activities in collaboration with local administrative organizations, community leaders, government agencies, and private sector entities. This approach aligns with the Company's business strategy, which focuses on fostering economic growth in the Eastern region and other provinces where the company operates. These efforts are implemented through projects and activities that directly connect to the Company's core mission.

The Company has established sustainability goals through a 4-pronged strategic approach, incorporating a participatory process with stakeholders at all levels, including students, the public, community leaders, and local leaders. This participation spans from awareness and information-sharing to collaborative planning, project implementation, and evaluation between the Company and the community.

Divide the project into 3 projects as follows:

1. Water Utility Promotion and Environmental Conservation Projects. There are activities in the upstream, midstream, and downstream.
2. Well-being Promotion Projects.
 - Vocational trainings (reducing expenses and increasing income according to the sufficiency economy philosophy)
 - Support for public activities in the areas of education, religion and culture, the environment, sports and recreation, and the quality of life in communities.
3. Learning Promotion Projects : Provide knowledge to vocational education youth groups, groups of students with disabilities, and communities.

Reference link for company's community and social management plan	:	https://www.eastwater.com/en/download/sustainability-report
Page number of the reference link	:	105

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals	:	Yes
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Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Education	-	2023: -	2024: -
• Forests and natural resources	-	2023: -	2024: -
• Water and sanitation management	-	2023: -	2024: -
• Water and sanitation management	-	2023: -	2024: -
• Water and sanitation management	-	2023: -	2024: -
• Education	-	2023: -	2025: -
• Disadvantaged and vulnerable groups	-	2023: -	2024: -
• Employment and professional skill development • Reducing inequality	-	2023: -	2024: -
• Occupational health, safety, health, and quality of life	-	2023: -	2024: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Awards

- The **Sufficiency Economy Learning Center of Klong Khuean District** received the **First Prize** in the evaluation of the Sufficiency Economy Learning Centers under the Royal Initiative Project for the fiscal year 2024 at the provincial level.
- Human Rights Award 2024, Large Enterprise Category, Outstanding Level from Rights and Liberties Protection Department.

1. Water Utility Promotion and Environmental Conservation Projects - Upstream/ Midstream/ Downstream

2. Well-being Promotion Projects

- Education Religion and Culture Environment Sports and Recreation Community Quality of Life

3. Learning Promotion Projects

- Providing knowledge to the following groups: Vocational education students Students with disabilities Local communities

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Benefit from implementing social development project

Financial benefits

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

	2022	2023	2024
Scholarships (Baht)	1,180,000.00	1,320,000.00	1,600,000.00

	2022	2023	2024
Donations / Grants (Baht)	5,000,000.00	5,000,000.00	5,000,000.00

Non-financial benefits

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

	2022	2023	2024
Community forest (Places)	1.00	2.00	2.00
Beneficiaries of the company's community development projects (Places)	14.00	14.00	21.00
Educational beneficiaries (Persons)	150.00	150.00	150.00

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	18,546,992.00	21,600,695.00	24,076,434.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.573900	0.592998	0.643751
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.424743	0.496257	0.577000

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

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

ESG Performance

Company Name : EASTERN WATER RESOURCES DEVELOPMENT AND MANAGEMENT PCL. Symbol : EASTW

Market : SET Industry Group : Resources Sector : Energy & Utilities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

-

Policy and guidelines related to the board of directors

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

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

Nomination of Directors

-

Reference link for Nomination of Directors : <https://www.eastwater.com/en/corporate-governance/cg-principle>

Determination of Director Remuneration

-

Reference link for Determination of Director Remuneration : <https://www.eastwater.com/en/corporate-governance/cg-principle>

Independence of the Board of Directors from the Management

-

Reference link for Independence of the Board of Directors from the Management : <https://www.eastwater.com/en/corporate-governance/cg-principle>

Director Development

-

Reference link for Director Development : <https://www.eastwater.com/en/corporate-governance/cg-principle>

Board Performance Evaluation

-

Reference link for Board Performance Evaluation : <https://www.eastwater.com/en/corporate-governance/cg-principle>

Corporate Governance of Subsidiaries and Associated Companies

-

Reference link for Corporate Governance of Subsidiaries and Associated Companies : <https://www.eastwater.com/en/corporate-governance/cg-principle>

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

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

Shareholder

-

Employee

-

Customer

-

Business competitor

-

Business partner

-

Creditor

-

Government agencies

-

Community and society

-

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

-

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

-

Anti-corruption

-

Whistleblowing and Protection of Whistleblowers

-

Prevention of Misuse of Inside Information

-

Money laundering prevention

-

Gift giving or receiving, entertainment, or business hospitality

-

Compliance with laws, regulations, and rules

-

Information and assets usage and protection

-

Anti-unfair competitiveness

-

Information and IT system security

-

Environmental management

-

Human rights

-

Safety and occupational health at work

-

Promotion of compliance with the business code of conduct

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

-

Participation in anti-corruption networks

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

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

Information on material changes and developments in policy and corporate governance system

over the past year

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

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

-

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

-

Other corporate governance performance and outcomes

-

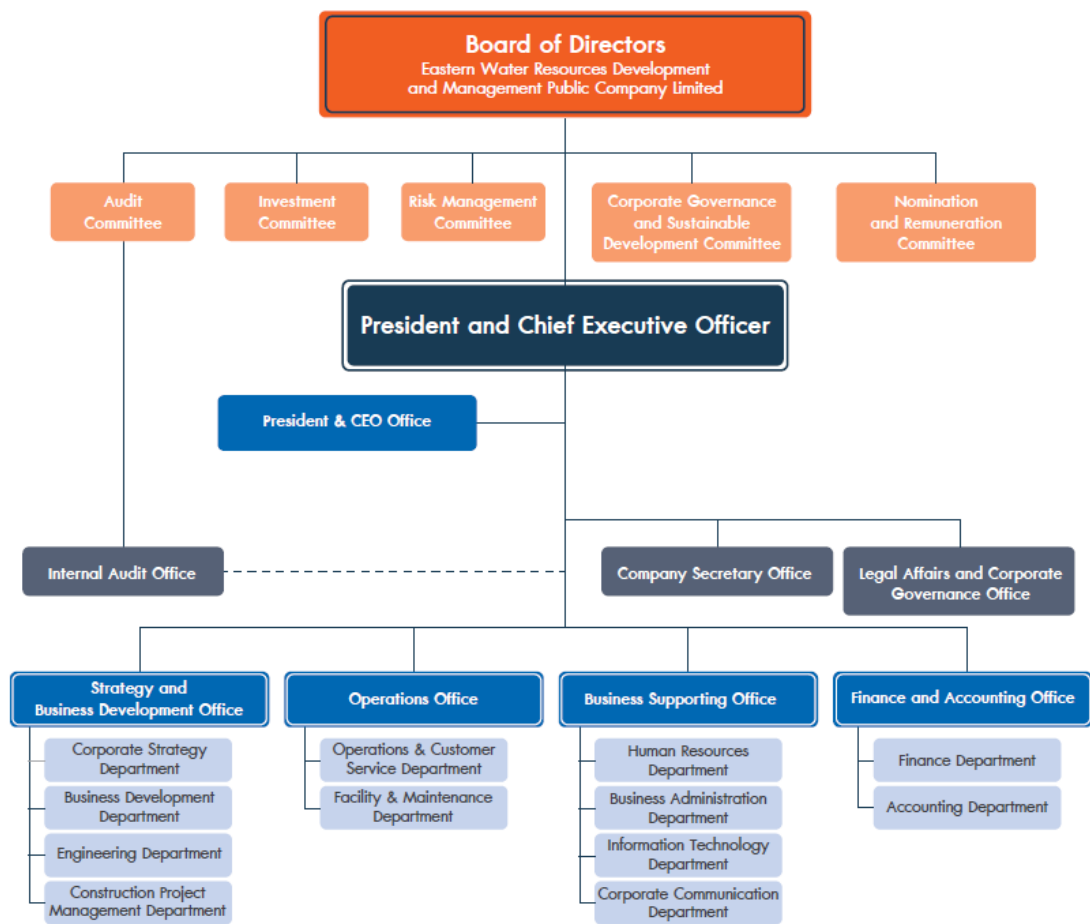
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



The Company’s management structure as of 31 December 2024

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	12	
	11	1
Executive directors	1	
	1	0
Non-executive directors	11	
	10	1

	2024	
	Male (persons)	Female (persons)
Independent directors	6	
	5	1
Non-executive directors who have no position in independent directors	5	
	5	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	91.67	8.33
Executive directors	8.33	
	8.33	0.00
Non-executive directors	91.67	
	83.33	8.33
Independent directors	50.00	
	41.67	8.33
Non-executive directors who have no position in independent directors	41.67	
	41.67	0.00

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	57	
	59	38

The information on each director and controlling person

List of the board of directors⁽¹⁾

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. CHANIN KANHIRUN</p> <p>Gender: Male</p> <p>Age : 65 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	16 Nov 2023	Transportation & Logistics, Law, Audit
<p>2. Mr. Surachai Kanasa</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Public Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	20 Jul 2017	Audit, Sustainability, Governance/ Compliance, Economics, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Chatchai Uthaipan</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Social Development</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Apr 2021	Governance/ Compliance, Corporate Social Responsibility, Audit, Law
<p>4. Mr. ROBERTO JOSE R. LOCSIN</p> <p>Gender: Male</p> <p>Age : 50 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	25 Jan 2023	Energy & Utilities, Finance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SUTHEP NOIPAIRUJ</p> <p>Gender: Male</p> <p>Age : 69 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	16 Nov 2023	Energy & Utilities, Engineering, Business Administration
<p>6. Mr. SUTHAT NUTPAN</p> <p>Gender: Male</p> <p>Age : 58 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	15 Feb 2024	Business Administration, Law, Energy & Utilities, Accounting
<p>7. Mr. WIRAT UANARUMIT</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	1 Jun 2024	Business Administration, Engineering, Finance, Energy & Utilities

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Ms. PIMPATSORN NA NAKORN</p> <p>Gender: Female</p> <p>Age : 38 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	1 Jun 2024	Law
<p>9. Mr. SARAYUT KAEWSIN</p> <p>Gender: Male</p> <p>Age : 58 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p>	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	1 Aug 2024	Engineering, Economics, Energy & Utilities
<p>10. Mr. PETCH CHINABUTR</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : International Human Resource Management Education and Development</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	14 Aug 2024	Business Administration, Information & Communication Technology, Human Resource Management

List of directors	Position	First appointment date of director	Skills and expertise
11. Mr. SARAVUT IAMSONGCRAM Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Newly appointed director to replace the ex-director	1 Oct 2024	Engineering, Energy & Utilities
12. Mr. SUMET TANGPRASERT Gender: Male Age : 47 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Newly appointed director to replace the ex-director	1 Oct 2024	Engineering, Law, Business Administration

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Remark: ⁽¹⁾ 1. To appoint Mr. Sumrid Sumneing effective date from 7 January 2025 replacement of Mr. Chanin Kanhirun resigned effective date from 1 January 2025
2. To appoint POL.MAJ.GEN. Veerapol Charoensiri effective date from 3 February 2025 replacement of Mr.Surachai Kanasa resigned effective date 1 January 2025
3. To appoint Ms. Surusawadee Jaimsuwan effective date from 3 February 2025 replacement of Mr.Chartchai Uthaiapan resigned effective date 1 January 2025.
4. To appoint Ms. Nitaya Direksathapon effective date from 7 January 2025 replacement of Ms. Pimpatsorn Na Nakorn resigned effective date 1 January 2025.

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. Cherdchai Pitiwacharakul</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	31 Mar 2024	-
<p>2. Mr. VEERIS AMMARAPALA</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Operations Research</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	1 Jun 2024	-

List of directors	Position	Date of resignation / termination	Replacement director
<p>3. Mr. KASEMSIT PATHOMSAK</p> <p>Gender: Male</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	15 May 2024	-
<p>4. Mr. CHAKAPONG KAMCHAN</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p>	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	10 Jul 2024	-
<p>5. Mr. THANIT THANASENEEWAT</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p>	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	1 Oct 2024	-

List of directors	Position	Date of resignation / termination	Replacement director
6. Mr. SOMBAT YUSAMART Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes	14 Aug 2024	-
7. Mr. ATTAPON JIRAWATJANYA Gender: Male Age : 60 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : Yes	1 Oct 2024	-

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. CHANIN KANHIRUN	Chairman of the Board of Directors		✓	✓		✓
2. Mr. Surachai Kanasa	Director		✓	✓		✓
3. Mr. Chatchai Uthaipan	Director		✓	✓		✓
4. Mr. ROBERTO JOSE R. LOCSIN	Director		✓		✓	✓
5. Mr. SUTHEP NOIPAJOJ	Director		✓	✓		✓
6. Mr. SUTHAT NUTPAN	Director		✓		✓	✓
7. Mr. WIRAT UANARUMIT	Director		✓	✓		✓
8. Ms. PIMPATSORN NA NAKORN	Director		✓	✓		✓
9. Mr. SARAYUT KAEWSIN	Director		✓		✓	✓
10. Mr. PETCH CHINABUTR	Director	✓				✓
11. Mr. SARAVUT IAMSONGCRAM	Director		✓		✓	✓
12. Mr. SUMET TANGPRASERT	Director		✓		✓	✓
Total (persons)		1	11	6	5	12

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	16.67
2. Energy & Utilities	6	50.00
3. Transportation & Logistics	1	8.33
4. Information & Communication Technology	1	8.33
5. Law	6	50.00
6. Accounting	1	8.33
7. Finance	2	16.67
8. Corporate Social Responsibility	1	8.33
9. Human Resource Management	1	8.33
10. Sustainability	1	8.33
11. Engineering	5	41.67
12. Audit	3	25.00
13. Governance/ Compliance	2	16.67
14. Business Administration	6	50.00

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

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

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

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

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

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors' meeting

The Chairman of the Board, who is an independent director, will collaborate with the CEO in setting the agenda for the Board of Directors' meetings.

Information on the roles and duties of the board of directors

Board charter : Have

It is stated in the company's Corporate Governance (CG) principles on pages 13-39 of the company's website.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

Corporate Governance and Sustainable Development Committee

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive and Investment Committee

Role

- Others

• -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. Surachai Kanasa^(*)</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Public Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	1 May 2022	Audit, Sustainability, Governance/ Compliance, Economics, Law
<p>2. Mr. Chatchai Uthaipan^(*)</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Social Development</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	1 May 2022	Governance/ Compliance, Corporate Social Responsibility, Audit, Law
<p>3. Mr. SUTHEP NOIPAIRAJ</p> <p>Gender: Male</p> <p>Age : 69 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	28 May 2024	Energy & Utilities, Engineering, Business Administration

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. KASEMSIT PATHOMSAK ^(*) Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)	15 May 2024	Mr. SUTHEP NOIPAIROJ Appointment date of replacement committee member : 28 May 2024

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. SUTHAT NUTPAN	The chairman of the subcommittee
	Mr. Sarayut Kaewsin	Member of the subcommittee
	Mr. SUMET TANGPRASERT	Member of the subcommittee
	Mr. PETCH CHINABUTR	Member of the subcommittee
	Mr. VEERIS AMMARAPALA	The chairman of the subcommittee
	Mr. ATTAPON JIRAWATJANYA	Member of the subcommittee
	Mr. Cherdchai Pitiwacharakul	Member of the subcommittee
	Mr. SOMBAT YUSAMART	Member of the subcommittee
Nomination and Remuneration Committee	Mr. Chatchai Uthaipan	The chairman of the subcommittee (Independent director)
	Mr. SUTHEP NOIPAIROJ	Member of the subcommittee (Independent director)
	Ms. PIMPATSORN NA NAKORN	Member of the subcommittee
	Mr. SARAYUT KAEWSIN	Member of the subcommittee
	Mr. KASEMSIT PATHOMSAK	Member of the subcommittee (Independent director)
	Mr. CHAKAPONG KAMCHAN	Member of the subcommittee
	Mr. VEERIS AMMARAPALA	Member of the subcommittee
	Mr. ATTAPON JIRAWATJANYA	Member of the subcommittee

Subcommittee name	Name list	Position
Corporate Governance and Sustainable Development Committee	Mr. SUTHEP NOIPAIROJ	The chairman of the subcommittee (Independent director)
	Mr. Surachai Kanasa	Member of the subcommittee (Independent director)
	Mr. SARAVUT IAMSONGCRAM	Member of the subcommittee
	Mr. THANIT THANASENEEWAT	Member of the subcommittee
Executive and Investment Committee	Mr. WIRAT UANARUMIT	The chairman of the subcommittee (Independent director)
	Mr. SUTHAT NUTPAN	Member of the subcommittee
	Mr. ROBERTO JOSE R. LOCSIN	Member of the subcommittee
	Mr. SOMBAT YUSAMART	Member of the subcommittee
	Mr. CHAKAPONG KAMCHAN	The chairman of the subcommittee
	Ms. PIMPATSORN NA NAKORN	Member of the subcommittee (Independent director)
	Mr. Cherdchai Pitiwacharakul	Member of the subcommittee
	Mr. PETCH CHINABUTR	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SOMBAT YUSAMART^{(*)X(**)X(***)}</p> <p>Gender: Male</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : Yes</p>	<p>Senior Executive Vice President and Chief Financial Officer (CFO) and Acting President and Chief Executive Officer (The highest-ranking executive)</p>	1 Mar 2019	Business Administration, Accounting, Finance, Budgeting
<p>2. Ms. Tharntip Photisorn^(***)</p> <p>Gender: Female</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Information Technology Management</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Senior Executive Vice President, Chief Supporting Officer</p>	1 Feb 2024	IT Management
<p>3. Mr. Chanin Noprumpha^(***)</p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Executive Vice President and Acting Senior Executive Vice President, Chief Operating Officer (COO)</p>	1 Jan 2025	Engineering
<p>4. Ms. Bongkod Mueansorn^(***)</p> <p>Gender: Female</p> <p>Age : 46 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Industrial Management</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Vice President, President and CEO Office, and Acting Senior Executive Vice President & Chief Strategy and business development Officer</p>	1 Jan 2025	Leadership

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Bordin Udol ^(***) Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Executive Vice President and Managing Director of Universal Utilities PLC.	1 Mar 2019	Business Administration, Engineering

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

Remuneration Policy for Executives and Employees.

The Company has a policy of appropriate and fair remuneration for all level of employees, both short-term and long-term, that corresponds to the Company's annual performance and be consistent with those of the same industry. The Company conducted surveys on wages and remuneration for employees of external organizations every year to ensure that the Company has an appropriate and competitive compensation structure. In addition, the Company used Consumer Price Index information from government agencies such as Ministry of Commerce and Bank of Thailand as benchmark for payment of wages and remuneration to its executives and employees.

The Company focused on performance-based remuneration, aligning rewards with the achievement of strategic objectives. Key Performance Indicators (KPIs) are utilized to evaluate performance of employees at all levels. These KPIs are designed to align across the organizational, departmental, and individual levels, incorporating shared performance indicators to ensure a unified direction in line with the corporate vision and missions.

Remuneration Payment for the President and CEO and Executives

The remuneration paid to the President and CEO and executives consisted of the following elements:

1. Fixed Remuneration and Benefit: This focuses on long-term remuneration to encourage executives to create sustainable growth to the Company, including :

1.1 Salary which is paid monthly according to scope of duties, responsibilities, experiences, skills, and expertise. It is reviewed annually based on performance and salary adjustment rates of the labor market.

1.2 Other benefits are intended to provide security to employees and for assistant to senior employees facing health problems, disabilities, or death. This includes provident fund, health insurance, and other fringe benefits consistent with common practices in the labor market, which is higher than that is required by law.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	44,656,728.00	37,106,487.00	36,499,666.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	16,867,592.00	10,007,823.00	13,988,893.00

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Sombat Yusamart	sombat@eastwater.com	0854875020

List of the company secretary

General information	Email	Telephone number
1. Ms. Kanyanart Viraphandu	kanyanart@eastwater.com	0819120923

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Suwanna Korchaoenrat	suwanna@eastwater.com	0880034987

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Kanyanart Viraphandu	kanyanart@eastwater.com	0819120923

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Nuengruethai Sittitoon	Nuengruethai@eastwater.com	088-002-4965

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED 15TH FLOOR, BANGKOK CITY TOWER, 179/74-80 SOUTH SATHORN ROAD THUNG MAHA MEK SATHON Bangkok 10120 Telephone number +66 2844 1000	1,280,000.00	-	<p>1. Mr. VICHIE KHINGMONTRI Email: vichien.khingmontri@pwc.com Telephone number: 02-844-1000 License number: 3977</p> <p>2. Ms. SANICHA AKARAKITILAP Email: sanicha.akarakittilap@pwc.com Telephone number: 02-844-1000 License number: 8470</p> <p>3. Mr. CHAISIRI RUANGRITTHAI Email: chaisiri.ruangritchai@pwc.com Telephone number: 02-844-1000 License number: 4526</p>

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
1,280,000.00	-

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Chatchai Uthaipan	Director	26 Apr 2021	Governance/ Compliance, Corporate Social Responsibility, Audit, Law

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHANIN KANHIRUN	Chairman of the Board of Directors	16 Nov 2023	Transportation & Logistics, Law, Audit
Mr. Surachai Kanasa	Director	20 Jul 2017	Audit, Sustainability, Governance/ Compliance, Economics, Law
Mr. ROBERTO JOSE R. LOCSIN	Director	25 Jan 2023	Energy & Utilities, Finance, Business Administration
Mr. SUTHEP NOIPAIRAJ	Director	16 Nov 2023	Energy & Utilities, Engineering, Business Administration
Mr. SUTHAT NUTPAN	Director	15 Feb 2024	Business Administration, Law, Energy & Utilities, Accounting
Mr. WIRAT UANARUMIT	Director	1 Jun 2024	Business Administration, Engineering, Finance, Energy & Utilities
Ms. PIMPATSORN NA NAKORN	Director	1 Jun 2024	Law
Mr. SARAYUT KAEWSIN	Director	1 Aug 2024	Engineering, Economics, Energy & Utilities

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PETCH CHINABUTR	Director	14 Aug 2024	Business Administration, Information & Communication Technology, Human Resource Management
Mr. SARAVUT IAMSONGCRAM	Director	1 Oct 2024	Engineering, Energy & Utilities
Mr. SUMET TANGPRASERT	Director	1 Oct 2024	Engineering, Law, Business Administration

Selection of independent directors

Criteria for selecting independent directors

Nomination and Appointment of Directors

When a director is due to retire by rotation or the position of director becomes vacant for reasons other than retire by rotation, the Nomination and Remuneration Committee shall nominate and select qualified persons in line with the corporate strategy and in accordance with criteria and procedures for nominating persons to serve as directors and comply with the Company's Articles of Associations, the groupwide corporate governance code, as well as applicable laws. The criteria and procedures for nomination specified by the Company are as follows:

1. Directors shall be of legal age and not more than 70 years of age as of the date of nomination.
2. Directors shall be qualified persons without prohibited characteristics according to requirements of the Board of Directors, securities and exchange laws, public limited company law, anti-corruption law, and other applicable laws.
3. To consider persons, with knowledge in water resource or other related professions in line with the Company's business strategy, who are experienced, competent, and have specific qualifications in various fields that the Board still lack, without limiting or discriminating against gender, race, or any differences.

In case of nomination of qualified directors from private sector, the database of the Thai Institute of Director will be used.

4. To consider the Board Skill Matrix to achieve the most complete and beneficial composition of the Board of Directors.
5. To consider that the number of companies in which the nominee holds directorship positions shall not exceed 5 listed companies to ensure the performance does not degrade.
6. To check the qualifications of nominated persons with the Securities and Exchange Commission (SEC), as well as verify their potential conflict of interest with the Company.
7. To select independent directors, the Company has set a policy that the term of office of independent directors shall not exceed 9 years without exception, and in the past, no independent director has served more than 9 years. In addition, the Company set out the definition of independent directors in accordance with SET's 9 requirements as follows:

- 1) Holding no more than 1 percent of the Company's total voting shares, including the shareholdings of the related parties of such independent directors.
- 2) Neither being nor having been executive director, worker, employee, advisor earning regular salary, or controlling person of the Company, unless the foregoing status has ended for at least 2 years prior.
- 3) Not being a person having a blood or legal registration relationship with another director, executive, major shareholder, controlling person, or person to be nominated as director, executive, or controlling person of the Company or its subsidiaries.
- 4) Neither having nor having had business relationship with the Company that may interfere with independent discretion, which include not being or having been a significant shareholder or controlling person of any person having business relationship with the Company, unless such foregoing relationships have ended for at least 2 years prior.
- 5) Not being nor having been an auditor of the Company; and not being a significant shareholder, controlling person, or partner of the audit firms which employs the auditor of the Company, unless the foregoing relationship has ended for at least 2 years prior.
- 6) Not being or having been a provider of professional services, which includes serving as a legal or financial advisor

being paid a service fee of more than 2 million Baht per year by the Company; and not being a significant shareholder, controlling person, or partner of such provider of professional services, unless the foregoing relationship has ended for at least 2 years prior.

7) Not being a director who is appointed as a representative of the Company's directors, major shareholder, or shareholders who is a connected person of a major shareholder.

8) Not undertaking any business of the same nature and in significant competition with the Company or its subsidiaries' business; not being a significant partner in a partnership, or an executive director, worker, employee, or advisor earning regular salary; or not holding more than 1 percent of the total voting shares of another company undertaking a business of the same nature as in significant competition with the Company's or its subsidiaries' business.

9) Not having any other characteristics impeding the freedom of expression of opinion regarding the Company's business operations.

8. In case the position of director becomes vacant due to retirement by rotation, the Company shall allow its minority shareholders to nominate individuals to be elected as directors in advance during September to November. According to the Company's criteria, shareholders—either individually or collectively—must hold at least 5% of the total voting rights at the time of nomination. Additionally, they must maintain this shareholding proportion on the Record Date for determining shareholder rights to attend the Annual General Meeting (AGM). If a minority shareholder nominates a person according to the criteria prescribed by the Company, the Nomination and Remuneration Committee shall consider and scrutinize the qualifications before submitting to the Board of Directors to further submit to the annual general meeting of shareholders for consideration. The election of each director shall be voted separately. Each shareholder shall have the right to elect nominated candidates as directors, but not exceeding the number of directors to be elected at that meeting. Vote splitting is not allowed. The shareholders shall cast all their votes for each nominated candidate for director separately. The candidates who received the highest number of votes respectively shall be elected as directors equal to the number of directors to be elected at that time. In case the number of votes cast for candidates in descending order are a tie vote, which would otherwise cause the number of directors to be exceeded, the chairman of the meeting shall cast another decisive vote to obtain the number of directors to be elected at that time.

9. In case where a director resigns or the position of director is vacant for other reason than retiring by rotation, the Nomination and Remuneration Committee shall nominate a qualified person in accordance with the above criteria to be submitted to the Board of Directors for approval, subject to a resolution of not less than three-quarters of remaining directors.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 5
over the past year (persons)

Rights of minority shareholders on director appointment

The Company provided the opportunity and gave right to shareholders to propose agenda item for the annual general meeting of shareholders, and to nominate persons to be elected as directors 3 months in advance from 1 September to 30 November 2024. The notification was done via SET's information system and the Company website.

Method of director appointment : Others : Each nominated director must receive a majority vote of the shareholders attending and voting at the Meeting

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
Qualifications of each director in terms of skills, experience, and competency in specific area related to the business or main industry in which the Company operates, and morality and ethics.	Energy & Utilities, Corporate Social Responsibility, Sustainability, Engineering, Risk Management, Governance/ Compliance, Business Administration

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. CHANIN KANHIRUN (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2024: Role of the Chairman Program (RCP)
2. Mr. Surachai Kanasa (Director)	Non-participating	-
3. Mr. Chatchai Uthaipan (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
4. Mr. ROBERTO JOSE R. LOCSIN (Director)	Non-participating	-
5. Mr. SUTHEP NOIPAJOJ (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
6. Mr. SUTHAT NUTPAN (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Certification Program (DCP) • 2024: Risk Management Program for Corporate Leaders (RCL)
7. Mr. WIRAT UANARUMIT (Director)	Non-participating	-
8. Ms. PIMPATSORN NA NAKORN (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP) • 2024: Director Certification Program (DCP)
9. Mr. SARAYUT KAEWSIN (Director)	Non-participating	-
10. Mr. PETCH CHINABUTR (Director)	Non-participating	-
11. Mr. SARAVUT IAMSONGCRAM (Director)	Non-participating	-
12. Mr. SUMET TANGPRASERT (Director)	Non-participating	-
13. Mr. Cherdchai Pitiwacharakul (Director)	Non-participating	-
14. Mr. VEERIS AMMARAPALA (Director)	Non-participating	-
15. Mr. KASEMSIT PATHOMSAK (Director)	Non-participating	-
16. Mr. CHAKAPONG KAMCHAN (Director)	Non-participating	-
17. Mr. THANIT THANASENEEWAT (Director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
18. Mr. SOMBAT YUSAMART (Director)	Non-participating	-
19. Mr. ATTAPON JIRAWATJANYA (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company conducts a performance evaluation of the Board of Director collectively and individually once a year for them to jointly consider the achievement, problems, and obstacles. The Company has adopted the sample of the IOD's Board Evaluation Form which consisted of 3 forms as follows:

- 1) Board of Directors self-evaluation form
- 2) Director self-evaluation form (individual)
- 3) Subcommittee evaluation form

In addition, the Charter of all subcommittees require that the committee report their performance, problems and obstacles causing the failure to fulfill their scope of authority and duties to the Board of Directors for acknowledgement once a year. The Board of Directors shall analyze the summary of performance evaluation to consider improving operational efficiency to be appropriate and consistent with the corporate governance principles.

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

In summary, the average score of the Board of Directors self-evaluation was 93.08%

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Audit Committee	Group assessment	99	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Corporate Governance and Sustainable Development Committee	Group assessment	91.19	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	99.55	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Risk Management Committee	Group assessment	93.97	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive and Investment Committee	Group assessment	94.38	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Performance Evaluation of the President and CEO The Board of Directors mandates an annual performance evaluation of the President and CEO based on the calendar year. The Nomination and Remuneration Committee is responsible for establishing evaluation criteria and setting annual performance indicators for the President and CEO. These indicators are used to determine appropriate annual remuneration adjustments, ensuring fairness and competitiveness in the labor market. Additionally, performance based rewards are provided if the President and CEO successfully leads the organization to achieve its objectives. For the year 2024, the performance evaluation criteria are divided into two sections, each weighted differently:

Part 1 Annual Corporate Performance Indicators (Corporate KPIs).

Part 2 Individual Performance Indicators (Individual KPIs)

The Board of Directors has approved the proposal of the Nomination and Remuneration Committee, whereby the evaluation scores from both sections will be considered for determining the annual remuneration adjustment for the President and CEO.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 18
(times)

Date of AGM meeting : 30 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. CHANIN KANHIRUN (Chairman of the Board of Directors, Independent director)	18	/	18	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
2. Mr. Surachai Kanasa (Director, Independent director)	18	/	18	1	/	1	N/A	/	N/A
3. Mr. Chatchai Uthaipan (Director, Independent director)	17	/	18	1	/	1	N/A	/	N/A
4. Mr. ROBERTO JOSE R. LOCSIN (Director)	11	/	18	1	/	1	N/A	/	N/A
5. Mr. SUTHEP NOIPAIRUJ (Director, Independent director)	18	/	18	1	/	1	N/A	/	N/A
6. Mr. SUTHAT NUTPAN (Director)	16	/	16	1	/	1	N/A	/	N/A
7. Mr. WIRAT UANARUMIT (Director, Independent director)	8	/	10	0	/	0	N/A	/	N/A
8. Ms. PIMPATSORN NA NAKORN (Director, Independent director)	10	/	10	0	/	0	N/A	/	N/A
9. Mr. SARAYUT KAEWSIN (Director)	7	/	7	0	/	0	N/A	/	N/A
10. Mr. PETCH CHINABUTR (Director)	6	/	6	0	/	0	N/A	/	N/A
11. Mr. SARAVUT IAMSONGCRAM (Director)	4	/	4	0	/	0	N/A	/	N/A
12. Mr. SUMET TANGPRASERT (Director)	4	/	4	0	/	0	N/A	/	N/A
13. Mr. Cherdchai Pitiwacharakul (Director)	4	/	4	0	/	0	N/A	/	N/A
14. Mr. VEERIS AMMARAPALA (Director)	16	/	16	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
15. Mr. KASEMSIT PATHOMSAK (Director, Independent director)	6	/	7	0	/	1	N/A	/	N/A
16. Mr. CHAKAPONG KAMCHAN (Director)	6	/	7	1	/	1	N/A	/	N/A
17. Mr. THANIT THANASENEEWAT (Director)	11	/	12	1	/	1	N/A	/	N/A
18. Mr. SOMBAT YUSAMART (Director)	8	/	8	1	/	1	N/A	/	N/A
19. Mr. ATTAPON JIRAWATJANYA (Director)	5	/	5	0	/	0	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

The Company has determined the rate of remuneration of directors in monetary form including monthly remuneration, meeting allowance, and corporate performance-based remuneration which is bonus linked to the value created for the shareholder. However, the Company provided no other non-monetary benefit.

In determining criteria for paying remuneration, the Company consider the suitability and other factors including: 1) Industry practice, 2) Performance and size of business, 3) Directors' knowledge, competence, and experience, 4) Directors' roles, duties, and responsibilities, and 5) Performance of Directors. The remuneration of directors shall be determined at a reasonable and fair level that can incentivize and retain qualified directors. In addition, payment of bonus shall be consistent with dividend payment to the shareholders and shall not be too high that compromise the director's independence.

Furthermore, the Nomination and Remuneration Committee shall be responsible for scrutinizing the remuneration scheme of the President and CEO before submission to the Board of Directors for approval. The Committee shall also consider ranges of bonus and annual salary increment rates for employees considering the corporate performance, economic situation, and competitiveness.

1. Monthly remuneration and meeting allowances
of Board of Directors and Subcommittees

1.1) Board of Directors

- Monthly remuneration of 30,000 Baht/person/month
- Meeting allowance of 10,000 Baht/person/meeting payable according to number of meetings attended.

The Chairman of the Board of Directors shall receive a monthly remuneration of 45,000 Baht per month, and a meeting allowance of 15,000 Baht/meeting payable according to the number of meetings attended.

1.2) Audit Committee

- Monthly remuneration of 10,000 Baht/person/month
- Meeting allowance of 10,000 Baht/person/meeting payable according to number of meetings attended

1.3) Other Subcommittees

- No monthly remuneration
- Meeting allowance of 10,000 Baht/person/meeting payable according

2. Bonus of Directors for 2023 of not exceed 3,180,000 Baht, a decrease from 2022 in the amount of 800,000 Baht. The

Board of Directors shall consider the allocation further. The Chairman of the Board of Directors shall receive addition of 50 percent and the bonus calculation rate shall be proportional to the period of tenure.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. CHANIN KANHIRUN (Chairman of the Board of Directors)			970,870.00		N/A
Board of Directors	380,000.00	590,870.00	970,870.00	No	
2. Mr. Surachai Kanasa (Director)			1,181,912.00		N/A
Board of Directors	200,000.00	781,912.00	981,912.00	No	
Audit Committee	160,000.00	N/A	160,000.00	No	
Corporate Governance and Sustainable Development Committee	40,000.00	N/A	40,000.00	No	
3. Mr. Chatchai Uthaipan (Director)			1,111,912.00		N/A
Board of Directors	170,000.00	781,912.00	951,912.00	No	
Audit Committee	160,000.00	N/A	160,000.00	No	
4. Mr. ROBERTO JOSE R. LOCSIN (Director)			822,060.00		N/A
Board of Directors	110,000.00	642,060.00	752,060.00	No	
Executive and Investment Committee	70,000.00	N/A	70,000.00	No	
5. Mr. SUTHEP NOIPAIRAJ (Director)			919,339.00		N/A
Board of Directors	180,000.00	469,339.00	649,339.00	No	
Audit Committee	90,000.00	N/A	90,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance and Sustainable Development Committee	40,000.00	N/A	40,000.00	No	
Nomination and Remuneration Committee	140,000.00	N/A	140,000.00	No	
6. Mr. SUTHAT NUTPAN (Director)			665,517.00		N/A
Board of Directors	160,000.00	315,517.00	475,517.00	No	
Risk Management Committee	30,000.00	N/A	30,000.00	No	
Executive and Investment Committee	160,000.00	N/A	160,000.00	No	
7. Mr. WIRAT UANARUMIT (Director)			450,000.00		N/A
Board of Directors	140,000.00	210,000.00	350,000.00	No	
Executive and Investment Committee	100,000.00	N/A	100,000.00	No	
8. Ms. PIMPATSORN NA NAKORN (Director)			610,000.00		N/A
Board of Directors	200,000.00	210,000.00	410,000.00	No	
Nomination and Remuneration Committee	100,000.00	N/A	100,000.00	No	
Executive and Investment Committee	100,000.00	N/A	100,000.00	No	
9. Mr. SARAYUT KAEWSIN (Director)			280,000.00		N/A
Board of Directors	70,000.00	150,000.00	220,000.00	No	
Nomination and Remuneration Committee	60,000.00	N/A	60,000.00	No	
10. Mr. PETCH CHINABUTR (Director)			277,419.00		N/A
Board of Directors	60,000.00	137,419.00	197,419.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee	10,000.00	N/A	10,000.00	No	
Executive and Investment Committee	70,000.00	N/A	70,000.00	No	
11. Mr. SARAVUT IAMSONGCRAM (Director)			140,000.00		N/A
Board of Directors	40,000.00	90,000.00	130,000.00	No	
Corporate Governance and Sustainable Development Committee	10,000.00	N/A	10,000.00	No	
12. Mr. SUMET TANGPRASERT (Director)			140,000.00		N/A
Board of Directors	40,000.00	90,000.00	130,000.00	No	
Risk Management Committee	10,000.00	N/A	10,000.00	No	
13. Mr. Chatchai Uthaipan (The chairman of the subcommittee)			140,000.00		N/A
Nomination and Remuneration Committee	140,000.00	N/A	140,000.00	No	
14. Mr. Sarayut Kaewsin (Member of the subcommittee)			10,000.00		N/A
Risk Management Committee	10,000.00	N/A	10,000.00	No	
15. Mr. Cherdchai Pitiwacharakul (Director)			160,000.00		N/A
Board of Directors	40,000.00	90,000.00	130,000.00	No	
Executive and Investment Committee	20,000.00	N/A	20,000.00	No	
Risk Management Committee	10,000.00	N/A	10,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
16. Mr. VEERIS AMMARAPALA (Director)			551,912.00		N/A
Board of Directors	70,000.00	451,912.00	521,912.00	No	
Risk Management Committee	10,000.00	N/A	10,000.00	No	
Nomination and Remuneration Committee	20,000.00	N/A	20,000.00	No	
17. Mr. KASEMSIT PATHOMSAK (Director)			356,113.00		N/A
Board of Directors	60,000.00	171,597.00	231,597.00	No	
Audit Committee	60,000.00	44,516.00	104,516.00	No	
Nomination and Remuneration Committee	20,000.00	N/A	20,000.00	No	
18. Mr. CHAKAPONG KAMCHAN (Director)			319,065.00		N/A
Board of Directors	60,000.00	149,065.00	209,065.00	No	
Executive and Investment Committee	60,000.00	N/A	60,000.00	No	
Nomination and Remuneration Committee	50,000.00	N/A	50,000.00	No	
19. Mr. THANIT THANASENEEWAT (Director)			365,517.00		N/A
Board of Directors	110,000.00	225,517.00	335,517.00	No	
Corporate Governance and Sustainable Development Committee	30,000.00	N/A	30,000.00	No	
20. Mr. SOMBAT YUSAMART (Director)			292,581.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	80,000.00	132,581.00	212,581.00	No	
Executive and Investment Committee	70,000.00	N/A	70,000.00	No	
Risk Management Committee	10,000.00	N/A	10,000.00	-	
21. Mr. ATTAPON JIRAWATJANYA (Director)			210,000.00		N/A
Board of Directors	50,000.00	90,000.00	140,000.00	No	
Risk Management Committee	10,000.00	N/A	10,000.00	No	
Nomination and Remuneration Committee	60,000.00	N/A	60,000.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,220,000.00	5,779,701.00	7,999,701.00
2. Audit Committee	470,000.00	44,516.00	514,516.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	100,000.00	0.00	100,000.00
5. Nomination and Remuneration Committee	590,000.00	0.00	590,000.00
6. Corporate Governance and Sustainable Development Committee	120,000.00	0.00	120,000.00
7. Executive and Investment Committee	650,000.00	0.00	650,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	4,150,000.00
Other monetary remuneration (Baht)	5,824,217.00

	2024
Total (Baht)	9,974,217.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

1. The Company assigned directors or senior executives to serve as directors in subsidiaries where the Company holds more than 50% ownership. As the majority shareholder, the Company retains the right to appoint its representatives or other qualified individuals as directors of its subsidiaries, in proportion to its shareholding. In 2024, the Board of Directors approved a restructuring of the board composition of UU PCL., a subsidiary, to ensure alignment with the current scale and complexity of its business operations. The new board structure consists of 5 to 7 members, with the Company appointing two board members and four senior executives to serve as directors of UU PCL.
2. The Company and its subsidiaries have conducted transactions classified as related-party transactions under the Securities and Exchange Commission (SEC) Notification and the Capital Market Supervisory Board Notification No. TorJor. 21/2008, which requires listed companies to comply with regulations set by the Stock Exchange of Thailand (SET). In 2024, a total of four related-party transactions were conducted, all of which were reviewed and approved by the Audit Committee and the Board of Directors. These transactions were normal business support transactions with general commercial terms and were classified as small to medium-sized transactions. However, these transactions were exempt from compliance with related-party transaction regulations, as the counterparties involved were wholly owned subsidiaries (100% shareholding) of the Company.
3. The subsidiaries adhere to the Group's Corporate Governance Policy and Code of Conduct, as well as other relevant policies established by the Company for group-wide implementation.
4. The directors and executives of the subsidiaries are responsible for ensuring the implementation of effective internal control, risk management, and anticorruption systems. These systems must be robust, efficient, and sufficiently stringent to guarantee that the subsidiaries' operations comply with the Company's policies, regulations, legal requirements, and regulatory guidelines. Additionally, the subsidiaries are required to establish clear operational systems and implement mechanisms for internal audits, which are conducted by the subsidiaries' internal audit teams.
5. The subsidiaries submit the financial statements to the Company, which have been reviewed by the certified public accountant, in order to prepare a consolidated financial statements or report on the Company's performance quarterly or annually.

6. The preparation of investment budgets and operating budgets of subsidiaries are conducted in accordance with budgeting, accounting and financial regulations that are in line with the Company's budgeting, accounting, and financial regulations. The subsidiaries prepare and review its budget within the timeframe and submit information in accordance with the Company's operation.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

- In case the Board of Directors or subsidiaries assigned personnel of the Company or subsidiaries at all levels to act on behalf of the Board of Directors or subsidiaries in any matters, such assignment shall be made in writing or recorded as resolutions of the Board of Directors in the minutes of the Board of Directors' meetings and the scope of the delegate's authority shall be clearly defined. Such scope shall not

include approval of transactions where the delegate or any person who may have conflict, has an interest or conflict of interest. The management shall report to the Board of Directors for acknowledgement.

- The Company established practice for directors. At every meeting of the Board of Directors and subcommittees, Chairman of the Board of Directors and chairman of the subcommittee shall inform the meeting for all directors to preliminary consider the agenda of the meeting whether there is a conflict of interest in the matter to be considered. If there is any director who has an interest in considering the agenda, they are requested to refrain from giving opinions and refrain from voting or leaving the meeting, depending on the case. All directors have strictly observed.

- For the practice of executives and employees, they are required to disclose matters that may be a conflict of interest to the supervisor immediately, such as transactions in the employee's personal capacity with the Company, subsidiaries, trading partners, trading partners prospective, or related persons of the Company or its subsidiaries, etc. They shall disclose the information according to the conflict-of-interest reporting form of the Group and attach details of such matters for consultation with the President & CEO to consider taking appropriate action. The report is kept confidential by the Human Resources Department. In the past year, the Company has fully complied with its Conflict-of-Interest Prevention Guidelines.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

The Company strictly regulates the use of insider information in compliance with laws, corporate governance principles, and the Group's Code of Conduct. The key practices include :

1) Securities Trading and Use of Insider Information: Board members, board advisors, executives, employees, and their spouses and minor children are strictly prohibited from using material non-public information for securities trading, speculation, or gaining an unfair advantage. Trading or transferring Company shares is prohibited during the one-month period before the disclosure of financial statements to the Stock Exchange of Thailand (SET) and three days after the disclosure.

2) Pre-Notification of Securities Transactions : Board members and senior executives intending to trade Company shares must notify the Company Secretary at least one day in advance. The Company Secretary will then report the transaction to

the Board of Directors.

3) Mandatory Disclosure of Securities Holdings: The top four executives, as defined by the Securities and Exchange Commission (SEC), must report their initial shareholding (including that of related persons) to the SEC within 30 days of assuming their position. Any changes in shareholding must be reported to the SEC within three business days of the transaction.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

1. Communicated the importance of anticorruption policies and penalties for violations to the Board of Directors, executives, and employees.
2. Developed an E-learning module on anticorruption and the Group's Code of Conduct as part of the new employee orientation program and introduced an assessment requiring employees to score at least 80% to pass. In the past year, the average completion rate among employees was 93%.
3. On 23 May 2024: Conducted internal training on "Anti-Green Corruption" for all employees across the Group, featuring a guest speaker from the Anti-Corruption Foundation.
4. On 6 September 2024: Interested employees joined the 2024 National Anti-Corruption Day under the theme "Transparent Corruption: ESG... The Invisible 'G'", organized by the ThaiCAC.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company has established whistleblowing and complaint reporting mechanisms to enable stakeholders to report violations of laws, breaches

of the Group's Business Code of Conduct, inaccurate financial reporting, human rights violations, corruption, or weaknesses in internal controls. Complainants can submit reports through the following channels:

1) The Company website: www.eastwater.com

2) Internal website (Web Portal): System for receiving suggestions, whistleblowing or complaints.

3) E-mail:

- Chairman: Chairman@eastwater.com

- Audit Committee: AC_EW@eastwater.com

- President & CEO: CEO@eastwater.com

- Company Secretary: Whistleblowing@eastwater.com

4) Ordinary letter to Eastern Water Resources Management and Development Public

Company Limited East Water Building, 25th Floor, No. 1, Soi Vibhavadi Rangsit 5, Vibhavadi Rangsit Road Chomphon

Subdistrict, Chatuchak

District, Bangkok 10900

Once a whistleblowing report or complaint is received through the designated channels, the Company has a structured process. The recipients

can consider taking appropriate action or refer the matter to the relevant person or agency considering the freedom to

act on the content or issues that have been complained of, to carry out an investigation to find out the facts and follow

up on progress. This includes notifying the secretary to the Corporate Governance and Sustainable Development Committee

to register in the complaint management system and follow up

on the conclusions to submit a report to the Corporate Governance and Sustainable Development Committee and the Audit Committee once a quarter.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	7	13	2

Details of cases or issues received through whistleblowing channels

Year of event	Details	Progress status
Feb 2024	Case or issue - Topics or issues about Compliance with laws, regulations, and rules Investigation results - Corrective actions -	Incident no longer subject to action
Sep 2024	Case or issue - Topics or issues about Compliance with laws, regulations, and rules Investigation results - Corrective actions -	Incident no longer subject to action

The monitoring of compliance with other corporate governance policy and guidelines

The Company places great importance on corporate governance, establishing policies and guidelines in the group-wide CG Code and Code of

Conduct. The Company actively promotes the practical implementation of these principles to build trust among all stakeholders. Over the past year, the Company has conducted compliance monitoring to ensure adherence to these policies.

The results indicate that the Company

has fully implemented the required guidelines across all key areas, including:

1. Employee Care and Non-Discrimination: The Company has established a Human Rights Policy to ensure fair and non-discriminatory business operations. Additionally, the Company has enhanced employee benefits to align with the Equal Marriage Law, which has been officially enacted. These improvements include life and health insurance coverage for spouses; and financial support for wedding expenses, etc.
2. Anti-Unfair Competition: The Company has established a Code of Conduct for Procurement and Supplier Relations to ensure fairness, neutrality. Employee must avoid overly close relationships with suppliers that could influence decision-making and transparency in business dealings, ensuring transparency and fairness.
3. Environmental, Health, and Safety (EHS) Management : The Company has established a Safety, Occupational Health, and Workplace Environment Committee, which holds monthly meetings to monitor and oversee EHS initiatives. The Company has implemented policies that emphasize education and regular training for employees on occupational health, safety, and environmental protection. Key initiatives include annual training program on workplace safety and environmental awareness, basic fire drill training for new employees and building tenants, Job Safety Observation training and handbook development, and mental health support programs, including access to psychologists and psychiatrists for consultation.
4. Data Security and Information Protection: The Company has implemented a Data Governance Policy that outlines confidentiality, integrity, and availability practices to ensure proper data protection by employees. To strengthen cybersecurity awareness, the Company has conducted employee training on cybersecurity, recognizing and responding to cyber threats, and E-learning course on IT Security Awareness, which educates employees on basic cybersecurity measures, corporate security policies, and practical applications for daily life.

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 16

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. Surachai Kanasa (Chairman of the audit committee)	16	/	16
2 Mr. Chatchai Uthaipan (Member of the audit committee)	16	/	16
3 Mr. SUTHEP NOIPAIRAJ (Member of the audit committee)	9	/	9
4 Mr. KASEMSIT PATHOMSAK (Member of the audit committee)	6	/	6

The results of duty performance of the audit committee

1. Review of Financial Report

The Audit Committee has reviewed the Company's quarterly financial reports, annual financial reports, and consolidated financial statements. The Committee held meetings with auditor and internal auditor and listened to clarifications from the management. The Committee was of the same opinion with the auditor that the Company's financial reports were presented fairly in all material respects according to Thai Financial Reporting Standards and has disclosed sufficient and timely information. The Committee also provided comments on issues that would benefit the Company regarding the disclosure of information as necessary and appropriate. Moreover, the Committee held meetings with the auditor without the management's presence to communicate and learn the key audit issues as well as independence and audit scope of the auditor.

2. Review of Effectiveness of Internal Control System

The Audit Committee placed importance on the good corporate governance, risk management, and internal control by promoting creation of a corporate culture related to a good internal control. The Committee has reviewed the Internal Audit Office's assessment results of the internal control system efficiency and effectiveness for the work processes of the group based on international standards on a quarterly basis. The Committee has provided additional recommendations that were useful for enhancing the Company's operational efficiency and effectiveness and pushed forward the efficient management practice according to the Three Line of Defense concept by interconnecting the work of the operation units (1st Line of Defense), supervision units (2nd Line of Defense), and the audit unit (3rd Line of Defense). In addition, the Committee has consistently monitored management to ensure that corrective actions were undertaken as recommended. It was required that the report on corrective actions be presented to the Committee meeting monthly. The Committee was of the opinion that the Company's internal control system was adequate and appropriate. Throughout 2024, there were no material problems or weaknesses found and consistent improvements have been made to be consistent with and appropriate to the current business environment.

3. Review of Compliance with Relevant Laws and Regulations and Code of Conduct

The Audit Committee has reviewed the Company's compliance with legal requirements relating business operations, Securities and Exchange laws, and the Stock Exchange of Thailand (SET)'s requirements. The Committee required the management to report the Company's compliance to relevant laws and regulations to the Audit Committee twice a year. In the past year, the Committee assigned the Internal Audit Office and relevant compliance functions to supervise and review the operations to manage and reduce compliance risk.

4. Supervision of Internal Audit

The Audit Committee has reviewed and approved the Annual Internal Audit Plan, based on a Risk-Based Internal Audit Approach. This process considers the Company's existing internal controls, past audit findings, risk assessment results, and management interviews to

identify key concerns and operational priorities. The Audit Committee has also reviewed the implementation and effectiveness of the internal audit plan, provided recommendations, and continuously monitored corrective actions for identified issues ensuring good corporate governance and adequate internal control; reviewed the annual budget and staffing framework for the Internal Audit Office. It also supported staff development, ensuring internal auditors enhance their expertise and maintain independence in their work; encouraged auditors to undergo professional training in line with international internal auditing standards; and promoted the use of technology in audit operations to improve efficiency and effectiveness. The Audit Committee reviewed and updated the Internal Audit Charter and Manual to align with international standards and adapt to changing circumstances. The Committee established performance evaluation criteria for the Internal Audit Office and conducted an annual performance assessment and was of the view that the Internal Audit Office successfully achieved its objectives and implemented the audit plan as scheduled.

5. Consideration of Related Party Transaction

The Audit Committee has provided opinions on connected transaction of the East Water Group, in accordance with the criteria for giving opinions

on connected transactions of the Company and its subsidiaries to ensure compliance with requirements of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC) considering reasonableness in the best interest of the Company, which were approved by authorized person free of conflict of interest. The Company has incorporated the subsidiary supervision and collaboration policy as well as guidelines on conflict of interest and related party transactions in the Code of Conduct of the East Water Group.

6. Review of Audit Operation and Selection and Appointment of Auditor

The Audit Committee has considered Terms of Reference of the Auditor for selection and nomination of the East Water Group's auditor for 2025. The Committee has reviewed qualifications of the auditor and found them to be correct and complete. The Committee therefore resolved to submit to the Board of Directors for consideration and endorsement before further submission to the 2025 Annual General Meeting of Shareholders. Based on due consideration of the nature of nonaudit services performed by the auditor as employed by other departments and subsidiaries, the Committee was of the opinion that such services did not affect the independence of in auditing the Company financial reports.

7. Self-Assessment and Review of Audit Committee Charter and Manual

The Audit Committee has conducted an annual performance assessment by using a self-assessment form according to the good corporate governance principle to ensure that the past year performance was completed as assigned and in line with the best practice guidelines of the Stock Exchange of Thailand and Thai Institute of Directors and reported the result to the Board of Directors. The self-assessment rating was "very good" level. The Committee also reviewed and revised its Charter and Manual to ensure compliance with the Securities and Exchange Commission (SEC) regulations and keep up with changing situations and submitted to the Board of Directors' meeting for approvals.

In conclusion, the Audit Committee has performed its duties completely as specified in the Audit Committee Charter approved by the Board of Directors, which was in line with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The Committee was of the same opinion with the auditor that the Company's financial reports were presented fairly in all material respects in accordance with Thai Financial Reporting Standards, and that the Company provided appropriate and effective internal control and audit while strictly complying with applicable laws, rules and regulations. Throughout 2024, there were no material problems or weaknesses found and consistent improvements have been made to be consistent with and appropriate to the current business environment.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 3

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SUTHAT NUTPAN (The chairman of the subcommittee)	3	/	3
2 Mr. Sarayut Kaewsin (Member of the subcommittee)	1	/	1
3 Mr. SUMET TANGPRASERT (Member of the subcommittee)	1	/	1
4 Mr. PETCH CHINABUTR (Member of the subcommittee)	1	/	1
5 Mr. VEERIS AMMARAPALA (The chairman of the subcommittee)	1	/	1
6 Mr. ATTAPON JIRAWATJANYA (Member of the subcommittee)	1	/	1
7 Mr. Cherdchai Pitiwacharakul (Member of the subcommittee)	1	/	1
8 Mr. SOMBAT YUSAMART (Member of the subcommittee)	1	/	1

The results of duty performance of Risk Management Committee

1. The Committee reviewed the Risk Management Policy and supported the annual review of the Risk Management Manual to ensure alignment with the Company's objectives, key goals, strategies, and acceptable risk levels. This process also ensures that the policy remains up to date with significant changes that may impact the Company's risk exposure.
2. The Committee reviewed enterprise-level risk factors to ensure alignment with external factors that significantly impact the business, considering all dimensions comprehensively. The Committee focused on risk factors affecting the progress of the Company's projects to proactively mitigate potential future damages.
3. The Committee continuously monitored the Company's risk management performance on a quarterly basis and provided valuable recommendations for appropriate risk control measures. This ensures that risks remain at an acceptable level or that the likelihood of future risks is minimized.
4. Reviewed the Risk Management Committee Charter, expanding its authority, duties, and responsibilities to ensure that the Company's risk management oversight includes climate change-related risks. Additionally, established a policy requiring senior management to actively monitor and ensure the implementation of risk management measures.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 14
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Chatchai Uthaipan (The chairman of the subcommittee)	14	/	14

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Mr. SUTHEP NOIPAIROJ (Member of the subcommittee)	14	/	14
3 Ms. PIMPATSORN NA NAKORN (Member of the subcommittee)	10	/	10
4 Mr. SARAYUT KAEWSIN (Member of the subcommittee)	6	/	6
5 Mr. KASEMSIT PATHOMSAK (Member of the subcommittee)	2	/	3
6 Mr. CHAKAPONG KAMCHAN (Member of the subcommittee)	5	/	7
7 Mr. VEERIS AMMARAPALA (Member of the subcommittee)	2	/	4
8 Mr. ATTAPON JIRAWATJANYA (Member of the subcommittee)	6	/	6

The results of duty performance of Nomination and Remuneration Committee

1. The Committee nominated qualified candidates according to criteria and processes specified by regulatory body in a transparent manner in line with the East Water Group's Good Corporate Governance principles and complied with laws and relevant requirement including the Public Limited Company Act, Anti-Corruption Law, and other applicable laws. Candidates were selected based on their qualifications, expertise, experience, and alignment with the Company's strategic plan. The Committee also considered essential missing skills through the Board Skill Matrix analysis to nominate candidates for appointment as directors replacing those retired by rotation or filling vacant positions. Additionally, the Committee selected board members for subcommittees and submitted the nominations to the Board of Directors and/or the Shareholders' Meeting for further consideration and approval.
2. The Committee established the criteria for nomination, selection, qualifications, and remuneration for the President and CEO through a transparent process aligned with good corporate governance principles. The appointed President and CEO is responsible for managing the Company's operations in accordance with the policies, objectives, goals, and strategies set by the Board of Directors, ensuring the Company's long-term benefits. The Committee submitted these criteria to the Board of Directors for consideration and approval.
3. The Committee oversaw the arrangement of orientation programs for new directors to ensure they gain a thorough understanding of the Company's business and can perform their duties effectively.
4. The Committee established performance evaluation criteria for the President and CEO and submitted them to the Board of Directors for approval. It also monitored and reported the President and CEO's performance based on these criteria to the Board of Directors, which served as a basis for determining salary, compensation, and bonuses.
5. The Committee set criteria and procedures for the selection of top executives within the Group and Chief Officer of each function.
6. The Committee reviewed the remuneration structure for the Group's directors, considering the Company's performance, industry benchmarks, and leading companies. This assessment was conducted by comparing compensation reports from the Thai Institute of Directors (IOD). The final proposal was submitted to the Annual General Meeting of Shareholders for approval.
7. The Committee reviewed and evaluated the salary, compensation, and bonus structure for employees across the Group, ensuring appropriateness, alignment with performance, and competitiveness within the industry. The goal was to motivate employees to achieve performance targets, with comparisons made against similar businesses.
8. The Committee established the 2024 Corporate Key Performance Indicators (Corporate KPIs) and reviewed the Corporate KPI Assessment Manual to ensure alignment with the Company's vision and mission. This serves as a framework for performance evaluation for executives and employees.

9. The Committee reviewed the Nomination and Remuneration Committee Charter to ensure its guidelines remain appropriate and aligned with current circumstances. The Committee expanded its authority and responsibilities to work in collaboration with the President and CEO in establishing criteria and procedures for executive recruitment and appointment. Additionally, it endorsed candidates proposed by the President and CEO for the position of Senior Executive Vice President.

Meeting attendance of Corporate Governance and Sustainable Development Committee

Meeting Corporate Governance and : 4
Sustainable Development Committee (times)

List of Directors	Meeting attendance of Corporate Governance and Sustainable Development Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SUTHEP NOIPAIROJ (The chairman of the subcommittee)	4	/	4
2 Mr. Surachai Kanasa (Member of the subcommittee)	4	/	4
3 Mr. SARAVUT IAMSONGCRAM (Member of the subcommittee)	1	/	1
4 Mr. THANIT THANASENEEWAT (Member of the subcommittee)	3	/	3

The results of duty performance of Corporate Governance and Sustainable Development Committee

1. Review and improvement of the Group's corporate governance framework and code of conduct to comply with the criteria of the Corporate Governance Report of Thai Listed Companies (CGR). A benchmark comparison was conducted against top-performing listed companies before submitting the revised policies to the Board of Directors for approval and dissemination to employees at all levels within the Group.
2. Approval to maintain the Company's anticorruption policy and the Corporate Governance and Sustainability Development Committee Charter, as the existing framework remains current, relevant, and aligned with applicable regulations.
3. Endorsed the proposal for Board approval to retain the current self-assessment forms for the Board of Directors and subcommittees, as they remain in alignment with the latest Board Evaluation Form issued by the Thai Institute of Directors (IOD).
4. Approved the continuation of criteria and procedures for minority shareholders to propose agenda items and nominate candidates for election as board members in advance of the 2025 Annual General Meeting (AGM). Additionally, the Committee instructed management to revise the nomination and agenda proposal forms to allow multiple shareholders to jointly submit proposals, ensuring that the combined shareholding meets the minimum requirement of 5% of total voting rights.
5. Assigned the Committee Secretary to present a quarterly summary of complaints received, as outlined in the Group's Code of Conduct. The Committee also recommended that all complaints be reviewed transparently and fairly.
6. Approved the finalized corporate sustainability development plan (SET ESG Ratings), including progress updates on completed initiatives. The Committee instructed management to implement recommendations from the Stock Exchange of Thailand (SET) and ensure that all completed actions are fully documented and reported.
7. Instructed the relevant management teams to fully implement the recommendations from the Stock Exchange of Thailand (SET) before participating in the 2024 Thailand Sustainability Investment (THSI) evaluation. The Company has been participating in the sustainability performance assessment since 2015 and has consistently been selected as a THSI-listed company.
8. Acknowledged the prioritization of key stakeholder groups for 2024 and assigned management to implement recommendations for adjusting the classification of regulatory bodies and government agencies to accurately reflect

actual business operations. The Committee also directed management to analyze the Company's competitors as supporting data for the Rolling Corporate Strategy review. Additionally, the Committee approved the stakeholder satisfaction results, which serve as a key component of the Company's Corporate KPIs.

9. Approved the Company's Sustainability Management Policy and 2024 Sustainability Goals, with a recommendation for management to adjust internal targets to achieve a higher rating than the initial AAlevel target.

10. Approved the 2023 Sustainability Report prior to its publication. The report comprehensively covers the operations of the Company and UU Public Company Limited, which include raw water, tap water, industrial water, wastewater treatment, surface water supply, and reclaimed water businesses, as well as operation and maintenance (O&M) of comprehensive water business in Thailand.

11. Continuously monitored the implementation of sustainability development initiatives and the promotion of good corporate governance principles.

Meeting attendance of Executive and Investment Committee

Meeting Executive and Investment Committee : 16
(times)

List of Directors	Meeting attendance of Executive and Investment Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. WIRAT UANARUMIT (The chairman of the subcommittee)	10	/	10
2 Mr. SUTHAT NUTPAN (Member of the subcommittee)	16	/	16
3 Mr. ROBERTO JOSE R. LOCSIN (Member of the subcommittee)	7	/	16
4 Mr. SOMBAT YUSAMART (Member of the subcommittee)	7	/	7
5 Mr. CHAKAPONG KAMCHAN (The chairman of the subcommittee)	6	/	6
6 Ms. PIMPATSORN NA NAKORN (Member of the subcommittee)	10	/	10
7 Mr. Cherdchai Pitiwacharakul (Member of the subcommittee)	2	/	2
8 Mr. PETCH CHINABUTR (Member of the subcommittee)	7	/	7

The results of duty performance of Executive and Investment Committee

1. The Committee endorsed the proposal to the Board of Directors for the implementation of additional projects throughout the year, beyond the existing ones. These projects align with the Company's vision to be the leader in ensuring security of the country's comprehensive water resource management and development through smart technology. The proposed projects include raw water supply services for industrial estates, contracted management and operations for water pumping and transmission pipeline projects, expansion of tap water production capacity.

2. The Committee provided guidance to the management on refining and improving information before submitting to the Board of Directors for approval. Additionally, the Committee reviewed and screened other key agenda items, including budget, organizational structure, financial management, review of the Company's vision, mission, and strategic plan, development of master plan for water resource management and transmission pipeline systems in the eastern seaboard.

3. The Committee provided recommendations to management to adjust the three-year strategic targets to be more

challenging. Additionally, the Committee advised a review of the investment plan for the Company's master plan on water resource development and transmission pipeline systems in the eastern seaboard to ensure alignment with actual water demand before submitting it for approval by the Board of Directors.

4. The Committee closely monitored the progress of urgent and high-priority projects aimed at enhancing water security and capacity in the eastern seaboard, including the Nong Pla Lai-Nong Kho- Laem Chabang Pipeline Construction Project, the Map Ta Phut-Sattahip Pipeline Construction Project, and the Khlong Luang Reservoir-Chonburi Raw Water Pipeline Construction Project on monthly basis. The Committee also monitored the progress of projects under the water resource development master plan and trunk transmission main system in the eastern region on a quarterly basis.

5. The Committee acknowledged the implementation of the solar power generation management project across the Company's operational

sites, in accordance with the 2023-2025 strategic plan, under the strategy to enhance efficiency and reduce costs.

6. The Committee acknowledged the Company's operational performance and financial status on a monthly basis, with recommendations for management to improve operations to achieve better-than-expected financial results.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability Management Policy

1. Corporate Governance
2. Environmental Management
3. Climate change management
4. Innovation Management
5. Human Rights
6. Safety Occupational Health and Working Environment
7. Responsibility towards Stakeholders and Involvement

Reference link for sustainability policy : <https://www.eastwater.com/en/sustainability/sustainability-policies>

Sustainability management goals

Does the company set sustainability management goals : Yes

Economic and corporate governance dimensions

Short term 2025

1. Good Corporate Governance

- 1.1 The Company to receive an "Excellent" rating in the Corporate Governance Report (CGR)
- 1.2 The Company to maintain its SET ESG Rating at AAA level (90-100 marks)

Business Growth and Product Quality Standards and Services

- 2.1 The Company to maintain ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018

Long-term

1. Good Corporate Governance

- 1.1 In 2035, The Company to receive FTSE Russell ESG Scores over 4.0

Environmental dimensions

Short term 2025

1. Water aspect

- 1.1 Reduce %NRW to be less than 2.50
- 1.2 Amount of recycled water inside East Water Building at 5.00% of the total amount of the Company's central water consumption per year.

2. Energy aspect

- 1.1 Reduce total energy consumption per unit of pumped water by 1.00%, compared to the past three-year average

3. Other aspects (Air pollution, natural resources)

- 3.1 In 2028, reduce carbon dioxide emissions from total energy consumption of pumped water per unit of pumped water by 1.00%, compared to the past 3-year average (tonCO₂eq/million cubic meter).

4. Biodiversity aspect

- 4.1 There are no complaints about the company's business operations affecting biodiversity.

5. General waste, hazardous waste aspect

- 5.1 Amount of recycled waste at East Water Building at 10.00% of total waste (kg/year).
- 5.2 Reduce amount non-hazardous waste by 5.00% (45,019.46 kg.), compared to the past 3-year average (kg/year).
- 5.3 Reduce amount of hazardous waste by 1.00% (2,738.11 kg.), compared to the past 3-year average (kg/year).

Medium term (2026 – 2028)

1. Water aspect

- 1.1 Reduce %NRW to be less than 2.50

2. Energy aspect

- 2.1 Reduce total energy consumption per unit of pumped water by 1.00%, compared to the past 3-year average (kWh/cubic meter).
- 2.2 renewable energy consumption is targeted to account for 0.50% of total electricity usage.

3. Other aspects (Air pollution, natural resource)

3.1 reduce carbon dioxide emissions from total energy consumption of pumped water per unit of pumped water by 1.00%, compared to the past 3-year average (tonCO₂eq/million cubic meter).

4.Biodiversity aspect

4.1 There are no complaints about the company's business operations affecting biodiversity.

5.General waste, hazardous waste aspect

5.1 Amount of recycled waste at East Water Building at 10.00% of total waste (kg/year).

5.2 Reduce amount non-hazardous waste by 5.00%, compared to the past 3-year average (kg/year).

5.3 Reduce amount of hazardous waste by 1.00%, compared to the past 3-year average (kg/year).

Long-term

1.Other aspects (Air pollution, natural resource)

1.1 Reduce greenhouse gas emissions by announcing the goal of achieving carbon neutrality by 2050.

1.2 Target of net zero greenhouse gas emissions by 2065

Referring to Thailand's announcement of its goals at the COP26 conference in 2021

Social dimensions

Short term 2025

1.Human Rights

1.1 Number of human rights complaints resolved at 100%.

1.2 At least 2 people with disabilities working in the establishment.

2.Safety

2.1 LTIFR (Lost Time Injury Frequency Rate) decreased by 0.95%, based on the 3-year average (person per one million hours worked)

3.Stakeholders

3.1 Stakeholder satisfaction score more than 85.00%.

Medium term (2026 – 2028)

1.Human Rights and employment

1.1 In 2028, No complaints about human rights and employment.

1.2 In 2028, At least 2 people with disabilities working in the establishment.

2.Safety

2.1 In 2028, Zero Accident LTIFR (Lost Time Injury Frequency Rate) (person per one million hours worked)

3.Stakeholders

3.1 In 2028, Stakeholder satisfaction score more than 90.00%.

3.2 In 2028, Promote 10 disadvantaged and disabled groups to be able to work.

United Nations SDGs that align with the organization's sustainability management goals	: Goal 2 Zero Hunger, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land
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Information on review of policy and/or goals of sustainable management over the past year

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

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

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

The Sustainability Policy 2025 separates the operational approach and goals for climate change management from environmental management to provide clarity on operations towards Net Zero.

Information on impacts on stakeholder management in business value chain

Business value chain

The company integrates corporate strategy, business operations, and supply chain processes throughout the product life cycle into a sustainable business strategy, in order to effectively respond to the current global changes. At the same time, it aims to enhance environmentally and socially responsible operations through the concept of a Green Economy, demonstrating the company's commitment to conducting its business with consideration for both the environment and society in every process.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Board of director • Employees 	-	-	<ul style="list-style-type: none"> • Social Event • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> • Customers 	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Government agencies and Regulators 	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey • Training / Seminar
<ul style="list-style-type: none"> • Investors or investment institutions • Analysts • Shareholders • Financial institution 	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Satisfaction Survey • Others <ul style="list-style-type: none"> • -
<ul style="list-style-type: none"> • Community 	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Suppliers • Contractors 	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey • Training / Seminar
<ul style="list-style-type: none"> • Media 	-	-	<ul style="list-style-type: none"> • Visit • Press Release • Social Event • Online Communication • Complaint Reception • Satisfaction Survey

Diagram of the stakeholder analysis in the business value chain

Criteria for ranking the company's stakeholder groups that are important to the company



Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics⁽²⁾

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Good Corporate Governance	• Good Governance
Complaint Management and Communication Channels	• Good Governance
Risk and Crisis Management	• Sustainability Risk Management
Sustainable Supplier Management	• Sustainable Supply Chain Management
Sustainable Business Growth	• Innovation Development
Customer Relationship Management	• Customer / Consumer Responsibility
water management	• Water Management
biodiversity	• Biodiversity Management
Energy Management	• Energy Management
Climate Management	• Greenhouse Gas Management
General and hazardous waste management	• Waste and Waste Management
Respect for Human Rights and Fair Labor Practices	• Fair Labor Practices
Employee Capacity Development	• Fair Labor Practices
Employee Motivation and Retention	• Fair Labor Practices
Safety, occupational health, and working environment	• Others : Safety, occupational health, and working environment
Progress of construction projects and standards for supervision of construction projects	• Others : Progress of construction projects and standards for supervision of construction projects
Community well-being improvement projects	• Community / Social Responsibility

Remark: ⁽²⁾ Economic and Corporate Governance Dimension

1. Good Corporate Governance
2. Complaint Management and communication channels
3. Risk and Crisis Management
4. Sustainable Supplier Management
5. Sustainable Business Growth
6. Customer Relationship Management

Environmental Dimension

1. Water Management
2. Biodiversity
3. Energy Management
4. Climate Management
5. General and hazardous waste management

Social Dimension

1. Respect for Human Rights and Fair Labor Practices
2. Employee Capacity Development
3. Employee Motivation and Retention
4. Safety, occupational health, and working environment
5. Progress of construction projects and standards for supervision of construction projects
6. Community well-being improvement projects

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.eastwater.com/en/download/sustainability-report>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : GRI Standards
guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Eastern Water Resources Development and Management Public Company Limited has established a risk management policy to ensure its appropriateness and effectiveness. The company will implement the following actions:

1. Risk management will be based on the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework and will analyze risks to encompass governance principles based on sustainable development. Internal controls will be in line with quality management system standards, and the foundation will be laid to elevate the organization's risk management practices in accordance with the international standard ISO 31000.
2. Risk management must be implemented at all levels according to the company's organizational structure, covering risks that may arise from both internal and external factors. This ensures that the company can operate effectively and achieve its objectives and mission efficiently, producing optimal results.
3. It is required to establish a risk management system and processes, with an operational manual to be distributed to all departments to ensure they are informed and follow the same approach. The risk management system should be integrated as part of the operations in line with the organization's mission, ultimately fostering a risk management culture within the organization.
4. The Strategy and Risk Management Department is assigned to monitor and oversee risk management at all levels. This includes ensuring that risk assessments and reviews are conducted at appropriate intervals as necessary. The department also serves as the central coordinating unit for the company's risk management. It is responsible for continuously monitoring, evaluating, and reviewing the risk management processes to ensure they remain relevant, up-to-date, and aligned with changing circumstances.
5. It is required to appropriately use information technology in risk management to ensure that operations can be conducted efficiently.
6. Resources will be allocated sufficiently to manage risks effectively. Additionally, efforts will be made to promote, communicate, and develop knowledge and understanding of risk management among personnel at all levels. This includes raising awareness of the benefits and importance of risk management within the organization.
7. A Business Continuity Management (BCM) system will be developed according to the ISO 22301:2019 standard. This will involve establishing a comprehensive management system that includes crisis management plans, crisis communication plans, and business continuity plans, integrating all departments within the organization in a connected manner.
8. Senior management is required to assess the impact of climate change on the business under various scenarios.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Management of the Company's water supply
resources not being as expected

Related risk factors	:	<u>Strategic Risk</u>
		<ul style="list-style-type: none"> • Government policy • Climate change and disasters
		<u>Operational Risk</u>
		<ul style="list-style-type: none"> • Shortage or fluctuation in pricing of raw materials or productive resources
		<u>Compliance Risk</u>
ESG risk factors	:	<ul style="list-style-type: none"> • Change in laws and regulations
		<u>Financial Risk</u>
		<ul style="list-style-type: none"> • Other : There are important sources of water reserves.
ESG risk factors	:	Yes

Risk characteristics

Following the enforcement of the Water Resources Act, the Company is now required to apply for water allocation approval for existing water sources previously authorized for use. Currently, this process is under review by the relevant authorities.

Risk-related consequences

There are important sources of water reserves.

Risk management measures

Given this potential risk, the Company has developed a water management strategy by conducting feasibility studies on various projects from 2025 to 2029 to identify new water supply resources and develop pumping and transmission systems to ensure a stable and sufficient water supply for both current and future customer demands

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Emergency Management

The Company placed emergency management as one of its priorities. To prepare for any incidents and mitigate any potential impact

on the Company's employees and properties, the Company took relevant actions in 2024 as follows:

1. The Company has revised the Business Continuity Management (BCM) Manual and updated the Business Continuity Planning (BCP) while also conducting a business continuity drill at the Head Office at East Water Building by simulating a fire incident, and in the operating area simulating a scenario involving a rupture and leakage of the raw water reservoir, leading to flooding on roads, agricultural areas, and nearby communities.

The Company tested the completeness of the BCP as well as the knowledge and understanding of functional duties and responsibilities. The Company ensured the readiness of its information system and operating systems, alternate workplace, and the communications

between the employees working from home, internal units, and external agencies

In addition, Crisis Management Plan (CMP) has been created to ensure preparedness for managing unexpected incidents or temporary situations to be able to cope with various situations that may occur in the future to reduce damage that may occur to the Company and stakeholders. This included the preparation of a Crisis Communication Plan to achieve effective and fast communication

2. The Company's annual firefighting and evacuation drills were divided into 2 areas as follows:

- Head Office area, East Water Building The drills were divided into 2 sessions i.e., firefighting and evacuation drill at night and during business hours
- The operating area drills were conducted at stations and offices covering Rayong, Chonburi, and Chachoengsao provinces These were to prepare for evacuation practice, fire protection system testing in case of an incident, with government agencies, fire stations, police stations, hospitals, training agencies, and neighboring buildings cooperated and supported the drills, in which the objectives of the drills were accomplished.

3. The Company's annual chemical spill emergency drills were conducted to prepare for hazardous chemical or fuel spill operations, as well as waste management in accordance with the Ministerial Regulations.

Reference link to business continuity plan (BCP) : <https://www.eastwater.com/en/download/sustainability-report>

Page number of the reference link : 102

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company’s sustainable supply chain management plan : Yes

Sustainable Supply Chain Management Strategy

In 2024, the Company has adopted its corporate strategy, business processes, and supply chain processes throughout the product life cycle into consideration as a sustainable business strategy to cope with the current global changing situation and enhance environmentally and socially friendly operating processes through the Green Economy concept. This demonstrates the direction in which the Company is committed to operating with environmental and social care in all processes.

Reference link to sustainable supply chain management plan : <https://www.eastwater.com/en/supplier-registration/supplier-risk-management>

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	54.00	56.00	72.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Page number of the reference link : 64-65

Additional explanation for research and development (R&D) expenses over the past 3 years

1. AIR LEAK TEST KITS Project

The AIR LEAK TEST KITS is an innovative solution for detecting leaks at the joint connections of raw water pipelines.

This technology operates by measuring the air pressure injected into the space between weld joints, enabling precise geo-location of test points. It also

allows for real-time monitoring and recording of test data. The measured values are displayed as pressure and temperature readings on an indicator within the monitoring device (mobile device). The system is also equipped with an alarm function that triggers an alert

whenever measured values deviate from the predefined thresholds. This innovation reduces the workload for supervisors, eliminating the need for frequent travel to conduct inspections and record data. Additionally, contractors can proceed with work seamlessly without

having to pause and wait for a supervisor to participate in testing. By implementing this technology, the company can shorten pipeline construction and maintenance timelines, enhance the efficiency of the water distribution network, and help reduce water

loss in the pipeline system.

Installation Areas and Implementation Plan:

The project is expected to be completed and the prototype device delivered within January 2025.

Project Outcomes:

1. The Company reduced costs by approximately 500,000 Baht per project per year through the installation of the AIR LEAK TEST KITS, representing a 32.00% cost savings per project annually.
2. The AIR LEAK TEST KITS innovation contributes to environmental sustainability by reducing fuel consumption required for inspection travel. Additionally, it enhances construction quality control, minimizing pipeline leaks and breakages, which in turn reduces water loss within the company's distribution system.

2. IoT Datalogger (EW logger)

The Company identified challenges related to installing monitoring and control systems within the raw water pipeline network, including corrosion mitigation systems for underground steel pipes. These systems are crucial for analyzing water distribution efficiency and optimizing pipeline maintenance. To address these challenges, the company developed the IoT Datalogger (EW Logger) as an alternative to traditional communication devices in customer stations. This innovation helps reduce construction costs associated with Supervisory Control and Data Acquisition (SCADA) communication systems at customer sites. Additionally, by developing in-house equipment, the Company can tailor functionality to meet specific operational needs while reducing procurement costs for sensor-based data logging equipment by more than 4 times.

Installation Areas and Implementation Plan:

The Company has tested the system and installed prototype devices along its water pipeline network at 5 locations.

Project Outcomes:

1. The IoT Datalogger (EW Logger) completely eliminates (100%) the need for customer station construction for installing control and monitoring systems within the raw water pipeline network.
2. The Company reduced costs by approximately 150,000 Baht through the installation of the IoT Datalogger (EW Logger), achieving a 75.00% cost reduction compared to the construction of traditional monitoring stations along the pipeline network.
3. The IoT Datalogger (EW Logger) contributes to environmental sustainability by reducing dust pollution from construction activities and lowering electricity consumption.

3. Smart Metering Project

The Company has installed equipment for branch water pipelines supplying customers, including control cabinets and various monitoring devices. Therefore, the Company developed the Smart Metering innovation, a new communication system designed to replace traditional

Programmable Logic Controller (PLC) systems, which are costly and complex. This innovation helps reduce the space required for installing control cabinets. It also equipped with a Flow Meter with a backup battery, reducing unnecessary equipment at monitoring stations. Additionally, the Smart Metering innovation consumes less electricity than traditional systems, enabling the use of solar energy as an alternative power source.

Installation Areas and Implementation Plan:

Raw Water Branch Pipeline Project – Nong Lalok Subdistrict, Ban Khai District, Rayong Province, serving 2 customers

Project Outcomes:

1. The Smart Metering innovation in both projects reduces the construction area for branch pipeline stations by 10.00%.
2. The Company reduced costs from the installation of Smart Metering system in both projects by approximately 1,000,000 Baht, representing a 27.00% cost reduction in the machinery control system.
3. The use of solar energy in both projects generates 665.28 kWh/month, resulting in a reduction of greenhouse gas emissions by 332.57 kgCO₂eq/year.

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The Company has continued the Effective Improvement Program: Makes an Innovation IDEA under the EWG Knowledge Camp – Level 3: KM to Innovation for the second consecutive year. The primary objective is to develop and elevate knowledge toward operational excellence, focusing on innovation ideas aligned with the Company's strategic plans and Corporate KPIs for 2024. This program fosters the development of innovative thinking, business acumen, leadership skills, teamwork, and relevant technical skills. It also serves as a platform for knowledge enhancement across various fields and provides employees with the opportunity to exchange insights and showcase their potential to senior executives.

This year, the Effective Improvement Program has been designed in the format of an Innovation Hackathon & Bootcamp, focusing on enhancing skills and knowledge essential for the innovation development process. The program aims to enable participants to create value-driven innovations that contribute to the Company's sustainable growth. The key processes in the program include:

1. Innovation Sprint for Executives Workshop: Brainstorming among senior executives to identify problematic issues or challenges in developing innovative ideas that can drive the organization in a sustainable direction
2. Innovation Competency Assessment: An assessment of individual abilities and personality using the SEEN Ability platform, which combines technology to assess through behavioral tests and psychological assessments to group innovation development teams that are diverse in both abilities and personality dimensions.
3. Innovation Hackathon: Intensive brainstorming and development of innovative ideas.
4. Innovation Project Execution and Mentoring: Consultation from professional Innovation Mentors and Technical Mentors during the project implementation to help strengthen skills and provide guidance on the systematic development of ideas.
5. Innovation Demo Day: Presentation of innovative ideas to senior executives to listen to opinions and suggestions on developing innovations that can be implemented in the Company.

The implementation of the SEEN Ability platform for assessing employee competencies and personality traits serves as a crucial tool in helping employees understand their strengths and limitations, as well as identify pathways for further development and career growth. The Company has also rewarded employees who actively contributed to innovation ideation, reinforcing their commitment and encouraging the continuous creation of valuable innovations that can be practically applied within the Company.

This program not only fosters the long-term development of employees but also drives the company toward sustainability across all dimensions in a stable and efficient manner Summary of 10 innovative ideas as part of the 2024 Corporate KPIs

Reference link to organization's innovation culture : <https://www.eastwater.com/en/download/sustainability-report>
development and promotion process

Page number of the reference link : 85-86

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

expenses

Benefits of innovation development

Financial benefits

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

	2022	2023	2024
Cost reduction resulting from the innovation development of process (Baht)	0.00	0.00	1,000,000.00

Non-financial benefits

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

	2022	2023	2024
Reduction in the organization's greenhouse gas emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	1.00

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