

STEP TO TRANSFORM, THE WORLD TO SUSTAIN

EASTERN WATER RESOURCES DEVELOPMENT
AND MANAGEMENT PCL.



STEP TO TRANSFORM, THE WORLD TO SUSTAIN

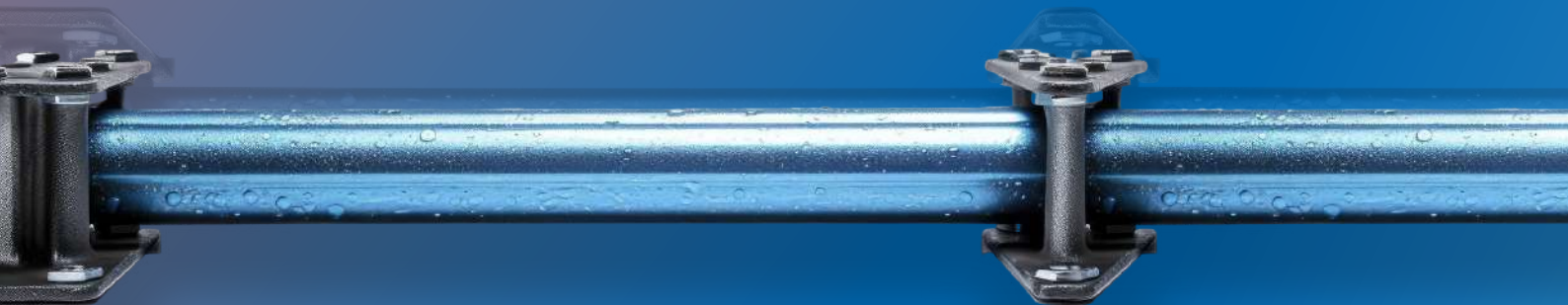
At East Water, sustainability is not a trend, but a core driving force. Every step reflects our commitment to "driving meaningful change" through responsible resource management, continuously moving forward to create sustainable value.



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FLOWING FORWARD, SUSTAINABILITY



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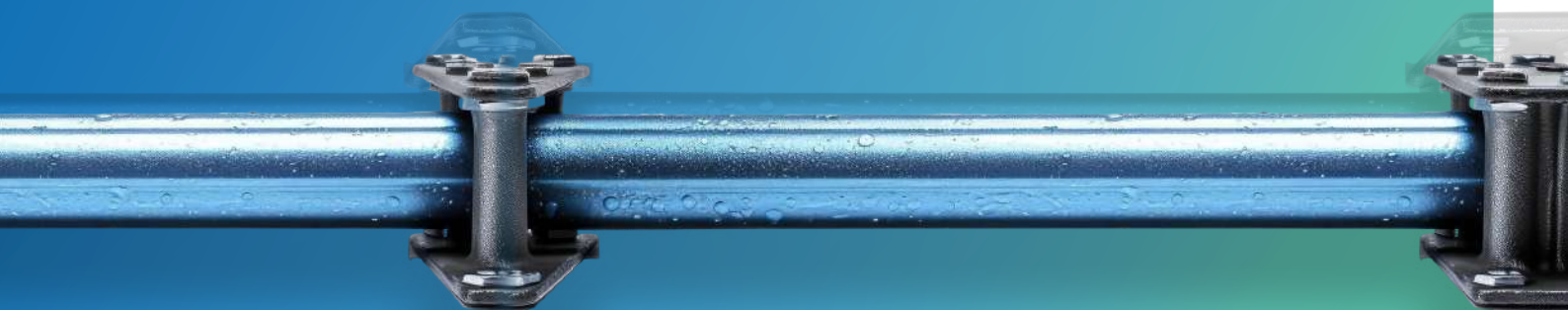
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Vision

“TO BE **THE LEADER**
IN ENSURING SECURITY OF
THE COUNTRY’S **COMPREHENSIVE**
WATER RESOURCE MANAGEMENT
AND DEVELOPMENT **SMART**
TECHNOLOGY”



Missions

- 01** To develop the security and maintain stability of water supply in response to the long-term water demand.
- 02** To expand investment in water business comprehensively for continuous and sustainable growth both domestically and internationally.
- 03** To increase competitive advantages through technologies and innovations.
- 04** To develop human resources and improve the Group's management efficiency.
- 05** To be socially and environmentally responsible and establish good relationships with all stakeholders in accordance with corporate governance principles.

Core Values

S H A R P

Stakeholder Focus

Holistic Thinking

Adaptability

Result Acceleration

Proactive and Creative Thinking



MESSAGE FROM THE PRESIDENT & CHIEF EXECUTIVE OFFICER

(Disclosure 2-22)



“ The Company manages water resources with consideration for stakeholders while conducting low-carbon business operations, creating shared value among the Company, stakeholders, and society through strengthening water resource security, leading to business growth without diminishing the well-being of communities, society, and the environment in the long term. ”

“Water” is a natural resource of great importance and serves as a foundation for sustainable economic, social, and environmental development. Throughout the past period, the Company has adhered to its role as “an organization managing water resources that contributes to the country’s economic development.” In a world undergoing rapid changes in technology, economy, society, and the environment, the Company’s advancement towards the future cannot be driven by any single individual but must arise from cooperation and earnest action by all employees under the concept of “**Shaping the Future Together**”, to create a sustainable future and grow together.

Efficient water management is a key factor in addressing challenges arising from severe climate change, whether geological disasters, floods, storms, or other weather-related hazards. The Company places importance on participatory water management by cooperating with government agencies and surrounding communities to ensure the highest efficiency of water management and sufficient water supply for all sectors. This approach responds to the needs of all stakeholders without affecting the well-being of communities. The Company has therefore adopted innovation, modern technology, and clean energy in its comprehensive water production processes to advance towards sustainable low-carbon business operations based on environmental, social, and governance (ESG) responsibility, under the Company’s vision “To be the leader in ensuring security of the country’s comprehensive water resource management and development through smart technology,” with the following five strategic frameworks serving as key directions for operations:

1. Marketing, Sales, and Customer Strategy
2. Operations and Excellence Strategy
3. Financial Management Strategy
4. Human Resources and Technology Strategy
5. Regulatory Compliance and Sustainability Strategy

In 2025, the Company accelerated the implementation of its sustainability strategy to achieve tangible results, focusing on establishing a foundation for achieving the long-term Net Zero target. This includes both greenhouse gas emission reduction and climate change adaptation, which serve as important mechanisms supporting sustainable water investment, comprising:

- Establishing frameworks and action plans for reducing greenhouse gas emissions from operations (Scope 1, Scope 2, and Scope 3) and improving energy efficiency in water production and distribution systems.

- Enhancing climate risk management, covering both physical risks and transition risks, in order to strengthen the long-term resilience of water infrastructure.
- Developing and investing in water projects that promote efficient resource utilization, reduce water loss in raw water transmission pipelines, and generate shared benefits for communities and the environment.

Through the sustainable business conduct of the Board of Directors, executives, and employees, the Company has been recognized and gained trust as a comprehensive water resource management provider. During the past year, the Company was selected for inclusion in the “SET ESG Ratings” sustainable stocks list for the 11th consecutive year, with an AAA rating. The Company also received an “Excellent” rating in the Corporate Governance Report of Thai Listed Companies (Corporate Governance Report: CGR), the Sustainability Disclosure Award, and the Outstanding Human Rights Model Organization Award. The Company is ready to move forward into its 34th year while promoting stakeholders to grow sustainably together with the Company by leveraging its expertise in comprehensive water resource management to contribute to the country’s development by strengthening water security, without diminishing the well-being of communities and society.

“The Company manages water resources with consideration for stakeholders while conducting low-carbon business operations, creating shared value among the Company, stakeholders, and society through strengthening water resource security, leading to business growth without diminishing the well-being of communities, society, and the environment in the long term.”

Mr. Bordin Udol

President & Chief Executive Officer



Company Information



About East Water

East Water – Expert in Total Water Solution Services through Water Grid System (Disclosure 2-1)

Eastern Water Resources Development and Management Public Company Limited (East Water)

Ticker Symbol: EASTW, Registered Capital: 1,663.73 million Baht

Head Office

Eastern Water Resources Development and Management PCL. (The Company)

1, East Water Building, Soi Vibhavadi Rangsit 5, Vibhavadi Rangsit Rd., Chomphon Subdistrict, Chatuchak District, Bangkok 10900 (Thailand)

Universal Utilities PCL. (UU PCL.)

1, East Water Building, Soi Vibhavadi Rangsit 5, Vibhavadi Rangsit Rd., Chomphon Subdistrict, Chatuchak District, Bangkok 10900 (Thailand)

East Water Stecon Utilities Co., Ltd.

1, East Water Building, Soi Vibhavadi Rangsit 5, Vibhavadi Rangsit Rd., Chomphon Subdistrict, Chatuchak District, Bangkok 10900 (Thailand)

East Water Group’s Business Structure

(Disclosure 201-4)

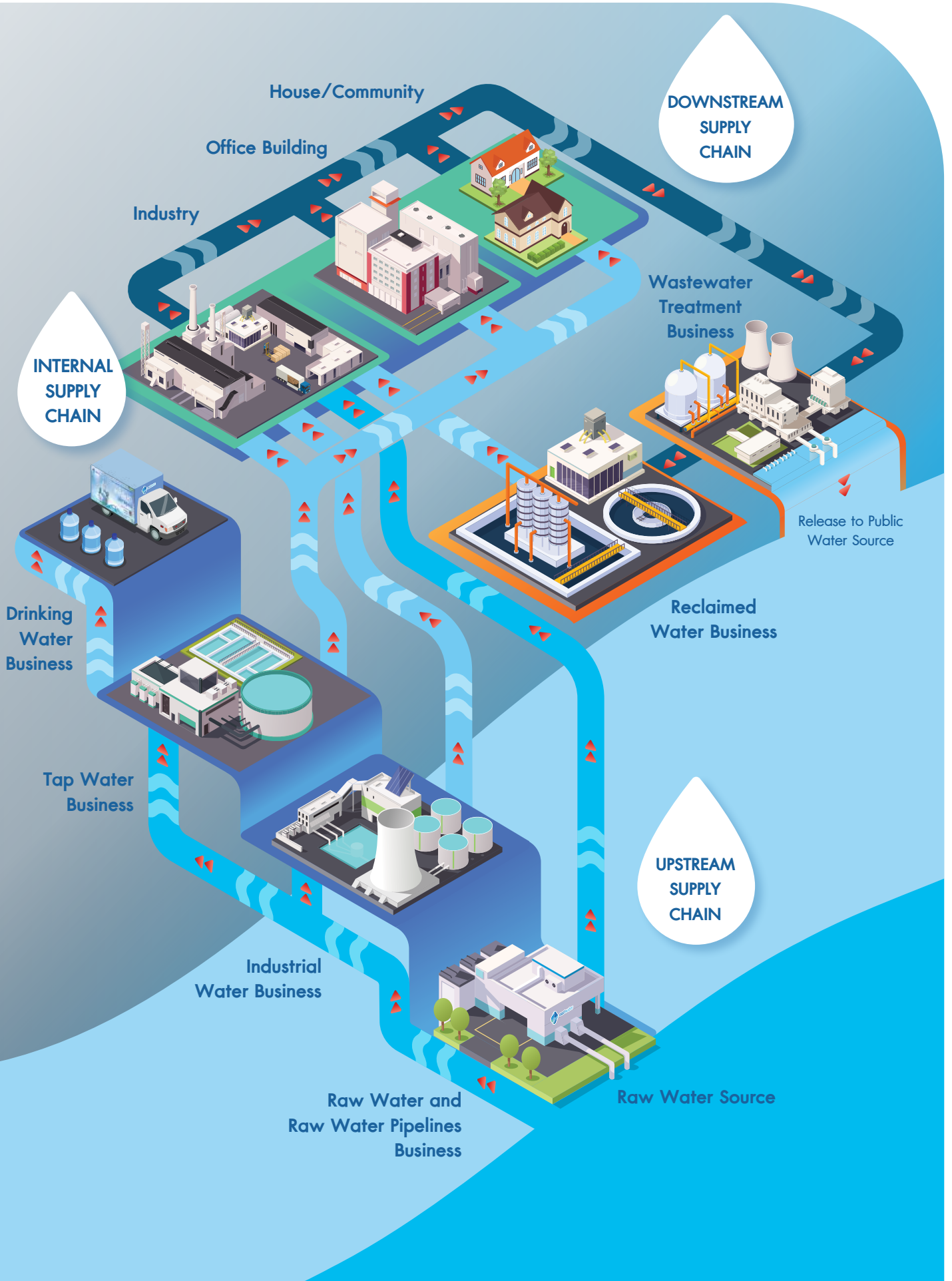
The Company is mainly engaged in the provision of total water solution services i.e., raw water, tap water, industrial water, wastewater treatment, and reclaimed water (Details are provided in the Annual Report (Form 56-1 One Report 2025) under the “Product and Service Information” section in page 33)

Government agencies and state enterprises	Financial institutions/funds	Private agencies	Retail Investors
744,800,000 shares 44.76%	324,581,284 shares 19.51%	33,202,747 shares 2.00%	561,141,118 shares 33.77%

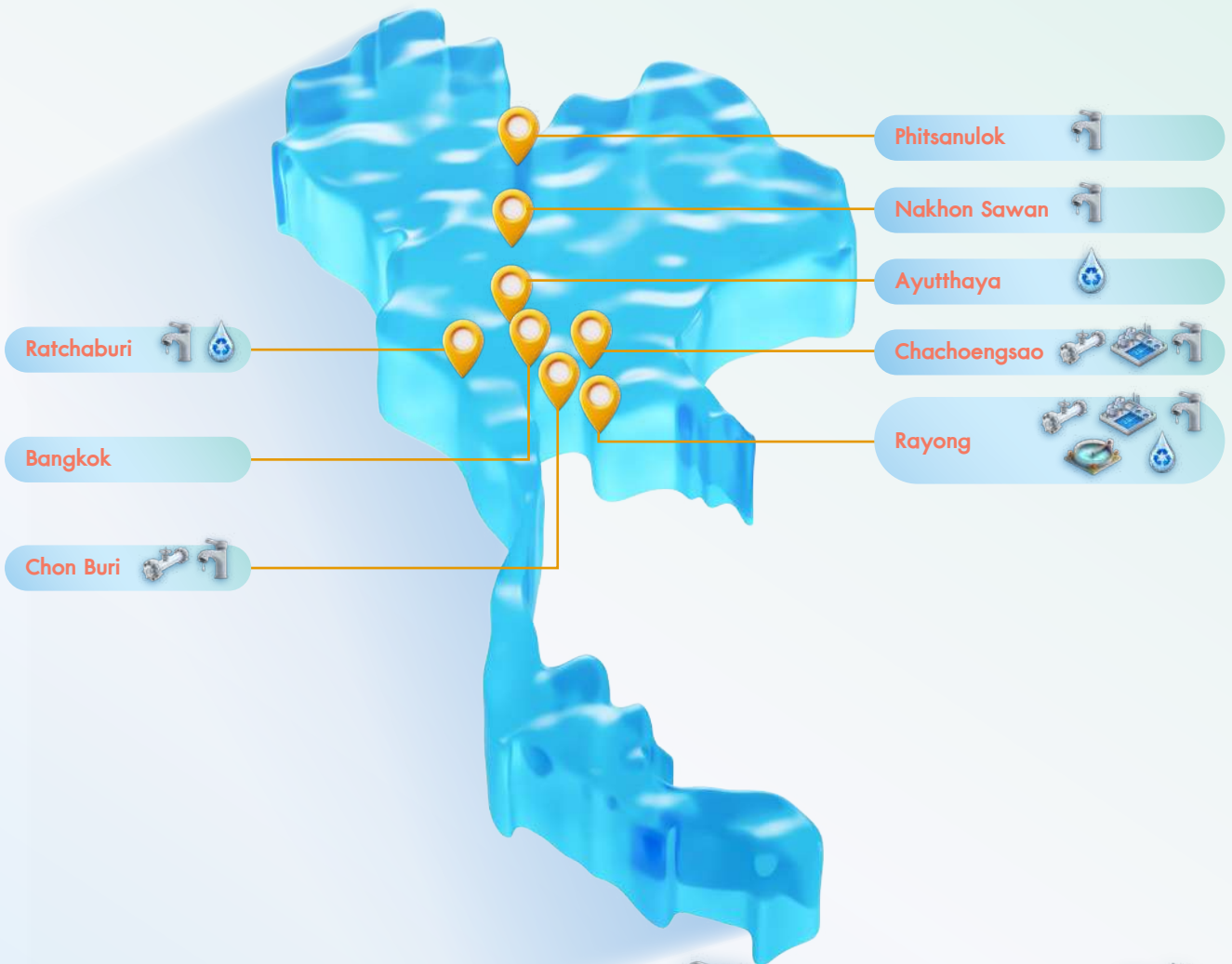


As of the latest record date on 30 December 2025.

Business Process



Business Area



Raw Water and Raw Water Pipeline Business 

Providing raw water supply services, investing in raw water pipeline and managing raw water to meet annual needs of water users.

Tap Water Business 

(Concession and maintenance of tap water system or O&M) Providing water supply management service for surface tap water system by applying modern technology in the production, maintenance, and distribution system, as well as providing comprehensive engineering service.

Industrial Water Business 

Providing industrial water production system installation services to control the quality of water supplied to suit the needs of each water user industry by providing industrial water services in many forms, namely Clarified Water, Reverse Osmosis Water, Demineralized Water, Sea Water Reverse Osmosis.

Wastewater Treatment Business 

Providing wastewater treatment system suitable for each business, controlling the quality of effluent such as Activated Sludge System and Membrane Bioreactor System.

Reclaimed Water Business 

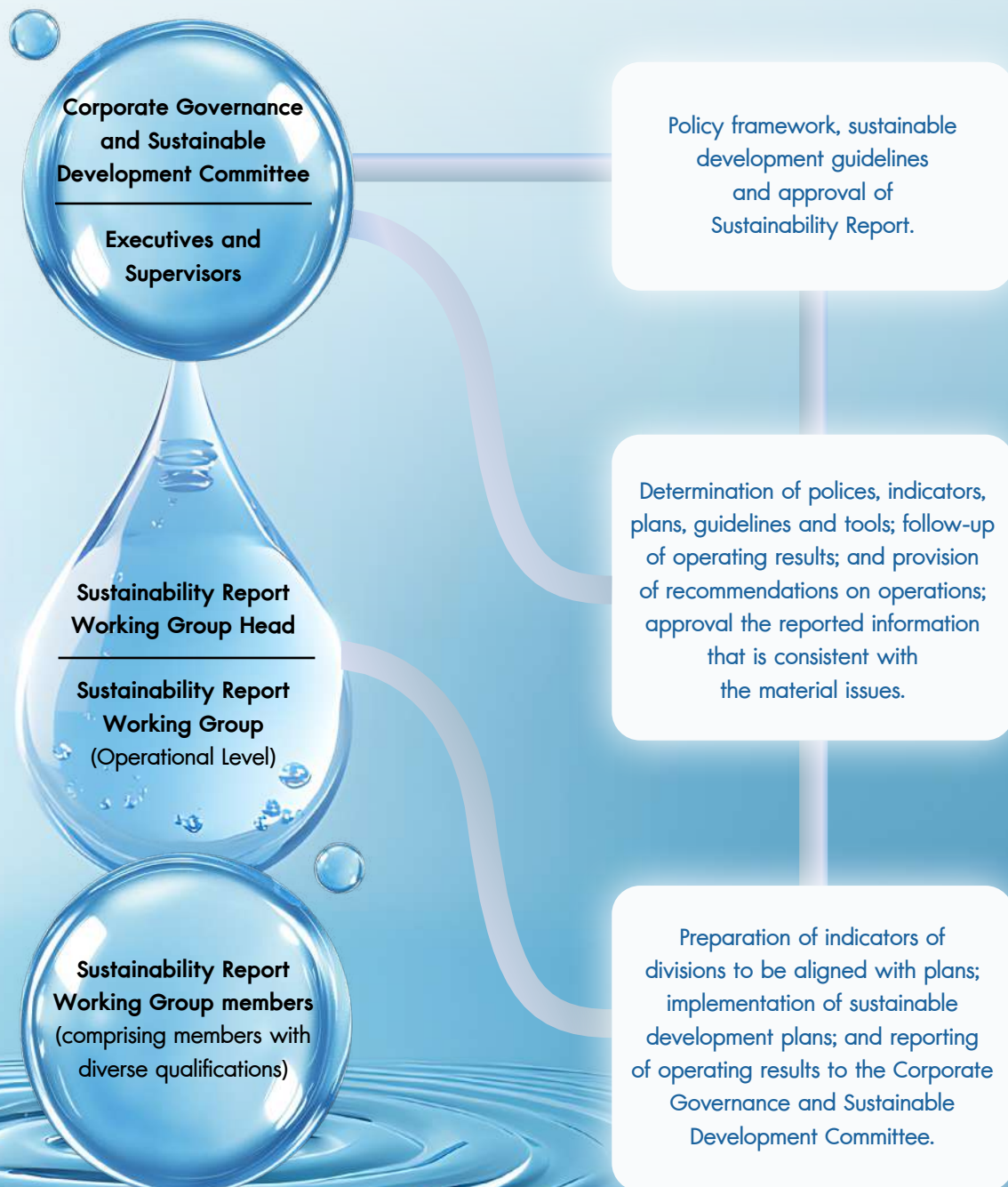
Providing reclaimed water system installation service by reusing treated wastewater in all forms.

Sustainability at Policy Level

(Disclosure 2-2, 2-12, 2-13, 2-14, 2-16, 2-23, 2-24)

The Company places great emphasis on the efficient use of resources across its business supply chain. By incorporating the expectations and recommendations of key stakeholders, along with internationally recognized standards, the Company establishes a framework to drive sustainability in all dimensions including economic and corporate governance, environmental, and social dimensions. This approach aims to mitigate risks and potential business impacts while addressing internal and external changes. The Company continuously enhances its operational processes to ensure long-term sustainability, guided by the Corporate Governance and Sustainable Development Committee.

The Company is well prepared to respond proactively to changing circumstances through a three-tiered sustainability management structure as follows:



The formulation of sustainability management policies and goals is overseen by the Corporate Governance and Sustainable Development Committee. The Sustainability Report Working Group is responsible for coordinating efforts, monitoring progress, and reporting updates to the executives and supervisors, as well as to the Corporate Governance and Sustainable Development Committee.



Sustainability
Management Policy

Sustainable Development Network Membership

(Disclosure 2-28)



Supply Chain Management

(Disclosure 2-6, 2-29)

Sustainable Supply Chain Management Strategy

In 2025, 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.



Raw Water and Raw Water Pipeline Business

Tap Water Business

Industrial Water Business

Wastewater Treatment Business

Reclaimed Water Business

Raw material procurement process

1. Raw water sourcing
2. Analysis and development of water supply sources
3. Chemical procurement
4. Material and equipment procurement
5. Machinery procurement

1. Wastewater quality and wastewater/reclaimed water system design
2. Chemical procurement
3. Material and equipment procurement
4. Machinery procurement

Production process

1. Pumping stations
2. Waste disposal
3. Internal management

1. Pumping stations
2. Tap water production systems
3. Waste disposal
4. Internal management

1. Pumping stations
2. Industrial water production systems
3. Waste disposal
4. Internal management

1. Wastewater treatment systems
2. Waste disposal
3. Internal management

1. Reclaimed water systems
2. Waste disposal
3. Internal management

Transportation process

1. Raw water pipeline network
2. Raw water transmission control system through the raw water pipeline network

1. Tap water pipeline network
2. Tap water transmission control system through pipeline network

1. Industrial water pipeline network
2. Industrial water transmission control system through pipeline network

1. Treated wastewater pipelines
2. Effluent quality control system prior to discharge

1. Reclaimed water transmission control system to customers

Product Use

1. Customer system maintenance services
2. After-sales services
3. Customer relations

Green Governance

Good corporate governance that aims to manage all processes that are environmentally friendly and deliver valuable products to customers.

Stakeholders

1. Customers
2. Regulatory bodies and government agencies relevant for business operations
3. Shareholders, Investors, and Financial Institutions
4. Communities and local government agencies
5. Suppliers
6. Board of Directors, Executives and Employees
7. Mass Media
8. Office building tenants

Green Development

The Company is committed to continuously developing environmentally responsible business practices to achieve sustainable green business operations.

Stakeholders

1. Customers
2. Regulatory bodies and government agencies relevant to business operations
3. Communities and local government agencies
4. Suppliers
5. Executives and employees

Upstream Supply Chain

Green Innovation

The Company is committed to developing its business by applying green technologies and innovations in its operations, such as clean energy and environmentally friendly technologies.

Stakeholders

1. Customers
2. Regulatory bodies and government agencies relevant to business operations
3. Shareholders, institutional investors, securities analysts, and financial institutions
4. Communities and local government agencies
5. Suppliers
6. Executives and employees
7. Mass media

Internal Supply Chain

Green Project

The Company is committed to supervising construction projects and managing contracts between the Company and stakeholders with consideration for environmental impacts.

Stakeholders

1. Customers
2. Regulatory bodies and government agencies relevant to business operations
3. Communities and local government agencies
4. Suppliers
5. Executives and employees

Downstream Supply Chain

Green Community

The Company places importance on the well-being of communities along the Company's raw water pipelines, as well as communities involved throughout the business operations. The Company is committed to conducting business based on the shared use of water resources with all sectors and being part of promoting and improving community well-being.

Stakeholders

1. Regulatory bodies and government agencies relevant for business operations
2. Communities and local government agencies
3. Executives and Employees
4. Mass Media

(Details of the corporate strategies are available in Annual Report 2025 (Form 56-1 One Report) under the topic of Business strategy in page 30).

Corporate Governance Structure

(Disclosure 2-9, 2-10, 2-17)

The Board of Directors is responsible for overseeing the Company's operations to ensure compliance with laws, the Company's objectives, Articles of Association, and resolutions of the shareholders' meeting. The Board also determines policies, strategies, and good corporate governance practices to achieve long-term sustainable growth. The Board of Directors consists of 10 directors with diverse qualifications in terms of skills, experience, knowledge, capabilities, and specific expertise, as well as diversity in gender and age. The Company has prepared a Board Skills Matrix to ensure that the Board has appropriate and well-balanced composition consistent with the Company's business context and strategies.

The Board of Directors oversees and provides guidance to the management, with a clear separation between governance and management functions. The President & Chief Executive Officer serves as the highest executive of the management, responsible for day-to-day management in accordance with the policies and strategies prescribed by the Board of Directors. Further details are provided in the Annual Report 2025 (Form 56-1 One Report) under Section 7.2 Board of Directors' Information, page 87.

To enhance the effectiveness of corporate governance, the Board of Directors has established five subcommittees with clearly defined authority, duties, and responsibilities in accordance with the charter of each committee. The Company has also defined the corporate governance structure, the composition of the Board, and the roles and responsibilities of the Board of Directors and subcommittees. Further details are provided in the Annual Report 2025 (Form 56-1 One Report) under Section 7.1 Corporate Governance Structure, page 86 and the charters of all committees are available on the Company's website at (www.eastwater.com).



Nomination, Appointment, and Development of the Board of Directors

The Company has established clear, transparent, and fair policies and processes for the nomination and appointment of directors. The consideration is based on qualifications, knowledge, capabilities, experience, and expertise aligned with the Company's business strategies, as well as diversity of the Board's composition. The independence of directors is also considered in accordance with the prescribed criteria. The nomination and appointment process is carefully reviewed before being proposed to the shareholders' meeting for approval.

In addition, the Company places importance on the continuous development of the Board's knowledge. Directors are encouraged to participate in training programs, seminars, and activities related to directors' roles and responsibilities, relevant laws and regulations, good corporate governance, risk management, and sustainability issues to enhance their capability and readiness in overseeing the Company's operations. Further details are provided in the Annual Report 2025 (Form 56-1 One Report) under Section 8.1.1 Nomination, Development, and Performance Evaluation of the Board of Directors, page 105.

Knowledge Sharing among the Board of Directors

The Board of Directors regularly exchanges information, views, and knowledge through meetings of the Board and subcommittees. The management is responsible for presenting information related to strategies, operating results, risks, and economic, social, environmental, and governance issues for the Board's consideration and decision-making. The Board may also request additional information or invite external experts to provide opinions as appropriate to ensure comprehensive and effective corporate governance.

Subcommittees with key roles in promoting corporate governance include:

1. Corporate Governance and Sustainable Development Committee, consisting of 2 independent directors and 1 director, responsible for overseeing the Company's corporate governance and sustainable development.
2. Risk Management Committee, consisting of 1 independent director and 3 directors, responsible for establishing

the framework and overseeing the Company's enterprise risk management.

3. Audit Committee, consisting entirely of 3 independent directors, responsible for overseeing the Company's financial reporting, internal control systems, and compliance with laws.

Corporate Governance Supporting Units

The Company has internal units that support corporate governance and sustainability operations in a systematic manner, including:

1. Sustainable Development Division, responsible for driving the organization's sustainable development strategies in alignment with the business direction, corporate strategic plan, and national and international sustainability standards, including sustainability targets prescribed in the Sustainability Management Policy, to support responsible and sustainable business conduct.
2. Board of Directors Secretariat and Corporate Governance Division, responsible for the Company's corporate governance functions, monitoring and assessing compliance with applicable laws, regulations, rules, and relevant legal requirements through the Law Compliance Checklist, as well as publicizing new laws related to the Company's business. The division also communicates good corporate governance practices to all employees and coordinates with the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) in disclosing information completely as required by law.
3. Community Relations and CSR Division, responsible for community, social, and environmental activities in the operating areas, as well as cultivating youth awareness and providing knowledge on the conservation of natural resources, particularly water resources.
4. EWG Planning and Risk Management Division, responsible for preparing the risk management manual and plan, analyzing and reviewing risk factors affecting the success of the Company's business plan, and proposing appropriate risk management measures. The division also monitors the progress of enterprise risk management across relevant units and regularly reports to the Risk Management Committee. In 2025, the Company had 4 key risk issues affecting its business operations. Further details are provided in the Annual Report 2025 (Form 56-1 One Report) under the section Risk Factors Affecting the Company's Business Operations, page 49.

About This Report

(Disclosure 2-2, 2-3, 2-4, 2-5)

The Sustainability Report 2025 is the 15th in a series of the Company's annual sustainability report to disclose the corporate sustainability-related performance to reflect the Company's responsibilities towards its stakeholders in economic and corporate governance aspect, environmental aspect, and social aspect as they are significant to the Company's sustainable development. The contents were categorized based on approaches to manage impact on stakeholders in all core processes of business operations, which are known as the 6 sustainable approaches. This report was developed in accordance with the GRI Standard (2021) of the sustainability reporting framework of the Global Reporting Initiative (GRI Standard) at the Limited Assurance level. Information contain herein is for the reporting period of 1 January to 31 December 2025 for publishing in April 2026.

The scope of this report presents business operation information in 2025 covering business operations of Eastern Water Resources Development and Management Public Company Limited on raw water, industrial water, tap water, wastewater treatment, and reclaimed water. This report contains information with significant changes from 2024 as follows:

1. Energy Intensity Calculation (GRI 302-3: Energy intensity), Unit: energy consumption per unit of water volume
 - 1.1 2024: Energy consumption calculated from electricity and fuel used for raw water pumping and transmission. 2025: Added calculation of energy consumption from the East Water Head Office building.
 - 1.2 2024: Reported only energy consumption per volume of water pumped and transmitted across the system. 2025: Added reporting of energy consumption per volume of water sold to customers.
2. Emission Factor (EF)

2024: Referenced from the corporate carbon footprint by the Thailand Greenhouse Gas Management Organization (Public Organization): TGO CFO (April 2022). 2025: Referenced from the corporate carbon footprint by the Thailand Greenhouse Gas Management Organization (Public Organization): TGO CFO (1 January 2026).
3. Scope 3 Greenhouse Gas Emissions Calculation (GRI 305-3: Other indirect (Scope 3) GHG emissions)

2024: Calculated GHG emissions from the acquisition of fuels used for electricity generation. 2025: Added GHG emissions from the acquisition of diesel and gasoline.
4. GHG Intensity Calculation (GRI 305-4: GHG Intensity), Unit: greenhouse gas emissions per unit of water volume

2024: Reported Scope 1 and Scope 2 GHG emissions per volume of water pumped across the system. 2025: Added reporting of Scope 1, Scope 2, and Scope 3 GHG emissions per volume of water pumped across the system and Scope 1, Scope 2, and Scope 3 GHG emissions per volume of water sold.
5. Injury Rate (GRI 403-9: Work-related injuries)

2025: Added reporting of the Rate of recordable work-related injuries (persons per one million hours worked).

This Sustainability Report was certified at Limited Assurance level by a third-party assurance practitioner with expertise in validating and assuring accuracy, completeness, and reliability of information disclosed according to the Global Reporting Initiative (GRI Standard), covering only the Company's operations excluding the operations of UU PCL. High-level executives were involved in the selection process in compliance with the Company's procurement regulations. Details are available in the Sustainability Report 2025 under the Assurance Statement section, page 160.

Guidance for Determining Report Contents:

The Sustainability Report 2025 Working Group consists of representatives from all departments. The working group's brainstorming meetings were held to jointly review and analyze material sustainability topics; and conclusions were proposed to the President & CEO for consideration and endorsement and for reporting to the Corporate Governance and Sustainable Development Committee for acknowledgement before disclosure thereof in this Sustainability Report.

Channels for Further Enquiries

Ms. Chatkaew Poomarin, Vice President, Sustainable Development Department
 Eastern Water Resources Development and Management Public Company Limited 1, East Water Building, Soi Vibhavadi Rangsit 5, Vibhavadi Rangsit Road, Chomphon Subdistrict, Chatuchak District, Bangkok 10900
 Telephone : 02-272-1600
 E-mail : ew_csd@eastwater.com



Guidelines for Determining Material Sustainability Topics of East Water Group

Key Stakeholder Involvement

(Disclosure 2-29)

The Company analyzed its stakeholders from its work processes and prioritized them based on two factors, namely stakeholders' influence on the Company and the impacts of the Company's operations on its stakeholders. Thus, seven groups of key stakeholders were categorized as follows: 1. Customers 2. Regulatory bodies and government agencies relevant to business operations 3. Shareholders, institutional investors, securities analysts, and financial institutions 4. Communities and local government agencies 5. Suppliers 6. Board of Directors, executives, and employees 7. Mass media. Relevant units responsible for communication channels, as well as strategic planning and action plans to respond to the expectations of each key stakeholder group, are presented as follows.

1. Customer Group

1.1 The Company's customers

Engagement Methods/Frequency

Annually

- Meetings between executives and key customers
- Satisfaction surveys (by external agencies)
- Project progress follow-up

Based on the Company's projects or each activity or complaint

- Meetings with customers to offer total water solutions and recommendations regarding project

More than 1 time/year or quarterly

- Satisfaction surveys (by internal units)
- Water meter inspection
- Preventive maintenance
- Water Usage Planning Survey
- Daily Water Quantity and Quality Report

Monthly

- Water War Room Keyman meetings
- Customer meetings
- Water quality analysis reports

At any time or throughout the year

- Customer meetings
- Customer complaints
- Communication and public relations via social media such as the Company's Website, Facebook, SMS, Microsoft Teams, and Line group
- Meetings on special day occasions
- Water situation report

Expectations/Suggestions/Issues for Improvement

1. Timely, Continuous, and Consistent Information Updates
2. Responsiveness to customers' needs regarding service quality
3. Quality of water supply services and control room operations
4. Quality of maintenance services
5. Provision of information regarding water quality and water situations
6. Building good relationships between customers and the Company
7. Water situation and long-term forecasts of reservoir water volume
8. Collaborative water management and drought prevention and mitigation measures
9. Raw water quality

Impact on Stakeholders (The Company's customers)



The stability of water supply, water quality, and timely information directly affect the production processes of the Company's customers.

1. Customer Group

1.2 UU PCL.'s Customers

Engagement Methods/Frequency

Per each service or each price enquiry/tender or one time at first contract signing

- Satisfaction surveys (by external agencies)

At any time or throughout the year

- Customer complaints
- Communication and public relations via social media platforms such as the Company's Website, Facebook, SMS, Microsoft Teams, Line group etc.
- Meetings on special day occasions

Expectations/Suggestions/Issues for Improvement

1. Maintain Stable Tap Water Pressure in Distribution
2. Tap water quality
3. Enhance Communication Efficiency
4. Company Staff Service and Responsiveness to Customer Needs

Impact on Stakeholders
(UU PCL.'s customers)



Tap water quality control and responding to customers' needs affect quality of life of UU PCL.'s customers

2. Regulatory bodies and government agencies relevant to business operations

Engagement Methods/Frequency

Annually

- Studies on climate forecasts based on different climate models
- Satisfaction survey (by external agencies)

Based on the Company's projects or each activity or complaint

- Implement Measures to Control Construction Project Impacts

More than 1 time/year or quarterly

- Meetings with government agencies and water users
- Relationship-Building Activities

Monthly

- Water War Room Keyman meetings
- Meetings with government agencies

At any time or throughout the year

- Studies and compliance with requirements, rules, regulations, and laws
- Communication and public relations via social media such as the Company's Website, Facebook, Line Official Account, and Line group
- Meetings on special day occasions

Expectations/Suggestions/Issues for Improvement

1. Planning for the management and development of the water pipeline network
2. Reduction of community impacts from the Company's operations
3. Public communication regarding water management, water development planning, and social activities
4. Water situation and long-term forecasts of reservoir water volume
5. Collaborative water management and drought prevention and mitigation measures
6. Water Quality in Raw Water Sources

Impact on Stakeholders
(Regulatory bodies and government agencies relevant to business operations)



Cooperation in water management with government agencies and communities affects the overall picture of integrated sustainable water management.

3. Shareholders, institutional investors, securities analysts, and financial institutions

Engagement Methods/Frequency

Annually

- Annual General Meeting of shareholders (AGM)
- Satisfaction surveys (by external agencies)

More than 1 time/year or quarterly

- Management Discussion and Analysis sessions
- Site visit activities
- Bank relationship building activities

At any time or throughout the year

- Activities to communicate corporate performance to investors/shareholders such as Roadshow, Company visits, Conference calls, etc.
- Q&A sessions via telephone, Line Official Account and E-mail

Expectations/Suggestions/Issues for Improvement

1. Corporate information for investment decision-making (investment information and water management issues in the Eastern region)
2. Activities that allow investors to receive timely information for future investment planning
3. Resolution of water management issues
4. Progress of Construction Projects to Address Emerging Risks
5. Care for and development of the quality of life of upstream communities
6. Measures to address future competitors
7. Opportunities for organizational growth and business expansion
8. Meetings between executives and banks to exchange information on the Company's business

Impact on Stakeholders
(Shareholders, institutional investors, securities analysts, and financial institutions)



Water management strategies and plans to address future competitors, together with timely information, build confidence among shareholders and affect the investment decisions of shareholders, institutional investors, securities analysts, and financial institutions.

4. Communities and local government agencies

Engagement Methods/Frequency

Annually

- Satisfaction surveys (by external agencies)

Based on the Company's projects or each activity or complaint

- Public relation activities for projects
- Follow-up meetings on community-related issues and solutions
- CSR activity assessments

More than 1 time/year or quarterly

- Meetings with government agencies and groups of water users
- Engagement and Relationship-Building Activities
- Site visit activities

Monthly

- Life quality and environmental improvement activities for communities

At any time or throughout the year

- Studies and compliance with requirements, rules, regulations, and laws
- Communications and public relations via social media platforms such as the Company's Website, Facebook, Line Official Account, and Line group
- Meetings on special day occasions

Expectations/Suggestions/Issues for Improvement

1. Establish an effective internal communication system within the Company to ensure clear, accurate, and timely information dissemination
2. Develop diverse communication channels with stakeholders
3. Organize activities or projects to improve quality of life in various areas such as water conservation, environment, and education
4. Efficiency in Service Delivery, Problem Resolution, and Complaint Handling
5. Support for communities in addressing water-related issues such as water shortages and water quality management

Impact on Stakeholders
(Communities and local government agencies)



Community quality-of-life development projects and water-related problem-solving affect the quality of life of communities and help build understanding and acceptance from the communities.

5. Suppliers

Engagement Methods/Frequency

Annually

- Engagement and Relationship-Building Activities
- Satisfaction surveys (by external agencies)
- Site visit activities

Based on the Company's projects or each activity or complaint

- Written notifications and follow-up on complaint resolution

Monthly

- Written notification in cases where past performance evaluation results do not meet the required standards, with scores below 60.00%

Per each service or each price enquiry/tender or one time at first contract signing

- Clarification meetings for scope of work worth 1 million Baht up
- Notification of the Company's policies
- Declaration of intent to fight corruption
- Supplier code of conduct for sustainable business development
- Notification of personal data processing

At any time or throughout the year

- Communications and public relations via social media platforms such as the Company's Website
- Registration of new suppliers

Expectations/Suggestions/Issues for Improvement

1. Procurement processes and financial systems
2. Communication and coordination
3. Engagement and Relationship-Building Activities

Impact on Stakeholders (Suppliers)



The provision of information, as well as procedures and processes in procurement, affect the operations of the suppliers.



6. Board of Directors, executives, and employees

Engagement Methods/Frequency

More than 1 time/year or quarterly

- Site visit activities

Monthly

- Board of Directors and Subcommittees' meetings

Expectations/Suggestions/Issues for Improvement

1. Transparent and accountable operations conducted with integrity and clear anti-corruption practices
2. Complaint Management
3. Systematic Risk Management
4. Sustainable Business Growth

6.1 Board of Directors

5. Sustainable Supplier Management
6. Quality of Products and Services
7. Climate Change Adaptation Measures
8. Changes in Water Quality in Water Sources
9. Environmental Management
10. Human Rights and Fair Labor Practices
11. Personnel care and development towards national water organization
12. Safety, occupational health, and working environment
13. Progress of Construction Projects
14. Operations that do not affect communities and the environment
15. Community well-being improvement projects

6. Board of Directors, executives, and employees

Engagement Methods/Frequency

Annually

- Employee satisfaction and engagement surveys (by external agencies)
- CG Day Activities to promote awareness of good corporate governance
- New Year appreciation activities for employees

Based on the Company's projects or each activity or complaint

- Training, learning, and personnel Development programs
- Improvement of welfare and promotion of equality in accordance with human rights principles
- Activities to promote knowledge and behavior related to safety, occupational health, and working environment for employees (in collaboration with the Safety Unit)

More than 1 time/year or quarterly

- Meetings of 2 Workplace Welfare Committees
- CEO Town Hall with Employees
- Employee Engagement and Relationship-Building Activities

Monthly

- Management meetings
- Meeting of 2 committees on Safety, Occupational Health, and Working Environment
- Cross-functional meetings
- Communication of training and seminar plans for employees at various levels

6.2 Executives, and employees

Per each service or each price enquiry/tender or one time at first contract signing

- Communication of project or activity updates through the internal intranet

At any time or throughout the year

- Receipt of employee complaints through various channels
- Guidelines for Personal Data Protection of Employees and Job Applicants
- Career path management handbook
- Human resource management guidelines
- Performance management system handbook
- Human resource management guidelines
- Internal examinations for cross-functional career development
- Development of internal learning resources enabling employees to learn anytime and anywhere

Expectations/Suggestions/Issues for Improvement

1. Career opportunities and professional development
2. Working atmosphere and environment
3. Teamwork and relationship building
4. Employee welfare and quality of life
5. Safety, occupational health, and working environment

Impact on Stakeholders (Executives, and employees)



Career growth opportunities, safety, and welfare affect the quality of life of executives and employees.

6. Board of Directors, executives, and employees

6.3 Executives and employees (UU PCL.)

Engagement Methods/Frequency

Annually

- Satisfaction surveys (by external agencies)
- Media appreciation activities

More than 1 time/year or quarterly

- Meetings of 1 Workplace Welfare Committees

Monthly

- Management meetings
- Meeting of 1 committee on Safety, Occupational Health, and Working Environment

At any time or throughout the year

- Receipt of employee complaints

Expectations/Suggestions/Issues for Improvement

1. Compensation and achievement recognition systems
2. Talent retention system
3. Personnel development system and knowledge resources
4. Healthcare and safety for employees

Impact on Stakeholders (Executives and employees (UU PCL.))



Employee capacity development, remuneration and safety affect the quality of life of executives and employees (UU PCL.)

7. Mass Media

Engagement Methods/Frequency

Annually

- Satisfaction surveys (by external agencies)
- Media appreciation activities

Based on the Company's projects or each activity or complaint

Based on the projects

- Issuance of press releases
- Press Conference
- Engagement and Relationship-Building Activities

When complaints arise

- Press conferences and/or exclusive interviews

More than 1 time/year or quarterly

- Site Visit Activities
- Executive Interviews

Per each service or each price enquiry/tender or one time at first contract signing

- Issuance of press releases

At any time or throughout the year

- Public relations news
- Communication and public relations through social media such as the Company's Website, Facebook, Line Official Account, and Line group
- Special Occasion Media Engagement Activities such as anniversaries, seminars, merit-making events, and birthday celebrations

Expectations/Suggestions/Issues for Improvement

1. Adequacy and Presentation of Information
2. Communication Efficiency
3. Knowledge and Ability to Provide Clear and Relevant Responses
4. Image as an Expert in Comprehensive Water Management of the country
5. Engagement and Relationship-Building Activities

Impact on Stakeholders (Mass Media)



The accuracy and completeness of information impact the media's ability to present news effectively.

Material Sustainability Topics

(Disclosure 3-1)

The Company identified material sustainability topics based on internal and external factors. Internal factors included corporate governance principles adopted in its operations, policies, strategies, targets, and business plans. External factors included national and global interests and trends, complaints, as well as requirements, expectations, and recommendations of relevant stakeholders. Then, the Company prioritized material sustainability topics by categorizing material topics according to the good governance principles into 3 dimensions namely economic and corporate governance, environmental, and social dimensions based on the following processes:

1. Identification of Material Sustainability Topics

- **Internal Information (policies, strategies, targets, business plans, and risks):** To identify key issues through the brainstorming of ideas from executives via workshops, prepare strategies and enterprise risks with possible short- and long-term impacts on organization sustainability.
- **External Information (national or global trends and interests):** To review national or global trends and interests in alignment with the Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI) Standards, Stock Exchange of Thailand (SET) ESG Ratings, and expectations of stakeholders through formal and informal surveys such as meetings, seminars, interviews, or dialogues as well as opinion and satisfaction surveys with each group of stakeholders.

2. Prioritization

After the material sustainability topics were identified based on the internal and external factors, the ratings and priorities were given based on 2 evaluation criteria by specifying those topics in the Materiality Matrix which was divided into 2 axes.

- **Horizontal axis:** Potential impacts from material sustainability topics to stakeholders by considering the likelihood of impactful events, including the Company's control, prevention, monitoring and audit measures.
- **Vertical axis:** The scope of severity and negative impacts of sustainability topics on stakeholders by determining from the number of stakeholder groups affected and the impact on economic and corporate governance dimension, environmental dimension, and social dimension.

3. Review of Report Contents

The material topics obtained from the analysis by the Sustainability Development Working Group of the East Water Group were proposed to the high-level executives for consideration and endorsement. Those topics were also endorsed by the Corporate Governance and Sustainability Development Committee to determine the content covering 3 dimensions namely economic and corporate governance, social, and environmental dimensions.



Material Sustainability Topics Assessment Results 2025

(Disclosure 3-2)



1. Economic and Corporate Governance Dimension

- 1.1 Good Corporate Governance
- 1.2 Complaint Management and Communication Channels
- 1.3 Risk and Crisis Management
- 1.4 Sustainable Supplier Management
- 1.5 Sustainable Business Growth
- 1.6 Customer Relationship Management



2. Environmental Dimension

- 2.1 Water Management
- 2.2 Biodiversity
- 2.3 Energy Management
- 2.4 Climate Management
- 2.5 General and hazardous waste management



3. Social Dimension

- 3.1 Respect for Human Rights and Fair Labor Practices
- 3.2 Employee Capability Development and Quality of Life
- 3.3 Safety, Occupational health, and Working Environment
- 3.4 Construction Project Progress and Construction Control Standards
- 3.5 Community Well-being Improvement Projects

Remark Topic 1.1 covered all 3 dimensions (economic and corporate governance, environmental, and social dimensions)

Materiality Matrix

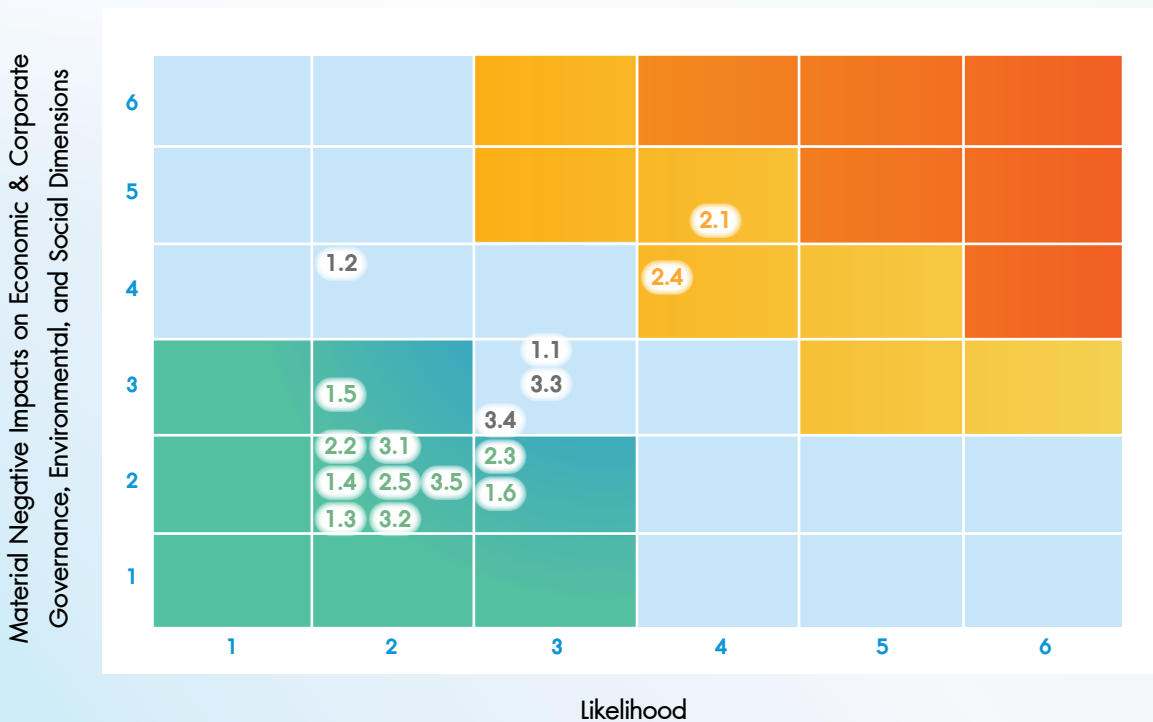


Table of the Company’s Material Sustainability Topics

The Company’s material sustainability topics comprise a total of 16 topics and 46 indicators, as follows (Disclosure 3-2, 3-3)

Topic Category	Material Topic of the Company/ Stakeholder Interest	Stakeholder Importance, Expectations, or Areas for Improvement Expected from the Company						
		Customers and Building Tenants	Regulatory Bodies and Government Agencies Relevant to Business Operations	Shareholders, institutional investors, securities analysts, and financial institutions	Communities and Local Government Agencies	Suppliers	Executives and Employees	Mass Media
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 Capability Development and Quality of Life						●	●
	3. Safety, Occupational health, and Working Environment						●	
	4. Construction Project Progress and Construction Control Standards		●	●				
	5. Community Well-being Improvement Projects			●	●			

Response to Expectations/ Material Sustainability Topics	GRI Standard Title	Alignment with SDGs
<ol style="list-style-type: none"> 1. Good Corporate Governance Principles 2. Complaint Management 3. Systematic Risk Management 4. Sustainable Supplier Management 5. Sustainable Business Growth 6. Customer Service and Product Quality 	<p>General Disclosures (2-23) Anti-Corruption (205-1, 205-2, 205-3) Economic Performance (201-1) General Disclosures (2-29) Customer Health and Safety (416-1, 416-2)</p>	 6.3  9.1, 9.4  12.5, 12.7  16.5
<ol style="list-style-type: none"> 1. Climate Change Response and Integrated Water Management 2. Biodiversity 3. Environmental Management 	<p>Economic Performance (201-2) Energy (302-1, 302-2, 302-3, 302-4) Emissions (305-1, 305-2, 305-3, 305-4, 305-5) Water and Effluents (303-1, 303-3, 303-5) Waste (306-1, 306-2, 306-3, 306-4, 306-5)</p>	 6.1, 6.4, 6.5  12.2, 12.3, 12.5  13  15.3
<ol style="list-style-type: none"> 1. Human Rights Management 2. Human Resource Management 3. Employee Quality of Life and Capability Development toward a Sustainable Water Organization 4. Knowledge Sharing with Society 5. Safety, Occupational health, and Working Environment 6. Responsibility for Construction Impacts 7. Community Sustainability Projects 	<p>General Disclosures (2-23) Employment (401-1, 401-2, 401-3) Training and Education (404-1, 404-2, 404-3) General Disclosures (2-25, 2-29, 2-30) Occupational Health and Safety (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9) Local Communities (413-1, 413-2) Economic Performance (201-1) Indirect Economic Impacts (203-1)</p>	 2.1, 2.4  4.3, 4.4, 4.5  5.1  6.3, 6.6  8.5, 8.9  15.1, 15.2

ECONOMIC AND CORPORATE GOVERNANCE DIMENSION

Operational targets of the Company only, not include UU PCL.



Short-term Targets (2025)

Good Corporate Governance

The Company achieves an “Excellent” CGR rating.



The Company remains listed in the SET ESG Ratings with a rating of AA.



Business Growth and Product and Service Quality Standards

The Company obtained certification to ISO 9001, ISO 14001 and ISO 45001.

Medium-term Targets (2026–2028)



Good Corporate Governance

The Company achieves an “Excellent” CGR rating.

The Company maintains CAC certification (assessment every three years).

The Company achieves a FTSE Russell ESG Scores above 3.0 by 2028.



Business Growth and Product and Service Quality Standards

The Company maintains certification to ISO 9001, ISO 14001, and ISO 45001.

Long-term Targets

4.0

The Company achieves a FTSE Russell ESG Scores above 4.0.

Performance in 2025

Good Corporate Governance



The Company was one of 265 listed companies included in the SET ESG Ratings of the Stock Exchange of Thailand for the 11th consecutive year.

The Company was one of 102 listed companies included in the SET ESG Ratings at



The Company received the Sustainability Disclosure Award from the Thaipat Institute.



Business Growth and Product and Service Quality Standards

Disclosure 201-1, 201-3, 201-4, 203-1)

The Company obtained certification to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.



Stakeholder satisfaction score: 84.68%.



The Company received an “Excellent” rating in the Thai Institute of Directors (IOD)’s Corporate Governance Report of Thai Listed Companies (CGR).

The Company received a 100% score in the Thai Investors Association’s quality assessment of the 2025 Annual General Meeting of Shareholders.



Revenue: 3,607,019,487 Baht¹ (98.49% from sales and services; 1.51% from other income)



Community development investment: 12,939,887 Baht (donations and well-being development projects)

Net profit: 20,743,746 Baht.



Income tax paid to the government: 108,257,975 Baht²

Increase in tax-deductible expenses: 22,659,515 Baht

Operating expenses: 455,129,349 Baht.

Employee compensation and benefits of the Group: 348,741,212 Baht.



Remarks

¹ Consolidated financial statements of the Group (see further details in the Annual Report 2025 (Form 56-1 One Report), under the section Financial Statements, page 132).
² Refers to the Group’s corporate income tax for the year 2025.

Good Corporate Governance Principles

(Disclosure 205-2)

The Board of Directors has established a Good Corporate Governance policy in accordance with the Office of the Securities and Exchange Commission (SEC)'s 2017 Corporate Governance Code for Listed Companies. The Company has also adopted an anti-corruption policy within the organization. The Corporate Governance and Sustainable Development Committee is assigned to review and screen the relevant policies and practices before submitting them to the Board of Directors for consideration and approval.

The Company reviews such policies and practices annually to ensure alignment with applicable laws, regulations, international practices, and corruption risks that may change over time.

The Company communicates the principles of good corporate governance, the group-wide Code of Conduct, and the anti-corruption policy to the Board of Directors, executives, and employees at all levels to acknowledge and adhere to as guidelines for their operations. These are also disclosed on the Company's website (www.eastwater.com) and the Internal Web.

Promotion of Good Corporate Governance and Anti-Corruption

(Disclosure 2-17)

The Company continuously promotes knowledge and understanding of anti-corruption among employees through training, internal communications, and related activities to raise awareness and cultivate an organizational culture that upholds transparency and integrity. The policy covers the operations of the Group and serves as a guideline for conducting business with suppliers and relevant stakeholders.

In 2025, the Company organized activities to promote good corporate governance and anti-corruption as follows:

- 1) The Company organized orientation for new employees on the Company's policies and regulations. The content covered the group-wide good corporate governance principles, the group-wide Code of Conduct, the internal anti-corruption policy, prevention of conflicts of interest, the use of inside information, and the Data Governance Policy guidelines.
- 2) Directors, executives, and employees attended training programs organized by the Thai Institute of Directors

(IOD) and the Thai Listed Companies Association as follows:

- Director Certificate Program (DCP)
 - Director Accreditation Program (DAP)
 - Advanced Audit Committee Program (AACP)
 - Role of the Chairman Program (RCP)
 - Company Secretary Professional Development Program
 - Business and Human Rights Program
- 3) Directors attended a seminar titled "ESG Risks Mitigation: What Directors Need to Know Before Risks Become Organizational Turning Points."
 - 4) The Company organized a panel discussion for employees, suppliers, and building tenants under the topic "ESG Risk Talk: Perspectives on Business, Environment, and a Sustainable Future."
 - 5) The Company produced public relations materials on various topics, such as "What is ESG Risk?", the COSO-ERM 2017 risk management framework, the integration of ESG issues into enterprise risk management, the development of the Thai capital market and corruption issues, and the impacts of corruption on national development.
 - 6) Employees of the Group were invited to participate in Anti-Corruption Day, organized by the Anti-Corruption Organization of Thailand.
 - 7) The Company prepared a test to assess the level of knowledge and understanding among Group employees on anti-corruption, prevention of conflicts of interest, the use of inside information, and Data Governance Policy guidelines. All Group employees completed the test (100%), with a passing rate of 80.00%.

The Company has also established whistleblowing channels for reporting or submitting complaints in cases where unlawful acts, violations of the Group's Code of Conduct, inaccurate financial reporting, violations of rights, corruption, or deficiencies in internal control are observed.

In 2025, the Company received two complaints through the whistleblowing channels. The Company completed the complaint-handling process and found that the matters raised did not constitute misconduct as alleged, and no violations of the Code of Conduct were identified. Further details are provided in the Annual Report 2025 (Form 56-1 One Report) under the Whistleblowing section, page 114 (Disclosure 205-3).

The Company has preventive procedures in place to prevent further breach of the Group’s Code of Conduct as follows:

1. Communicate and raise awareness among employees

- Communicate and educate about the Group’s Code of Conduct through the Company’s E-mail and Line group.
- Train employees on the Group’s Code of Conduct.
- Conduct test for employees’ knowledge and understanding.



4. Improve and revise the Group’s Code of Conduct to be comprehensive and in line with the current situation

Review the policies and practices of good corporate governance, internal anti-corruption, and the Group’s Code of Conduct to be up to date at least once a year, by comparing with laws, international practices, and leading companies as well as recommendations of institutions. In case of amendments, it will be submitted to the Corporate Governance and Sustainable Development Committee for screening before submitting to the Board of Directors for approval.

2. Monitor and Audit by the Company’s Internal Audit Office

The Internal Audit Office has adopted the Thai Private Sector Collective Action Against Corruption (CAC) self-assessment form to examine the work processes of all departments, such as procurement, construction and application for permits, and accounting and finance, etc. to ensure compliance with such measures.

3. Study and analysis

- Study and analyze the results of the test of employees’ knowledge and understanding to improve communication and raise awareness of employees and improve and revise the Group’s Code of Conduct.
- Study and analyze complaints and issues detected by the Internal Audit Office to determine the case and lead to the establishment of measures or actions to prevent recurrence, as well as to further improve and revise the Group Code of Conduct.



Complaint Management

(Disclosure 2-16, 2-25, 2-26)

The Company places importance on listening to opinions and complaints from all stakeholder groups throughout the Company's value chain in order to ensure that business operations are conducted responsibly, transparently, and in accordance with good corporate governance principles. The Company has therefore established systematic mechanisms for receiving and handling complaints, assigning responsible units to manage complaints and follow up on their resolution through the Company's various channels. The complaint management process covers issues relating to ethics, product and service quality, as well as human rights. The Company conducts the process with fairness and transparency, while also taking into account the protection of complainants' information and safety.

In addition, the Company analyzes information and issues arising from complaints to support the continuous review and improvement of its operational processes. This helps reduce risks from business operations, strengthen stakeholders' confidence, and support the Company's long-term sustainable development.

Complaint Channels

Complaint Channels	Key Stakeholders						
	The Company's customers	UU PCL's customers	Regulatory bodies and government agencies relevant for business operations	Shareholders, investors, Securities Analysts and Financial Institutions	Communities and local government agencies	Suppliers	Board of Directors, executives, and employees
1. The Company's website: www.eastwater.com	•	•	•	•	•	•	•
2. The Company's Web Portal The system for receiving suggestions, whistleblowing, and complaints.							•
3. Emails: <ul style="list-style-type: none"> Chairman: Chairman@eastwater.com Audit Committee: AC_EW@eastwater.com President & CEO: CEO@eastwater.com Company Secretary: Whistleblowing@eastwater.com 	•	•	•	•	•	•	•
4. Regular mails: Eastern Water Resources Development and Management Pcl. 1, East Water Building, 25 th Floor, Soi Vibhavadi Rangsit 5, Vibhavadi Rangsit Road, Chomphon Subdistrict, Chatuchak District, Bangkok 10900	•	•	•	•	•	•	•
5. LINE Official Account (Eastwater CSR)					•		
6. The Company's Facebook (@eastwfanpage)	•	•	•	•	•	•	•
7. Line Group	•	•	•	•	•	•	•
8. Hotline or Call Center		•					
9. Meetings or relationship building activities	•	•	•	•	•		
Number of complaints	0	25,555*	0	0	1**	0	1***
Number of complaints that have been resolved	0	25,555	0	0	1**	0	1***
Number of pending complaints	0	0	0	0	0	0	0
Measures to prevent recurrence (completed)	0	0	0	0	1	0	1
Measures to prevent recurrence (ongoing)	0	0	0	0	0	0	0

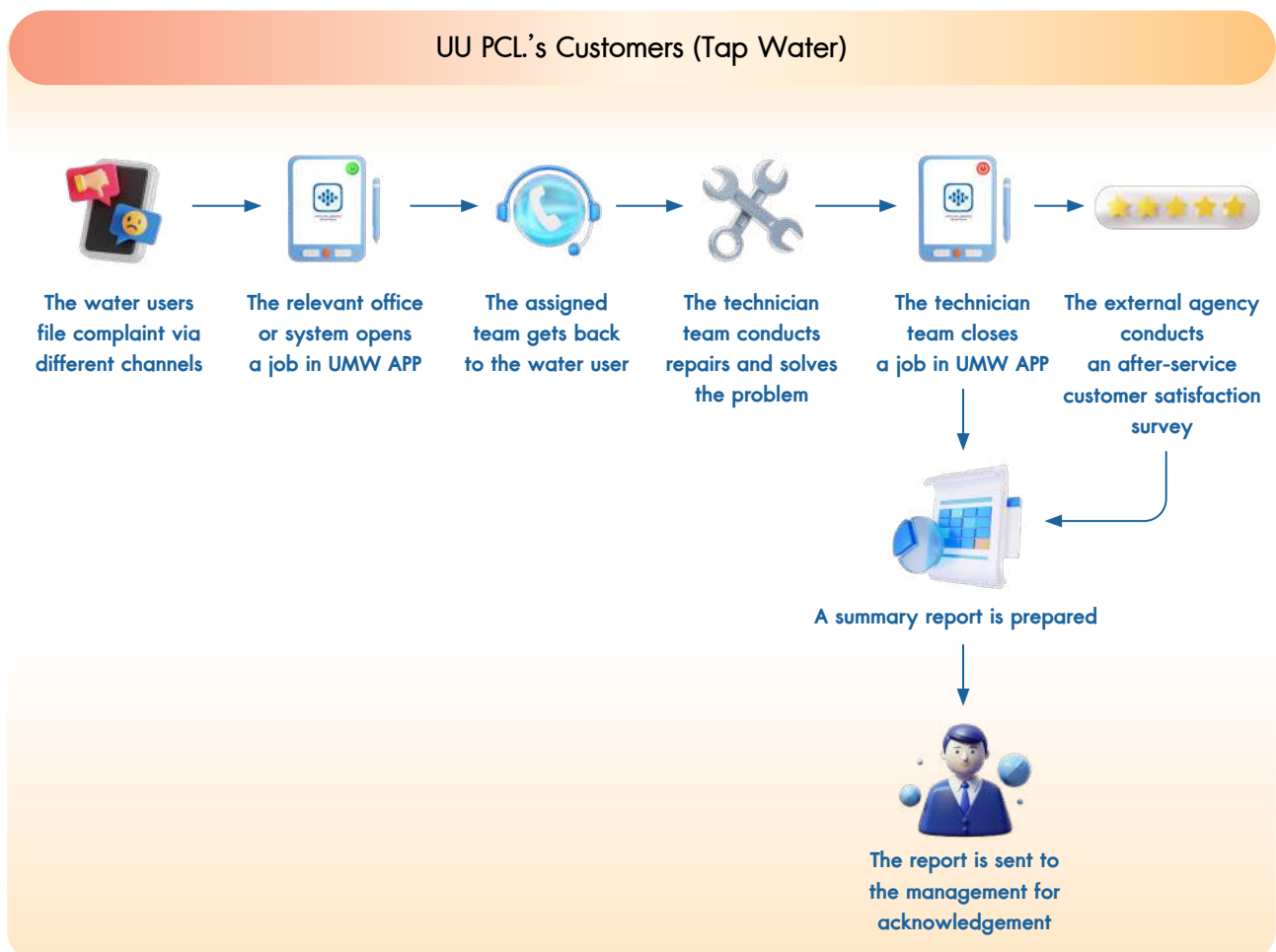
Remarks

* Further details available under Measures to prevent customer complaints (tap water) in page 51

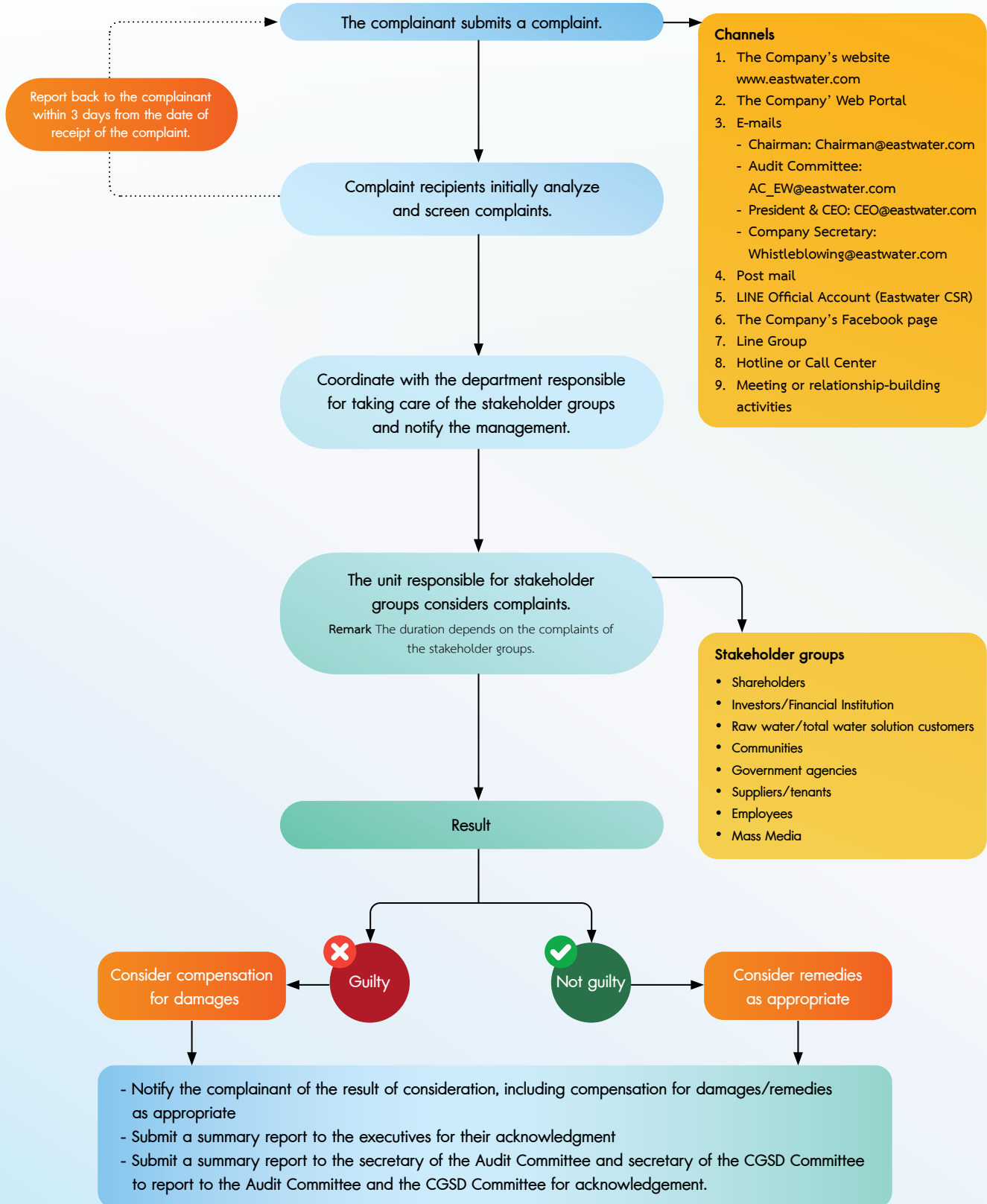
** Further details available under Construction impact responsibilities in page 105

*** Further details available in Annual Report 2025 (Form 56-1 One Report) under Whistleblowing topic in page 114

Complaint Handling Process (Services)

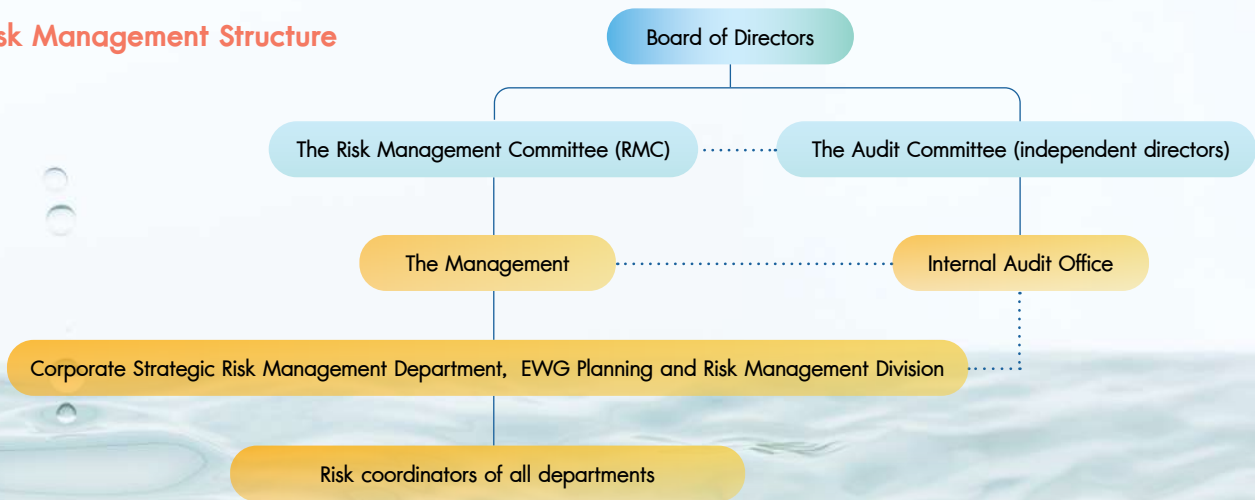


Complaint Handling Process (Human Rights)



Systematic Risk Management

Risk Management Structure



The Company manages risks on a sustainability-driven foundation, incorporating environmental, social, and governance (ESG) dimensions to prevent and mitigate potential business risks. This is achieved through a risk management framework aligned with the Committee of Sponsoring Organizations of the Treadway Commission (COSO) standards, along with analyzing and anticipating potential events from internal and external factors that may arise. Thus, operational priority, preventive and corrective measures, and effective management guidelines can be identified. These factors are then incorporated into the Company’s risk assessments and business opportunity evaluations.

Enterprise Risk Management is a core management and corporate governance policy that enhances operational efficiency, supporting the Company’s sustainable growth in alignment with quality management system requirements. This approach ensures a thorough understanding of the organizational context and objectives while also addressing the needs and expectations of stakeholders. The Company requires risk identification to cover six types of risks, namely 1) Strategic Risk, 2) Operational Risk, 3) Financial Risk, 4) Legal and Regulatory Risk, 5) Environmental, Social, and Community Risk, and 6) Information Technology Risk. Further details are available in the Annual Report 2025 (Form 56-1 One Report) under the sections Risk Management, page 48, and Internal Control, page 124 (Disclosure 205-1).

In addition, the Company requires all departments to conduct corruption risk assessments, applying the principles of the Thai Private Sector Collective Action Against Corruption (CAC) to identify types of activities or operational processes that may be exposed to corruption risks, such as requesting and/or renewing licenses with government agencies and participating in bidding processes for both public and private sector projects. Such risks can be categorized into three types, namely 1) Facilitation Payments, 2) Bribery to Avoid Penalties, and 3) Bribery to Obtain Business Opportunities. The Company also conducts human rights risk assessments in accordance with the UN Guiding

Principles on Business and Human Rights to evaluate the likelihood and impact based on the criteria established by the Company.

If corruption risks or human rights risks with high risk levels are identified, control measures must be implemented to reduce the likelihood and impact to an acceptable level. Monitoring and random inspections are conducted by the Company’s Internal Audit Office. In addition, the Company assesses the impacts of climate change on its business operations. Global climate change, particularly prolonged drought conditions for 2–3 consecutive years, may lead to problems in water supply sources, affecting the stability of water sources and the efficiency of water management in cooperation with relevant agencies, potentially resulting in drought crises and water shortages.

The Company has also developed its Business Continuity Management (BCM) by establishing a holistic management system comprising a crisis management plan, crisis communication plan, and business continuity plan connecting all units across the organization.

Currently, Thailand places significant emphasis on ESG (Environmental, Social, and Governance) risks, which may directly affect financial performance, business continuity, or the reputation of organizations. In particular, environmental risks are becoming increasingly significant as businesses, investors, and government sectors move toward more environmentally friendly practices. Thailand is currently undergoing an important transition to align with international standards, with policies being promoted in response to internal and external factors and global trends (emerging risks), such as the Net Zero target (net-zero greenhouse gas emissions) by 2050 and the introduction of the SET Carbon system by the Stock Exchange of Thailand. At present, many of these initiatives remain voluntary; however, they are likely to become increasingly mandatory in the future. Preparing for such developments will support financial performance, business continuity, and the Company’s long-term sustainable operations.

Measures to Address Emerging Risks

The Company recognizes opportunities to conduct its business in alignment with ESG policies, as well as the importance of establishing approaches to mitigate potential impacts arising from such policy changes, which may affect business competitiveness, financial performance, or the Company's reputation, and ultimately influence sustainable operations. The Company has therefore implemented measures to address emerging risks continuously from the short term to the long term, as follows:



1. Preparing for Regulations

Proactive actions: Monitor upcoming regulations and consider early adoption to build confidence.

Integration into strategic planning: Analyze and review regulatory requirements, incorporate them into strategic plans, and establish clear targets.

Capacity building: Enhance personnel capabilities to ensure teams understand the implications of regulations and relevant frameworks.



2. Leveraging Technology and Data

Adoption of tools: Utilize digital platforms and tools to manage sustainability and greenhouse gas emissions data collected from various departments.

Process improvement: Establish streamlined reporting processes that are aligned with regulations and can be verified.

Strengthening internal controls: Develop controls over sustainability-related data, both financial and non-financial.



3. Capturing Strategic Benefits

Building trust: Strengthen investor confidence through consistent and comparable disclosures.

Identifying cost-reduction opportunities: Utilize climate and sustainability data to identify opportunities for cost savings.

Access to green finance: Align with market expectations to unlock access to green financing sources.

Enhancing competitiveness: Strengthen the Company's position in business value chains that increasingly require sustainability information.

The Company places importance on environmentally friendly operations across all processes, including improving the efficiency of water transmission systems, optimizing water management to reduce electricity consumption in pumping operations, maintaining pumping systems to ensure maximum efficiency, and adopting alternative energy and environmentally friendly innovations in raw water transmission processes to support sustainable operations.

Sustainable Supplier Management

(Disclosure 205-2)

The Company recognizes the importance of supply chain management in creating value and supporting sustainable business operations. The Company therefore focuses on conducting business with suppliers in a transparent and fair manner, while respecting human rights principles to ensure that procurement and business operations at every stage are carried out in accordance with good corporate governance and responsibility toward society and the environment.

The Company has established a **Sustainable Procurement Policy and a Supplier Code of Conduct** to serve as guidelines for the selection, evaluation, and monitoring of suppliers in alignment with environmental, social, and governance (ESG) principles. These measures aim to reduce risks within the supply chain and ensure that all suppliers conduct their business ethically, transparently, and in compliance with relevant laws.

In addition, the Company regularly evaluates suppliers in terms of quality, safety management standards, occupational health, environmental management, and compliance with social requirements. The Company also supports supplier capability development through knowledge sharing and training in order to enhance operational standards in alignment with the Company’s sustainable development objectives.

Through these approaches, the Company aims to build a supply chain that is strong, transparent, and resilient, while promoting balanced and sustainable long-term growth together with its suppliers.



Supplier Assessment

The Company conducted an on-site visit to the facilities of a supplier engaged in the manufacturing and distribution of High-Density Polyethylene (HDPE) water pipes in Phetchaburi Province on 21 November 2025. This supplier is an important new supplier of the Company. During the visit, the Company assessed the supplier’s operations in accordance with environmental, social, and governance (ESG) principles, as well as compliance with applicable laws and relevant requirements covering quality, environmental management, occupational health and safety, and the surrounding community, including the Company’s requirements for its suppliers. In addition, the Company reaffirmed its commitment to environmentally and socially responsible business practices with the supplier in order to promote sustainability throughout the supply chain.

Supplier Relationship Development

The Company organized the “ESG Risk Talk: Perspectives on Business, Environment, and a Sustainable Future” on Friday, 17 October 2025, in both onsite and online formats. The session featured two speakers: Mr. Ekaphong Songkroh, Managing Director of ESGPRO and a sustainability expert certified as a GRI Sustainability Professional, and Dr. Watit Prasomsap, Acting Director of the Strategy and Stakeholder Relations Department of the Company. The event aimed to strengthen good relationships between the Company and its stakeholders, as well as to communicate and enhance understanding of environmental, social, and governance (ESG) issues among suppliers. It also served as a forum for exchanging views and perspectives, which would contribute to sustainable business development. The event received a positive response from more than 64 supplier companies.

Payment Period to Suppliers in 2025

- The Company has set the payment term of 30 days for its suppliers.
- The actual average payment period is 28 days.



Based on the evaluation results, 53 participants (88.33%) completed the assessment, summarized as follows:

- Satisfaction with the presentation topics received an average score at a very good level of 82.64%.
- Overall satisfaction with the event received an average score at a good level of 77.36%.

Sustainable Business Growth

(Disclosure 203-2)

In 2025, the global economy is expected to continue expanding, although the recovery remains gradual. The expansion is supported by major economies, including the United States, Europe, and Asia, driven by the recovery of manufacturing activities and global trade. China's economy has also shown signs of improvement, supported by continued fiscal and monetary stimulus measures as well as progress in addressing structural issues in the real estate sector. Inflation in many countries has moderated, allowing major central banks to begin easing monetary policies, which supports global economic growth. However, risks remain from trade tensions and geopolitical issues, particularly between China and European countries.

Private sector investment in Thailand is expected to continue expanding from the previous year, particularly in export-oriented manufacturing sectors in line with the recovery of major trading partners. In addition, investment in automotive electronics, advanced technology industries, as well as businesses related to Data Centers and Artificial Intelligence (AI) continues to increase, driven by the relocation and diversification of production bases by foreign companies from Singapore and China.

Thailand's ESG policies in 2025 have shown more concrete progress following the enforcement of the Clean Air Management Act and related legislation. These developments require industries and businesses to place greater emphasis on controlling and reducing environmental impacts. At the same time, the Securities and Exchange Commission (SEC) continues to promote investment through the Thai ESG Fund to support companies that operate in accordance with sustainability principles and enable them to access funding sources in both capital and financial markets more efficiently.

Furthermore, in the context of sustainable development under the government's Net Zero policy, clearer progress has been made following the government's announcement to accelerate the Net Zero target by 15 years through six draft revisions under Thailand's second Nationally Determined Contribution (NDC), also known as NDC 3.0. This framework outlines greenhouse gas reduction targets for the next five-year period (2031–2035) in line with international commitments under the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. These developments are expected to encourage various sectors to undertake more concrete projects related to greenhouse gas emission reduction.




In response to the recovery of the industrial sector, the expansion of private investment, and government policies supporting sustainable development, the Company has prepared for investments in project development to respond comprehensively to these changes. These include the development of water pipeline networks and the procurement of water supply sources to support increasing water demand from existing customers and new industrial estates investing in the country. The Company also provides services to consumer and household sectors to support the expansion of households and the tourism sector in 2026. In addition, the Company has prepared project development under its Business Diversification Plan, with development frameworks aligned with ESG principles that are increasingly demanded across all sectors. The Company continues to emphasize sustainable business operations through collaboration with suppliers and the adoption of appropriate technologies, such as solar power and other potential alternative energy sources, including studies on energy generation from pressure within water pipeline networks. Furthermore, the Company continues to develop efficient water production technologies to reduce costs, minimize environmental impacts, reduce water loss, and enhance the efficiency of water resource utilization throughout the integrated water production and pipeline network system.

Industrial Water Business

The Company has implemented industrial water production technology utilizing a Solid Contact Clarifier with External Sludge Return. This system is designed to recirculate sludge within the clarification process (Sludge Return), enhancing sedimentation efficiency. By reintroducing sludge into the system, the process achieves faster settling, reducing the required sedimentation time compared to clarifiers without sludge recirculation. As a result, the system requires less space to produce the same volume of water compared to conventional clarifiers (small footprint). This technology is commonly known as a High-Rate Clarification System.

In addition, the Company manages chemicals by storing them in large storage tanks and procuring them through tank truck transportation, thereby eliminating hazardous waste from chemical packaging. In the future, the Company also plans to implement projects to maximize the utilization of sludge generated from the treatment system under the Circular Economy concept, such as using sludge as a soil conditioner.

In 2025, the Company provided industrial water services in Chachoengsao and Rayong provinces, with a total maximum production capacity of 112,500.00 cubic meters per day.



	Chachoengsao			Rayong		
	Volume of influent to the production system (cubic meter)			Volume of influent to the production system (cubic meter)		
	2023	2024	2025	2023	2024	2025
	1,090,581.00	1,755,800.00	1,725,193.00	18,470,666.00	23,806,482.00	24,647,949.00
	Volume of effluent (cubic meter)			Volume of effluent (cubic meter)		
	2023	2024	2025	2023	2024	2025
	1,043,394.00	1,744,176.00	1,525,930.00	18,045,113.00	23,153,480.00	24,370,873.00
	Volume of water loss (cubic meter)			Volume of water loss (cubic meter)		
	2023	2024	2025	2023	2024	2025
	47,187.00	11,624.00	199,263.00	425,553.00	653,002.00	277,076.00


Remark Water losses in the production system can be reused.

Wastewater Treatment and Reclaimed Water Business (Disclosure 303-2, 303-3, 303-4, 303-5:2018)

In the wastewater treatment and reclaimed water business, the Group selects appropriate treatment processes in accordance with the characteristics of the influent entering the system. The treated water complies with the standards stipulated in the contract and the standards for controlling effluent discharge from industrial factories and industrial estates in accordance with the notification of the Ministry of Science, Technology and Environment.

In 2025, the Group operated in three areas, with details as follows:

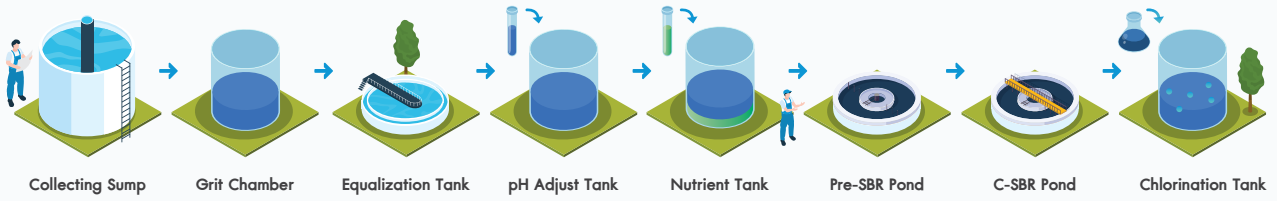
	Chachoengsao			Ayutthaya		
	Volume of wastewater influent (cubic meter)			Volume of wastewater influent (cubic meter)		
	2023	2024	2025	2023	2024	2025
	142,500.00	125,900.00	132,400.00	781,747.00	832,576.00	859,543.00
	Volume of effluent for reclaiming (cubic meter)			Volume of effluent for reclaiming (cubic meter)		
	2023	2024	2025	2023	2024	2025
	121,903.00	108,694.00	119,381.00	734,879.00	765,244.00	775,024.00
	Volume of Water loss (cubic meter)			Volume of Water loss (cubic meter)		
	2023	2024	2025	2023	2024	2025
	20,597.00	17,206.00	13,019.00	46,868.00	67,332.00	84,519.00

	Rayong		
	Volume of wastewater influent (cubic meter)		
	2023	2024	2025
	334,515.00	473,829.00	738,178.00

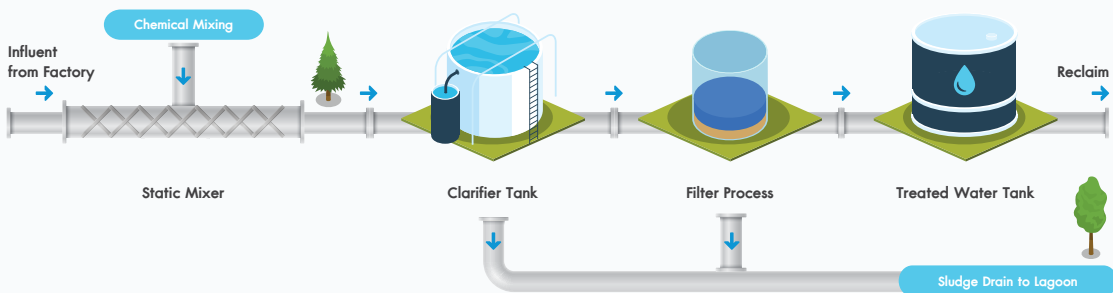
Remark In the Rayong area, the treated wastewater is stored in the industrial estate’s polishing pond and is neither reused nor discharged into public water bodies.

Wastewater Treatment Process

SBR Treatment System

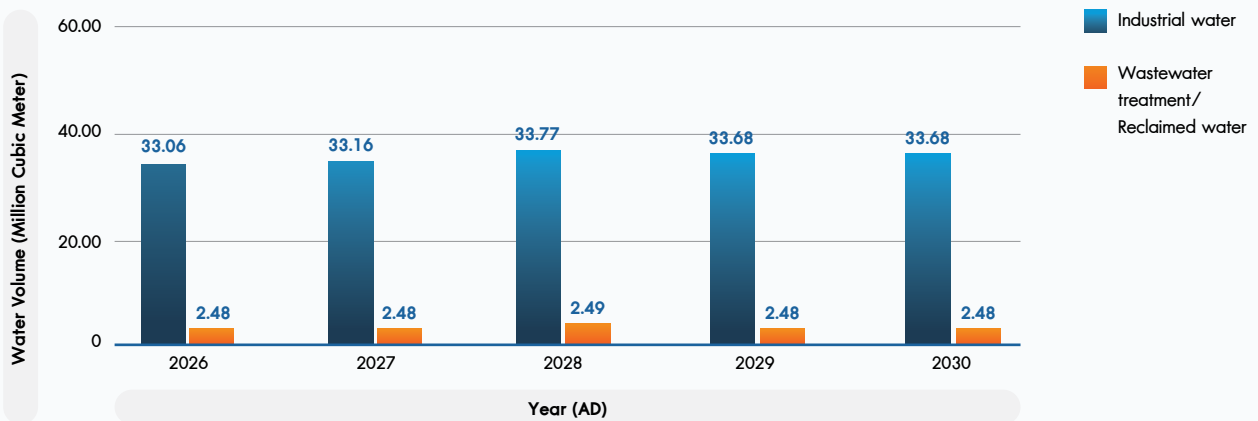


Reclaimed Water Treatment Process using Sedimentation/Sand Filter Tanks



Projection of Water Demand categorized by service group

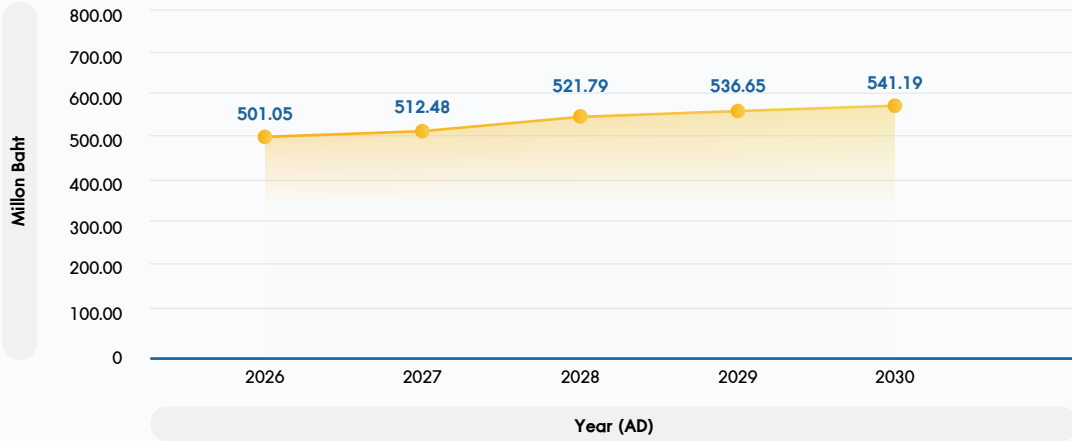
Projection of Water Demand



Remark This is a projection of water demand from customers, which may change depending on their water usage plans.

Projection of income growth from total water solution business.

Projection of income growth from total water solution business



Remark This is a projection of future operating results, which may change according to the customers' water usage plans.



Service-mindedness and Product Quality Standards

Raw Water Business Segment

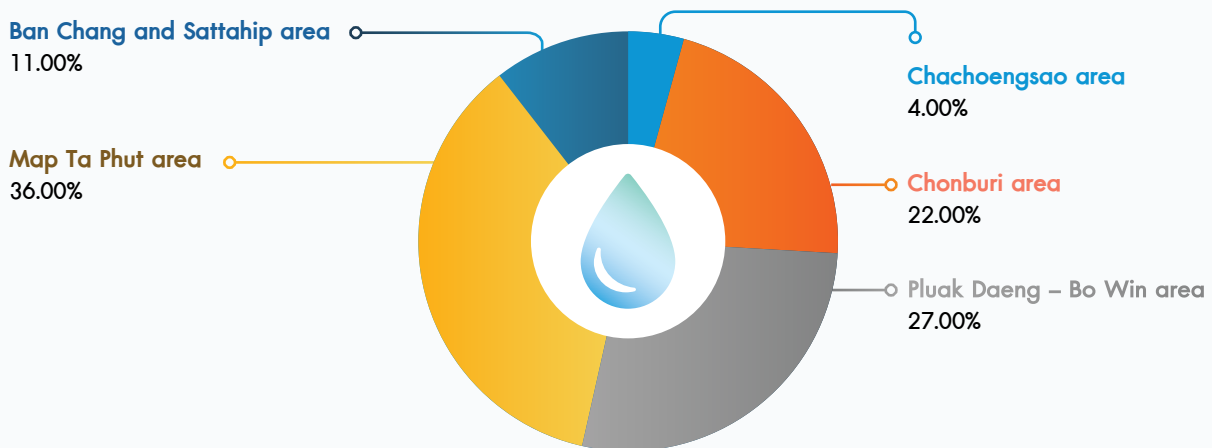
Service areas, customer groups, and distribution channels of raw water

Company is the largest entrepreneur engaged in the development of water pipeline systems and the distribution and sale of raw water to water users in both the domestic consumption and industrial sectors in the eastern seaboard area. Its strengths include the main water pipeline network and pumping systems connecting major water sources in the eastern region that are complete, modern, efficient, and cover the three eastern seaboard provinces, namely Rayong Province, Chonburi Province, and Chachoengsao Province. Moreover, the Company has the capability to sustainably deliver sufficient water supply to meet the demands of entrepreneurs in the area both at present and in the future.

In 2025, the Company continues to focus on sustainable water resource management and development together with stakeholders on an equitable basis. Looking ahead, the raw water service business in the eastern seaboard area still has growth opportunities due to the expansion of industrial activities in the three provinces. In addition, the government has policies to promote and drive the area to become a hub for advanced industrial production to enhance the competitiveness of Thailand's industrial sector through the establishment of the Eastern Economic Corridor (EEC). Considering its competitive readiness, the Company is well prepared in terms of investment capability, stability of water supply sources, and a comprehensive raw water pipeline network covering the eastern region.

Overall proportion of raw water distribution by service area

In 2025, the overall proportion of raw water distribution by service area was as follows:



In running its business, the Company places importance on delivering excellent services to meet customers’ expectations. The Company organizes customer meetings in both small and large groups as appropriate, listens to opinions and complaints, and conducts customer satisfaction surveys twice a year. The results of these surveys are used to improve services and respond to customers’ expectations, which contributes to the continuous development of service quality each year.

In order to enhance understanding and maintain customer confidence on an ongoing basis, the Company organized meetings with its key customers in 2025 as follows:

Activity	Target Group	Project Objectives/Details	Outcome Summary
<ol style="list-style-type: none"> 1. Company Visit 2. Festival/ Occasion Events 3. Entertain & Lifestyle Activities 	<ul style="list-style-type: none"> • Existing Customers • Customers in Industrial Estates (End Users) 	<ol style="list-style-type: none"> 1. To introduce the Company to water users, especially new customers or water users who are interested in visiting the Company to study and gain an overall understanding of the Company’s operations, such as water pumping and transmission, services, water management, future project investments, and various risk prevention measures. 2. To use cultural occasions to build good relationships, demonstrating care and appreciation for water users, contributing to emotional value and collaboration. 3. To express gratitude through social gatherings according to the priority level of water users. 	<ol style="list-style-type: none"> 1. Welcoming visiting delegations from government agencies and private sectors. 2. Presenting gifts on festive occasions such as New Year, Chinese New Year Festivals, Songkran Festival and presenting gifts on other festive occasions. 3. Relationship activities such as exhibition activities at Thai Water Expo 2025, EEC 2025, community development activities, and tree planting with water users.

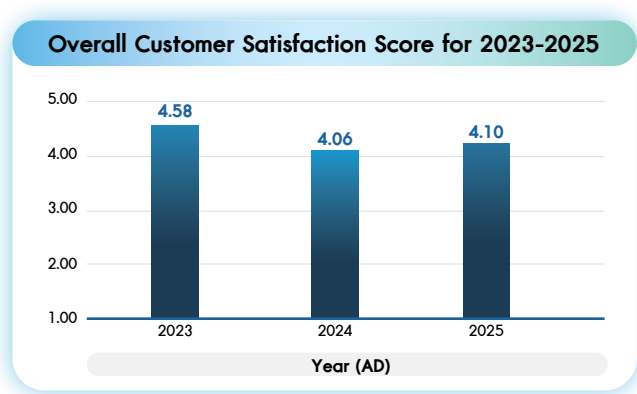
Customer Satisfaction Management

Raw Water Business Segment

(Disclosure 416-1)

The Company continued to live up to its corporate values of service-mindedness and keeping customer satisfaction scores at required levels through constantly improving customer services and listening to complaints and the voice of customers via various channels including telephones, email, the Company’s website, site visits on important occasions, and annual satisfaction surveys. The Company gathered all the feedback for analysis and consideration at the meetings of the Operation & Customer Service Department as well as the management meetings in order to design plans to continuously improve services to meet specific needs of each customer group.

Expectations and recommendations (2024 customer satisfaction survey)	Performance results for 2025
<ol style="list-style-type: none"> 1. Improve water quality 2. Information to be updated/ notified faster 3. Improve delayed maintenance period 	<ol style="list-style-type: none"> 1. The Company collected water quality samples from source points and increased sampling points along the pipeline network, conducting random sampling at multiple locations along the pipeline 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 to further enhance water quality. 2. The Company communicated information to customers and publicized investment projects to develop water resources in order to increase raw water supply in the system, such as projects to purchase additional raw water from private ponds and the Nong Pla Lai – Nong Kho Water Transmission System Improvement Project to increase the capacity of the water supply system. 3. The Company collected statistics on pipeline repairs and used the data to evaluate and plan repair operations in order to manage repair time and restore the system without affecting customers’ water intake.



Details are provided in the Sustainability Report 2025 under the topic “Comparison of satisfaction level of direct raw water customers in each aspect for 2023-2025”, page 122.

The 2025 customer satisfaction survey recorded an overall score of 4.10. Compared with the previous year, the satisfaction level slightly increased by 0.04 points. This was partly due to the impact of the Company’s investment in projects to enhance the capacity of its water transmission pipeline network during 2024-2025, which affected customers’ water demand, as summarized below:

Issue 1: Water Supply Stability – The water distribution system was unable to maintain the level of supply continuity expected by customers, resulting in inconvenience in water usage.

Issue 2: Raw Water Quality – At certain times, the raw water quality did not meet the specified standards due to the expansion of the water transmission pipeline network.

In light of these issues, which resulted in only a slight increase in the overall score, the Company and relevant parties place strong importance on incorporating customer feedback into service improvement efforts in order to continuously enhance and maintain customer satisfaction levels.

In 2025, the Company implemented measures to prepare a water resource management plan covering both primary water sources and backup water sources to meet customer demand under normal and peak demand conditions. The Company also continued to invest in water resource development projects to increase raw water supply in the system and to further improve service quality. In addition, the Company is accelerating the construction of raw water pipelines to support increasing water demand, promote growth, and enhance water management capability in the eastern region. These initiatives aim to connect key water sources from reservoirs and other water resources managed by both government agencies and the Company, ensuring the restoration of water resource stability and maintaining the customer satisfaction score in 2026 at no less than 4.10 points.

Expectations and recommendations (2025 customer satisfaction survey)	2026 Annual Action Plan
<ol style="list-style-type: none"> 1. Receive timely information from East Water regarding water situation updates from industrial estates. 2. Enhance Maintenance Service Quality. 	<ol style="list-style-type: none"> 1. The Company establishes an Information Sharing policy with industrial estate operators and relevant central agencies and develops Communication Effectiveness indicators. 2. The Company manages and evaluates pipeline maintenance operations by analyzing statistical data on pipeline repairs, together with assessment and planning meetings prior to repairs and system restoration to ensure that water intake by users is not affected, thereby strengthening customer confidence.

Customer Complaint Prevention Measures (Raw Water)

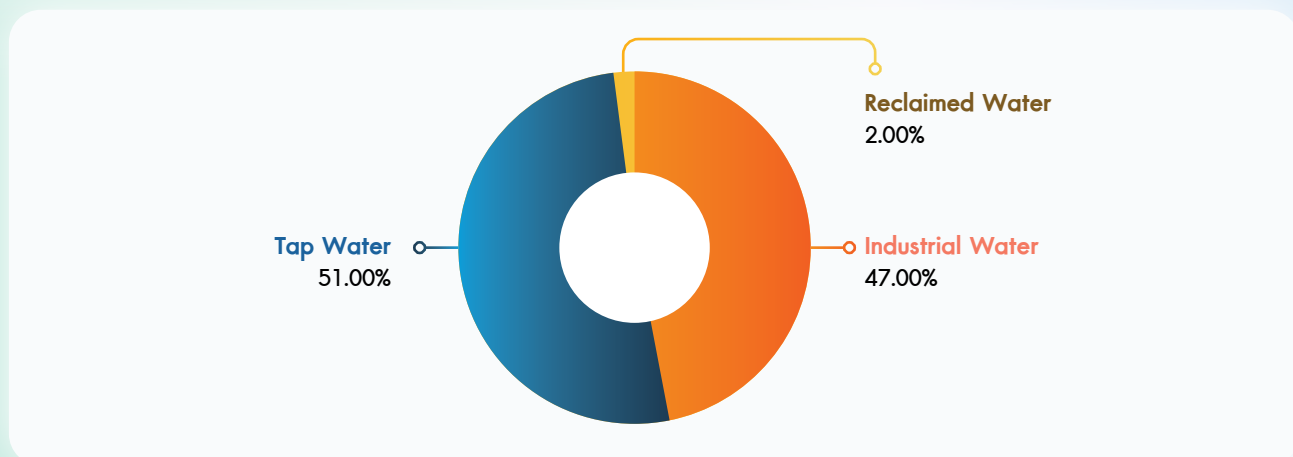
(Disclosure 416-2)

In 2025, the Company received no customer complaints. However, it remains committed to proactive complaint prevention measures each year. A dedicated team is assigned to analyze root causes, develop solutions, and implement preventive actions while ensuring compliance with the agreed Service Level Agreement (SLA). The Company follows a structured internal control system for complaint resolution and prevention, requiring customer satisfaction assessments after each resolution. Monthly reports are presented to executives for ongoing process improvement and efficiency enhancement.

Other Water Business Segment (Industrial Water, Wastewater Treatment, and Reclaimed Water) (Disclosure 416-1)

The Company conducts its business with due consideration for the management of health and safety impacts on stakeholders throughout its operations, from system design and construction to maintenance, as well as controlling water quality to ensure compliance with applicable laws and relevant requirements. Water quality is regularly monitored, and appropriate risk management measures and emergency response plans are implemented. In 2025, the Company did not encounter any significant incidents that resulted in negative impacts on health and safety from products and services under the other water business segment.

In 2025, the overall service distribution of the other water business segment, categorized by water type, is summarized as follows:



Expectations and recommendations (2024 customer satisfaction survey)	Performance results for 2025
<ol style="list-style-type: none"> 1. Problem management and service delivery 2. Information provision and communication 3. Maintaining service standards 	<ol style="list-style-type: none"> 1. The Company enhanced the skills of operational staff to improve the efficiency of control and monitoring, continuous maintenance and equipment improvement, as well as listening to complaints and responding to customer needs. 2. The Company organized meetings with customers to provide information on water management and water quality monitoring in order to promote understanding and transparency in operations. 3. The Company improved processes and services for other water businesses to better respond to the needs of each customer group through customized services.



The 2025 customer satisfaction survey for other water services recorded an overall score of 3.70, representing a decrease of 0.32 points compared to the previous year. This decline was mainly due to maintenance works on machinery and equipment as well as the need for unclearer communication regarding water situation updates.

The Company remains strongly committed to maintaining customer satisfaction while continuously improving service quality to better meet customer needs. Efforts focus on ensuring sufficient water supply, maintaining quality standards, enhancing maintenance efficiency, providing consultation and recommendations on water usage, strengthening customer relationships, and complying with relevant requirements in managing other water businesses in collaboration with customers.

Details are provided in the Sustainability Report 2025 under the topic “Comparison of satisfaction level of total water solution customers in each aspect for 2023-2025”, page 123.

Expectations and recommendations (2025 customer satisfaction survey)	2026 Annual Action Plan
<ol style="list-style-type: none"> 1. Maintenance management of machinery and equipment to ensure readiness for production and industrial water supply without affecting contractual water sales. 2. Improve operational staff skills. 3. Focus on responding to customer needs. 	<ol style="list-style-type: none"> 1. The Company continuously monitors maintenance and improvement of machinery and equipment, including the application of technology to enhance maintenance management. 2. The Company develops operational staff capabilities in technical skills, maintenance skills, safety skills, and soft skills. 3. The Company improves total water solution services to effectively meet the needs of each customer group through customized services. 4. Relationship-building activities and compliance with relevant requirements in managing total water solution services together with customers.

Tap Water Business Segment

(Disclosure 416-1)

Tap water is a fundamental necessity for human life, supporting domestic consumption, public health, as well as economic and industrial activities. Therefore, the management of tap water quality and safety is a key priority for UU Public Company Limited (UU PCL.) to ensure that water users receive tap water that is safe, of high quality, and compliant with standards established by relevant laws and regulatory authorities.

The operations of UU PCL. utilize surface water sources as the primary raw material for tap water production, including rivers, canals, and reservoirs, which represent a critical component of the tap water production system. UU PCL. continuously assesses and controls risks related to raw water quality, from source selection and raw water quality monitoring to the design of water treatment systems suitable for the environmental conditions and context of each service area. In addition, UU PCL. places strong emphasis on the design and construction of tap water production systems by considering factors such as water demand, raw water quality, and health and safety risks for consumers. This approach enables UU PCL. to select appropriate treatment systems and ensure that the produced tap water meets established quality standards. The tap water production systems implemented by UU PCL. include:



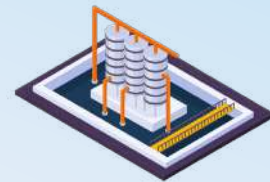
Conventional Water Treatment Plant

Conventional Water Treatment Plant



Mobile Plant

Mobile Plant



Advanced Water Treatment Plant

Advanced Water Treatment Plant utilizing Ultra-Filtration (UF) membrane technology.

Summary of Tap Water Production System in Waterworks entities

Thai Industrial Standards (TIS)

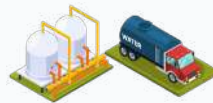
 Chachoengsao



 Bang Pakong



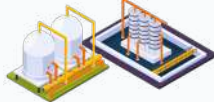
 Bo Win



 Rayong



 Sattahip



 Ratchaburi



 Nakhon Sawan



Provincial Waterworks Authority Water Quality Standard

 Bo Win



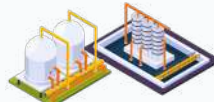
 Nong Kham



 Chonburi



 Sattahip



 Lakchai Muangyang



 Hua Ro



According to the annual tap water user satisfaction survey, another issue that captured the attention of tap water users was the quality of tap water, particularly in terms of cleanliness, clarity, and sedimentation. This is because turbidity and clarity of tap water are physical characteristics that can be easily observed by users. Therefore, UU PCL. has adopted management measures to address periods when there is a risk that water quality may not meet the prescribed standards, which are divided into two parts as follows:

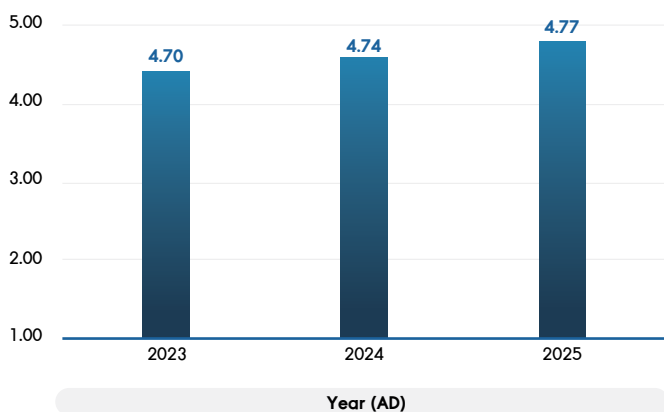
Production System

Operators responsible for controlling the production system continuously monitor the turbidity of raw water and utilize an automatic chemical dosing system to adjust chemical dosing in accordance with raw water quality as closely as possible. In cases where raw water turbidity is high, such as during the flood season or dry season, and exceeds the level that the treatment system can effectively handle, the operators will reduce production capacity in order to maintain raw water turbidity within the specified quality criteria.

Water Distribution Pipeline System

To maintain consistent water quality in the distribution pipeline system in accordance with established standards, UU PCL. implements scheduled pipeline flushing operations. When higher turbidity in tap water is detected, which may result from pipeline repair works or sediment accumulation in the pipelines, flushing operations will be carried out immediately. In addition, UU PCL. has developed an automated flushing system and installed sediment discharge points throughout the distribution network to improve turbidity control in the pipelines. To maintain appropriate pressure levels within the pipelines and reduce the risk of pipe leakage or rupture, UU PCL. has also increased the installation of air valves to release accumulated pressure within the pipeline system.

Overall Customer Satisfaction Score for 2023-2025



Details are presented in the 2025 Sustainability Report under the topic “Tap Water Customer Satisfaction by Dimension, Comparison between 2023–2025,” page 123.

UU PCL. paid attention to quality of services; hence, a third-party agency was hired to conduct customer satisfaction surveys with tap water users on an annual basis. The opinions and recommendations gathered from tap water users are used as guidelines for further improvement of service quality in all aspects to achieve greater efficiency.

According to the 2025 customer satisfaction survey, the satisfaction level increased compared to 2024. UU PCL. recognizes the importance of maintaining the satisfaction level and remains committed to continuously improving information services.



Customer Complaint Prevention Measures (Tap Water)

(Disclosure 416-2)

UU PCL. places great importance on the management of tap water user complaints as a key mechanism to prevent potential health and safety impacts arising from tap water products and services. In 2025, UU PCL. handled a total of 25,555 complaints in the tap water business, all of which were completely resolved in accordance with the UU Service Level Agreement (UU SLA). This reflects the efficiency of the service system and the Company's systematic and timely response to customer needs in order to achieve the highest level of customer satisfaction.

From the analysis of complaint data, most complaints were related to broken or leaking pipelines, mainly caused by road construction and road improvement works along the tap water transmission and distribution pipeline routes. To prevent and reduce such risks, UU PCL. has implemented preventive measures by requiring operational units to coordinate with construction supervisors and contractors in advance to provide information on the locations of tap water pipelines. This helps reduce potential impacts from construction or road expansion activities in high-risk areas.

In addition, UU PCL. regularly follows up and coordinates with construction supervisors to review and improve operational plans in areas near tap water transmission and distribution pipelines. These measures help reduce the recurrence of pipeline breakage or leakage incidents, minimize customer complaints, and strengthen confidence in the safety and continuity of tap water services.

ENVIRONMENTAL DIMENSION

Operational targets of the Company only, not include UU PCL.



Short-term Targets (2025)

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

Energy aspect Reduce electricity consumption per unit of pumped water by 1.00%, compared to electricity consumption



General waste and hazardous waste aspect

Amount of recycled waste at East Water Building at 10.00% of total waste per year

Reduce non-hazardous waste volume by 5.00%, compared to the past three-year average of hazardous waste

Reduce hazardous waste volume by 1.00%, compared to the past three-year average of hazardous waste

Air pollution and greenhouse gas aspect

Reduce greenhouse gas emissions (Scopes 1, 2, and 3) for water pumping per unit of pumped water by 1.00%, compared to the past three-year average

No complaints regarding PM dust emissions from the Company's construction projects ((PM2.5 not over 37.50 microgram/cubic meter and PM10 not over 120 microgram/cubic meter))



Biodiversity aspect

No complaints regarding impacts on biodiversity from the Company's business operations

Medium-term Targets (2026–2028)

Water aspect By 2028, reduce %NRW to be less than 2.50

Energy aspect By 2028, reduce electricity consumption per unit of pumped water by 1.00%, compared to the past three-year average (kWh/m³)

By 2028, renewable energy consumption targeted at 0.50% of total electricity usage

General waste and hazardous waste aspect

By 2028, amount of recycled waste at East Water Building at 10.00% of total waste per year (kg/year)

By 2028, reduce non-hazardous waste volume by 5.00%, compared to the past three-year average (kg/year)

By 2028, reduce hazardous waste volume by 1.00%, compared to the past three-year average (kg/year)



Air pollution and greenhouse gas aspect

By 2028, Reduce greenhouse gas emissions (Scopes 1, 2, and 3) for water pumping per unit of pumped water by 1.00%, compared to the past three-year average (ton-CO₂ eq per million m³)

Biodiversity aspect

No complaints regarding impacts on biodiversity from the Company's business operations

Long-term Targets

Air pollution and greenhouse gas aspect

Reduce greenhouse gas emissions (Scopes 1 and 2) with a carbon neutrality target by 2050 (B.E. 2593)

Achieve net zero greenhouse gas emissions by 2065 (B.E. 2608)

Performance Results for 2025

The Company complied with license requirements, standards, regulations on water quality and quantity, and did not violate environmental regulations. As a result, no environmental complaints were received, and no environmental fines were incurred.



Water aspect

NRW control: %NRW equals 1.21

Amount of recycled water inside East Water Building at 0.61% of the total amount of the Company's central water consumption

Energy aspect

Electricity consumption per unit of pumped water recorded at 0.54 kWh/m³, representing an increase of 29.92% compared to the past three-year average

General waste and hazardous waste aspect

Amount of recycled waste at East Water Building was 13,926 kg, accounting for 23.84% of total waste

Total hazardous waste generated in the East Water Building and operational areas amounted to 1,631.70 kg, representing a 37.91% decrease compared to the past three-year average

Air pollution and greenhouse gas aspect

Greenhouse gas emissions (Scopes 1, 2, and 3) for water pumping per unit of pumped water recorded at 301.84 tonCO₂ eq per million m³, representing an increase of 22.27% from 2024

No complaints regarding PM dust emissions from the Company's construction projects and no complaints regarding biodiversity impacts

No emissions of NO_x, SO_x, or volatile organic compounds (VOC), Ozone Depleting Substances (ODS) from the raw water pumping process

Biodiversity aspect

No complaints regarding impacts on biodiversity from the Company's business operations

Green areas increased by approximately 41 Rai per year (based on 400 trees per Rai) and helped absorb approximately 147–245 tons of CO₂ per year (one tree absorbs 9–15 kg of CO₂ per year on average)

Climate Change Response Towards Integrated Water Management

(Disclosure 201-2, 303-1:2018)

Climate change is a significant risk factor affecting water resource security in Thailand, particularly in the eastern region. Climate variability is influenced by atmospheric pressure systems and wind circulation from the Pacific Ocean and the Indian Ocean, leading to climate phenomena such as El Niño, La Niña, and the Indian Ocean Dipole (IOD). These fluctuations affect rainfall patterns, reservoir inflows, and the long-term adequacy of water resources.

The Company recognizes the physical risks and transition risks of climate change that may affect business operations and the ability to provide water services continuously. Therefore, the Company regularly monitors and assesses climate conditions and water resource situations by utilizing precipitation forecasts from the International Research Institute for Climate and Society (IRI) together with data on reservoir inflows, reservoir storage levels, and trends in customer water demand. These data are used as a basis for assessing the adequacy of water resources and for planning water infrastructure development in alignment with long-term climate change conditions.

In 2025, the Company implemented proactive measures to address these risks by strengthening the stability of the water transmission pipeline network in order to enhance water management reliability and reinforce confidence among all sectors that water supply will remain sufficient and continuous. These initiatives are carried out under the concept of Integrated Water Resources Management (IWRM) as follows:

Enhancing the Stability of the Water Transmission Pipeline Network

The Company's water transmission pipeline network covers three provinces in the eastern region, namely Rayong, Chonburi, and Chachoengsao, with a total pipeline length of over 553 kilometers. The network interconnects main water supply sources and backup water supply sources of both the government sector and the Company in the form of a Water Grid, enabling effective management of water from different sources in accordance with water demand in each area and the availability of water supply sources during different periods. This approach maximizes the effectiveness of water management, including the consideration of backup water supply sources to enhance the stability of water supply, as well as the development of the water transmission pipeline network to support risks associated with drought in the eastern region. To strengthen the stability of the water transmission pipeline network, the Company has established an operational plan consisting of three key components:



Enhancing the capacity of water supply sources



Development of the water transmission pipeline network (Water Grid)



Coordination with relevant agencies and advance climate forecasting

Enhancing the Capacity of Water Supply Sources: Based on an assessment of water demand from the Company's water transmission pipeline system, including raw water, tap water, and industrial water, water demand at present and in the future is expected to continue increasing in line with government policies supporting economic expansion in the Eastern Economic Corridor (EEC). The Company has therefore reviewed the potential of water supply development projects in various river basins by considering both the adequacy of water supply sources and the locations of water source development in relation to water demand areas. In addition, the Company plans to develop water supply sources to exceed total water demand by not less than 15.00% in order to accommodate years with lower-than-normal water availability. Accordingly, the Company has prepared a master plan for water source development and water transmission pipeline network development, including improvements to existing pipelines and the construction of additional pipelines to enhance water supply capacity. The plan also considers backup water supply sources in the short, medium, and long term to ensure the stability of raw water supply and strengthen customer confidence in water availability over the next 10 years. The development plan is designed to align with current conditions while avoiding environmental impacts and ensuring that surrounding communities' water usage is not affected.





Development of the Water Pipeline Network (Water Grid) The Company continuously implements projects to enhance the capacity of the water grid in order to connect main water sources from reservoirs with backup water supply sources from both government agencies and the Company. This system enables efficient water management and ensures alignment between water supply and water demand in each service area. In 2025, the Company completed the construction of one additional pipeline project enabling water supply to the Laem Chabang area, namely the Nong Pla Lai – Nong Kho – Laem Chabang Water Pipeline Project, and is currently constructing one additional project, namely the Khlong Luang Reservoir – Chonburi Raw Water Pipeline Project, with details as follows:








(1) Nong Pla Lai – Nong Kho – Laem Chabang Water Pipeline Project

This project connects the main water source from Prasae Reservoir with the Company’s pipeline network. It also increases water transmission capacity from Rayong to Chonburi, enabling more efficient water management while supporting the expansion of water supply sources in Chonburi. The project supports water demand in the Eastern Economic Corridor (EEC) and addresses potential water shortages in the future. The pipeline has a transmission capacity of approximately 350,000 cubic meters per day and has been supplying water to the Laem Chabang area since the first quarter of 2025.

(2) Khlong Luang Reservoir – Chonburi Raw Water Pipeline Project

This project connects the main water source from Khlong Luang Ratchalothorn Reservoir with the Company’s water grid, enabling the Company to manage water supply and provide additional water supply sources for the Chonburi and Pluak Daeng – Bo Win areas. The project supports water demand in the Eastern Economic Corridor (EEC) in accordance with government policy and helps address potential water shortages in the future. The pipeline has a water transmission capacity of approximately 142,000 cubic meters per day. Construction progress has reached 93.00%, and the system is currently capable of reverse water flow through the pipeline.

Raw Water Pipeling (EW)

-  Current Grid
-  Under Construction
-  Main Water Source
-  Raw Water Pool
-  Water Pumping Station
-  Water Tank
-  Reserve Water Source

Coordination with Relevant Agencies and Advance Climate Forecasting

To ensure that water management planning remains appropriate and aligned with current conditions, the Company closely collaborates with relevant agencies such as the Royal Irrigation Department, the Provincial Waterworks Authority, the Industrial Estate Authority of Thailand, the Eastern Region Keyman Water War Room, the Office of the National Water Resources (ONWR), the Water and Environment Institute for Sustainability, the Eastern Economic Corridor Policy Committee Office, the Thai Meteorological Department, and the Department of Royal Rainmaking and Agricultural Aviation. This collaboration includes monitoring rainfall conditions, reservoir inflows, and short- and long-term climate trends, as well as jointly planning water management during periods of potential water risk.

Integrated Water Management

The water sources managed by the Company consist of surface water pumped from various sources. These water sources can be classified into two categories based on their utilization, namely main water sources and backup water sources, as detailed below.

Main Water Sources

Main water sources refer to water sources allocated to the Company under the Water Resources Act and water sources allocated by the Royal Irrigation Department. Reservoirs of the Royal Irrigation Department are reservoirs continuously replenished by natural waterways or through-flowing streams. These also include rivers and canals from which the Company has been permitted by the River Basin Committee to pump water, as well as raw water purchased from private operators. These sources include Prasae Reservoir, Nong Pla Lai Reservoir, Dok Krai Reservoir, Bang Phra Reservoir, Nong Kho Reservoir, private ponds, the Bang Pakong River, and the Rayong River (Khlung Thab Ma).

Reserve Water Sources

Reserve Water Sources refer to water sources reserved by the Company to enhance the stability of the main water sources. Water must be stored in advance and will be used when water levels in the main water sources are low or when water shortages occur. These also include raw water ponds owned by the Company, namely the Thab Ma, Samnakhok, and Chachoengsao raw water ponds.

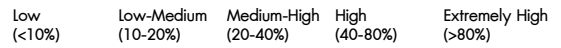
Volumes of total water withdrawal by the Company in 2023-2025 (Three years period)

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

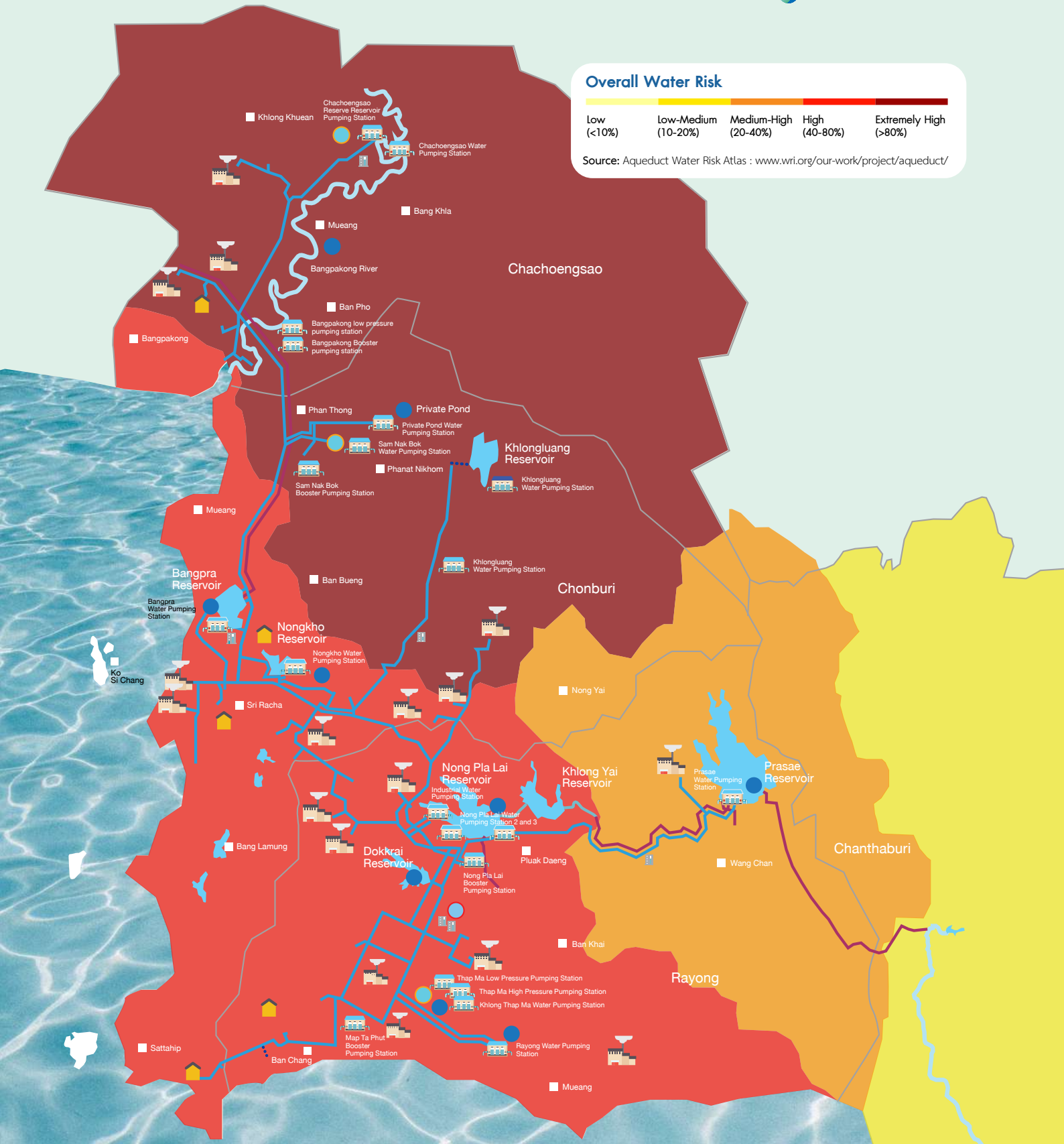
Water Source	Allocated Water (per written permit) Billion liters	Pumped Water in 2023 Billion liters		Pumped Water in 2024 Billion liters		Pumped Water in 2025 Billion liters	
		Total dissolved solids (≤ 1,000 mg/liter) Billion liters	Total dissolved solids (> 1,000mg/liter) Billion liters	Total dissolved solids (≤ 1,000 mg/liter) Billion liters	Total dissolved solids (> 1,000mg/liter) Billion liters	Total dissolved solids (≤ 1,000 mg/liter) Billion liters	Total dissolved solids (> 1,000mg/liter) Billion liters
1. Prasae Reservoir	110.00	51.48	0	60.82	0	36.72	0
2. Nong Plalai Reservoir *	120.00	99.75	0	143.32	0	137.51	0
3. Dok Krai Reservoir	116.00	69.99	0	7.71	0	0	0
4. Bang Phra Reservoir	8.00	6.12	0	3.88	0	3.67	0
5. Nong Kho Reservoir	16.70	9.71	0	1.11	0	0	0
6. Bang Pakong River (Water Stress)	50.00	28.45	0	27.55	0	16.51	0
7. Khlung Thab Ma, Rayong River	0	8.27	0	4.55	0	4.42	0
8. Private Water Sources (Water Stress)	12.00	13.01	0	7.95	0	5.70	0
9. Rainwater from Samnak Bok Pond (Water Stress)	0	0.35	0	0	0	0	0
Total	432.70	287.13	0	256.89	0	204.53	0

Remark * Water pumped from Nong Pla Lai Reservoir exceeded the permitted volume by 17.51 million cubic meters. This followed projections discussed during a meeting of the Eastern Region Keyman Water War Room, which indicated that during October–November 2025 reservoir storage would exceed the Upper Rule Curve. The Royal Irrigation Department therefore needed to release water to prevent overflow. The Company accordingly adjusted its pumping plan to increase water pumping in place of reservoir releases, enabling the Royal Irrigation Department to manage reservoir water levels more effectively.





Overall Water Risk







Source: Aqeduct Water Risk Atlas : www.wri.org/our-work/project/aqeduct/




Raw Water Piping (EW)

-  Current Grid
-  Under Construction
-  Main Water Source
-  Raw Water Pool

-  Water Pumping Station
-  Under Construction Station
-  Water Tank
-  Reserve Water Source

Raw Water Piping (The Royal Irrigation Department)

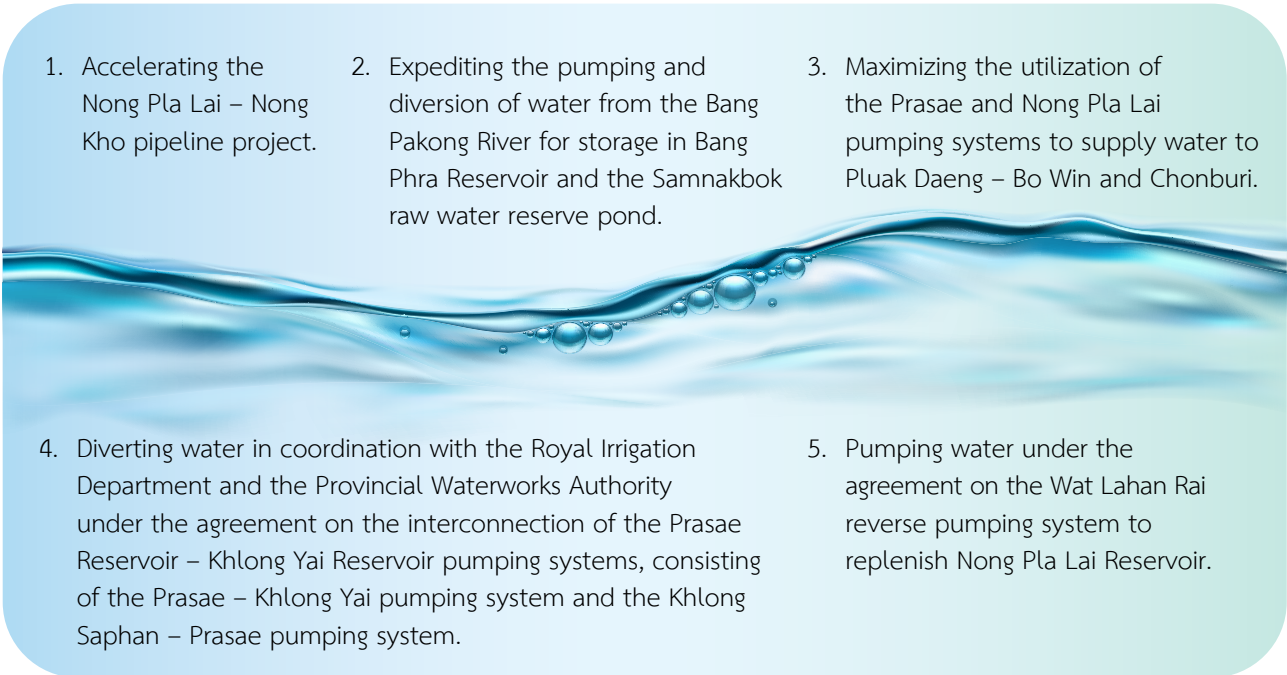
-  Current Grid

The main water sources allocated by the Royal Irrigation Department (RID) cover the period from November to October of the following year. Each year, the RID informs non-agricultural water users (domestic consumption and industrial sectors) of the permitted water allocation for that year. The allocation depends on several factors, including reservoir storage at the beginning of the dry season (November), the minimum storage levels, irrigation water supply plans for the agricultural sector, and water releases required to maintain ecological balance. During each allocation year, water usage is monitored so that additional water may be allocated if reservoir inflows increase during the year, in line with water demand.

In 2025, regarding water pumping from the Bang Pakong River, the Company organized a meeting with Bang Pakong River Basin water users and relevant stakeholders to obtain a resolution on water pumping on 4 June 2025. The meeting approved the Company to begin pumping water during June–November 2025 to supply domestic

and industrial water users, mainly in Chachoengsao Province. Part of the pumped water was also diverted and stored in Bang Phra Reservoir as a reserve supply for water users in Chachoengsao and Chonburi during the 2026 dry season.

Water Management in 2025 the Company faced challenges in water management within the Eastern Economic Corridor (EEC) due to the handover of assets to the Treasury Department. The Company therefore accelerated the completion of the Nong Pla Lai – Nong Kho – Laem Chabang pipeline project in early 2025 in order to supply water to Pluak Daeng – Bo Win and Chonburi areas and minimize impacts on the Company’s customers. Overall, at the beginning of 2025, rainfall and reservoir inflows in Rayong and Chonburi were mostly below the long-term average. The Company therefore implemented the following measures to support water management in 2025:

- 
1. Accelerating the Nong Pla Lai – Nong Kho pipeline project.
 2. Expediting the pumping and diversion of water from the Bang Pakong River for storage in Bang Phra Reservoir and the Samnakhok raw water reserve pond.
 3. Maximizing the utilization of the Prasae and Nong Pla Lai pumping systems to supply water to Pluak Daeng – Bo Win and Chonburi.
 4. Diverting water in coordination with the Royal Irrigation Department and the Provincial Waterworks Authority under the agreement on the interconnection of the Prasae Reservoir – Khlong Yai Reservoir pumping systems, consisting of the Prasae – Khlong Yai pumping system and the Khlong Saphan – Prasae pumping system.
 5. Pumping water under the agreement on the Wat Lahan Rai reverse pumping system to replenish Nong Pla Lai Reservoir.

The total volume of water pumped and managed by the Company in 2025 was 204.53 million cubic meters, representing a decrease from 2024. This decline was mainly due to additional alternative water sources becoming available for users in the Map Ta Phut area, resulting in reduced demand for water supplied by the Company. At the same time, economic slowdowns in certain industrial sectors led to reduced production and lower water consumption. In addition, some users began sourcing water from the Treasury Department’s pipeline system.

The Company has complied with agreements made with government agencies and local communities, without violating any requirements or the permitted water allocation limits. Therefore, in 2025, there were no complaints regarding non-compliance with permits, standards, or regulations related to water resource management.

Overall Water Consumption by Service Area

Map Ta Phut, Ban Chang, and Sattahip

Most customers in this area are industrial users, accounting for 67.00%, while 33.00% are domestic consumers. Water is sourced from the main reservoirs in Rayong Province, namely Nong Pla Lai Reservoir and Prasae Reservoir, as well as the Company's reserve source, Thap Ma Raw Water Pond.

Chonburi and Pluak Daeng – Bo Win

Most customers in this area are domestic consumers, accounting for 60.00%, while 40.00% are industrial users. This area is considered a new strategic development corridor of the country. However, due to geographical conditions, there are only two large reservoirs in the area Nong Kho Reservoir and Bang Phra Reservoir. As a result, the area relies on raw water from Rayong Province, namely Nong Pla Lai Reservoir and Prasae Reservoir, with water diverted through the Company's water pipeline network.

Chachoengsao

Most customers in this area are domestic consumers, accounting for 81.00%, while 19.00% are industrial users. Water is mainly sourced from the Bang Pakong River. However, Chachoengsao Province experiences saltwater intrusion, which causes freshwater shortages in certain areas during the dry season. To ensure year-round water availability, the Company purchases raw water from private water sources to strengthen water security in the area during the dry season. In addition, water is pumped from the Bang Pakong River during the flood season and stored in Bang Phra Reservoir in Chonburi Province for use during the dry season.

Tap Water Consumption of the Company

The Company places importance on water use within its operational areas, including office buildings, pumping stations, and staff residences, by encouraging employees to use water efficiently and recognize the value of water. In 2025, the Company's average tap water consumption was 2,611.08 cubic meters per month, with water supplied by the Metropolitan Waterworks Authority (MWA) and the Provincial Waterworks Authority (PWA). Details of water consumption by location are as follows:

Average Water Usage Volumes (cubic meter/month)			Total Water Usage Volumes (cubic meter) (Disclosure 303-3)			Effluent Volumes (cubic meter) ⁵ (Disclosure 303-4)			Water Usage Volumes (cubic meter) (Disclosure 303-5)		
2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
East Water Building¹ MWA.											
1,547.17	1,571.08	2,167.00	18,566.00	18,853.00	26,004.00	14,852.80	15,082.40	20,803.20	3,713.20	3,770.60	5,200.80
Operation Office² PWA											
45.67	39.67	23.08	548.00	476.00	277.00	438.40	380.80	221.60	109.60	95.20	55.40
22 Water Pump Stations³ PWA											
405.42	429.75	411.33	4,865.00	5,157.00	4,936.00	3,892.00	4,125.60	3,948.80	973.00	1,031.40	987.20
Staff Residence⁴ PWA											
17.33	1.33	9.67	208.00	16.00	116.00	166.40	12.80	92.80	41.60	3.20	23.20
Total											
2,015.58	2,041.83	2,611.08	24,187.00	24,502.00	31,333.00	19,349.60	19,601.60	25,066.40	4,837.40	4,900.40	6,266.60

Remarks

¹ Refers to water consumption at the Group's head office (18th and 22nd-26th floors) and all common areas, totaling 26,004.00 cubic meters. Wastewater from the building is treated through the building's wastewater treatment system until it meets the Building Wastewater Discharge Control Standard B.E. 2567 of the Ministry of Natural Resources and Environment before being discharged into the Bangkok Metropolitan Administration (BMA) drainage system. In addition, the East Water Building reused 158.00 cubic meters of reclaimed water from the building's wastewater treatment system.

² Refers to water consumption at the Thab Ma Office. The Chachoengsao Office shares a water meter with the Chachoengsao Head Tank, while the Nong Pla Lai Office shares a water meter with the new Nong Pla Lai booster pumping station.

³ Refers to pumping stations where 14 stations receive tap water supply from the Provincial Waterworks Authority (PWA) and the Company produces its own tap water at 4 stations. The raw water used at these stations is considered non-revenue water (NRW), namely: Nong Kho Pumping Station, Prasae Pumping Station 2, Nong Pla Lai Pumping Station 3, and Hub Bon Receiving Station. The remaining 4 stations do not have tap water supply.

⁴ Refers to water consumption at staff residences located at the Thab Ma raw water reserve pond. Residences at the Chachoengsao Head Tank share the water meter with the Chachoengsao Head Tank.

⁵ The volumes of Facilities' wastewater discharge is estimated at approximately 80.00% of total water consumption, according to the Manual of Community Wastewater and Wastewater Treatment, Pollution Control Department, Ministry of Science, Technology and Environment.

Based on the Water Quality Index (WQI) data above, the overall quality of raw water was found to remain within the standard for surface water quality. However, certain parameters such as electrical conductivity and Total Dissolved Solids (TDS) have shown an increasing trend each year. This has resulted in higher water demand for customers' production processes, as some portions of raw water that do not meet the required quality must be discharged from the production system. If the water quality index continues to show an increasing trend, the available volume of raw water in reservoirs may become insufficient to meet demand. The Company has therefore developed additional measures to enhance water quality monitoring.

In addition, the Company and its customers have coordinated the monitoring of water quality at both upstream sources and downstream supply points delivered to each customer in order to enhance service efficiency and enable faster responses in improving water quality for customers, as follows:

1. If the Company detects irregularities beyond the parameters monitored by the online monitoring system at the upstream water sources, the Company will notify customers so that they can monitor the situation and prepare for water quality adjustments before the water enters their production systems.
2. If no irregularities are detected at the upstream sources but customers identify abnormalities in the water entering their production processes, customers will notify the Company so that the Company can investigate and adjust the system to restore water quality to normal conditions.
3. Whenever adjustments are made to the water transmission and distribution system, the Company will inform customers of potential impacts in advance. All operational adjustments are carried out with consideration of potential impacts and customers' water demand.

Promoting Biodiversity Activities in Collaboration with Government Agencies and Communities

1. Agreement with Government Agencies and Communities on Pumping Water from the Bang Pakong River during the Flood Season

The Company has entered into agreements with government agencies in Chachoengsao Province and local communities regarding the period during which the Company may pump water from the Bang Pakong River. Water pumping can commence only when the salinity level is lower than 1 g/L, measured at the Ban Pho Monitoring Station, in order to minimize the impact of salinity on aquatic life.

2. Study of Biodiversity in the Bang Pakong River and Bang Phra Reservoir

The Company pumps water from the Bang Pakong River during the flood season and stores it in Bang Phra Reservoir

in accordance with agreements with government agencies and local communities. Therefore, the Company has studied aquatic species data in the Bang Pakong River and Bang Phra Reservoir based on information from the Inland Fisheries Research and Development Division, Department of Fisheries, in order to support planning for biodiversity promotion activities. The study found that the Bang Pakong River contains 264 fish species, indicating high biodiversity. Among these, 20 species are considered rare species. From 2015 to 2024, surveys recorded fish species native to the Bang Pakong River. The number of species observed each year varies depending on seasonal conditions, particularly seawater intrusion into the river and rainfall that drives freshwater flow and pushes saline water downstream. Fish species in the Bang Pakong River include freshwater, brackish water, and marine species, which migrate upstream and downstream depending on seasonal salinity levels. In Bang Phra Reservoir, a total of 45 fish species from 18 families were recorded. The Cyprinidae family was the most abundant with 16 species. The fish community structure mainly consists of scaled fish. Frequently observed species include silver barb, giant barb, striped mystus, climbing perch, Nile tilapia, freshwater garfish, glass perchlet, and sand goby.

3. Natural Resources and Water Source Restoration Project

Forest restoration is not limited to planting trees but aims to restore the entire ecosystem. This requires cooperation from all sectors, including government agencies, the private sector, and local communities. Healthy forests serve as important upstream water sources, helping absorb rainwater into the soil, slow down surface runoff, and reduce soil erosion, eventually forming small streams and natural waterways. Therefore, the Company collaborates with the Community Forest Network in the contiguous forest area of five eastern provinces to organize upstream forest restoration activities within the Company's operational areas. Further details are available in the 2025 Sustainability Report under the topic "Upstream Area Activities," page 112.

4. East Water Water Stewardship Network Project

The Company collaborates with the Environmental Warriors/Water Detective groups under the Chachoengsao Environmental Conservation Association and the Water Quality Monitoring and Inspection Center, Pluak Daeng District, Rayong Province. The objective of the project is to monitor, observe, and inspect water quality in the Bang Pakong River and other water sources in Rayong Province. The Company also provides educational scholarships and support for scientific equipment to students in order to strengthen their academic skills. In addition, the Company participates in activities such as watershed forest restoration, releasing aquatic species into the Bang Pakong River, and organizing camps to promote knowledge on water quality monitoring. Further details are available in the 2025 Sustainability Report under the topic "Upstream Area Activities," page 113.

Environmental Management

The Company recognizes the importance of environmental management and the potential impacts arising from its business activities. Based on the assessment of environmental issues throughout the supply chain, the Company has established measures to prevent pollution and address various environmental concerns in order to minimize impacts on the environment, while promoting environmental protection and restoration for sustainable development in accordance with the ISO 14001 Environmental Management System. The Company has been certified under the ISO 14001 Environmental Management System since 2007 (ISO 14001:2004) and continues to maintain certification under the current standard (ISO 14001:2015). The certified scope covers the Company's water pumping stations and pipeline network control rooms, representing 31.00% of the Company's total operational areas.

Environmental Innovation

Since 2023, the Company has organized a special training program to develop engineers' innovation capabilities under the Engineering Improvement Program (EIP). The program lasts for nine months and aims to encourage the Company's

engineers to demonstrate their potential and create innovative solutions by applying Agile and Design Thinking concepts. The program enhances employee capabilities while fostering professional ethics in engineering and business management perspectives through a combination of hands-on workshops and coaching. It also promotes the development of innovations that improve operational efficiency, reduce costs, and create added value for the business, as well as identifying high-potential personnel for future expert development. The Company also launched the Quick Win Improvement 2023 project to encourage employees to participate in the creation and development of innovations. The success of the project has been defined as one of the Corporate KPIs and Common KPIs under knowledge management, serving as an extension of the EIP training program that translates classroom knowledge into innovation concepts.

In 2024, the Company selected innovative projects from the Quick Win Improvement 2023 initiative that demonstrate benefits in terms of operational efficiency, investment value, and environmental friendliness, and further developed them in 2025, as follows:

IoT Datalogger (EW logger)

The Company faced challenges in installing control systems and monitoring systems along the raw water pipeline network, including systems for preventing corrosion of underground steel pipelines. These data are critical for analyzing water transmission efficiency, managing water resources, and planning long-term pipeline maintenance. To address these limitations, the Company developed the IoT Datalogger (EW Logger), which functions as a device for collecting and transmitting data through the IoT network. The innovation was designed and developed by the Company's employees.

This innovation applies the operational principles of the SCADA system to replace conventional control and communication equipment that requires large installation space and high costs. As a result, the Company can effectively reduce communication equipment and construction costs.



Installation Areas and Implementation Plan

Installation has been carried out for 11 pressure monitoring units and 6 CP monitoring units within the pipeline network in Rayong and Chonburi provinces.

Results

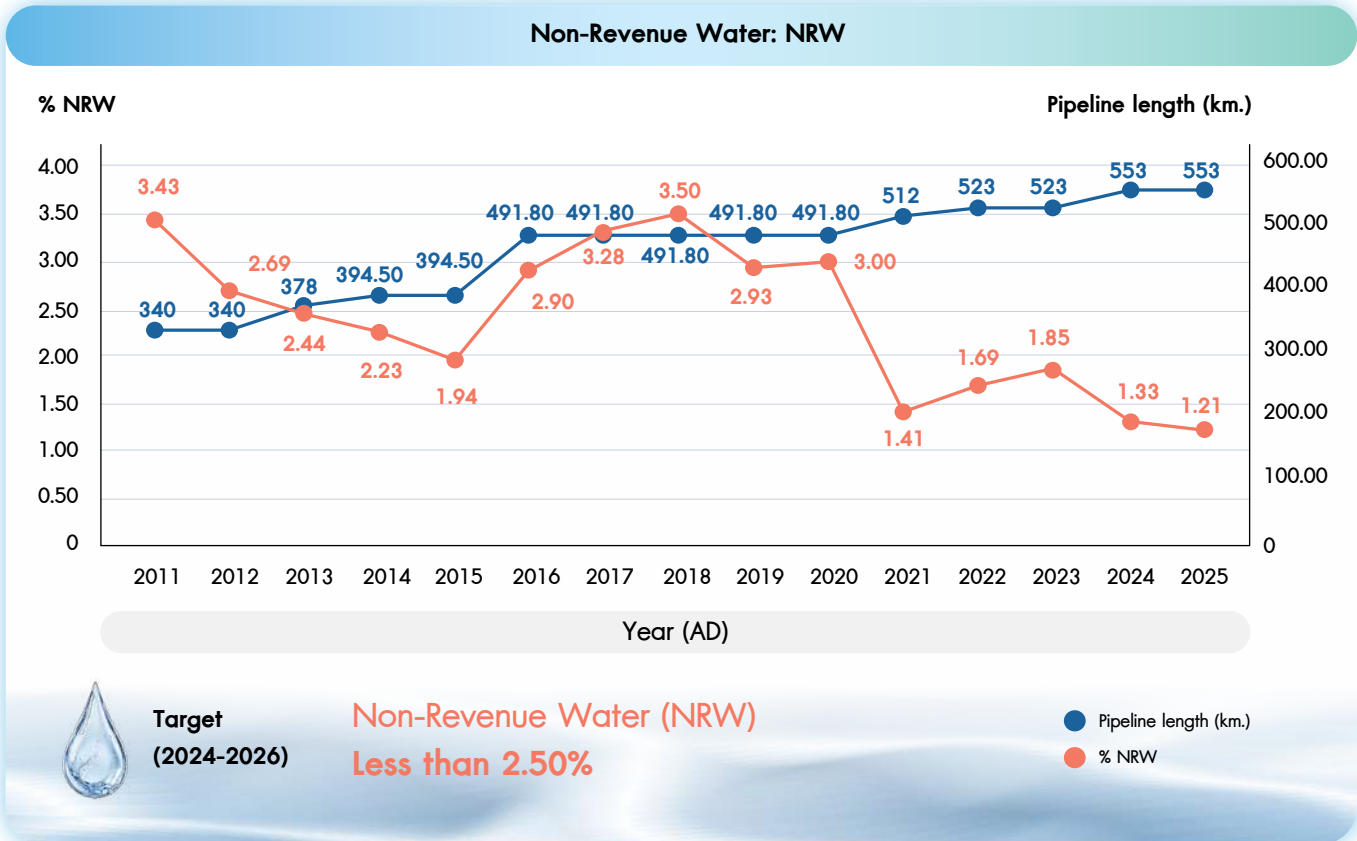
1. The IoT Datalogger (EW Logger) reduced procurement costs for datalogger equipment by 70.00% (approximately 595,000 Baht)
2. Easy installation in limited spaces.
3. Suitable for operation in real environmental conditions.
4. Can be further developed based on the existing monitoring and SCADA systems.
5. Reduced environmental impacts from construction activities and energy consumption.

Non-Revenue Water Control

Water is a vital resource for the sustainable development of the global community. However, water scarcity has continued to increase and is insufficient to meet the needs of the agricultural, domestic, and industrial sectors, which poses a major challenge to sustainable water resource management. In response, the United Nations declared the international action plan for the period 2018–2028, entitled “Water for Sustainable Development,” which promotes integrated water resources management to achieve economic, social, and environmental objectives.

Non-Revenue Water (NRW) refers to the volume of water leakage from the water distribution pipeline system or water within the system that does not generate revenue, resulting in waste of both pumping energy and water resources during pumping and distribution before reaching customers. The Company has long recognized the importance of this issue and has therefore planned its pumping and distribution operations in a manner that does not affect water quality, enabling the Company to reduce water loss. The Company has also established a policy to control non-revenue water at less than 2.50% of the volume of water pumped for direct distribution into the system. In addition to studying and evaluating water management capability, the Company also places importance on exploring modern technologies suitable for the Company’s pumping and distribution system.

In 2025, the Company was able to control non-revenue water in the pipeline at 1.21% of the pumped volume (direct distribution). The Company carefully manages activities and operations that pose a risk of water loss, with primary consideration given to potential impacts on water users, enabling the Company to maintain water loss at a level lower than in 2024.



The formula for calculation of NRW

$$\% \text{ NRW} = \frac{(\text{Pumped Volume (Direct Distribution)} - \text{Volume of Water Sold to Customers} - \text{Stored Water Volume})}{(\text{Pumped Volume (Direct Distribution)})} \times 100$$

Table: The Company's volume of pumped water in 2022-2025

Year	Pumped Volume ¹ (Direct Distribution) (m ³)	Volume of Water Sold ² to Customers (m ³)	Stored Water Volume (m ³)	Water Loss Volume ³ (m ³)	% NRW
2022	284,856,822	263,692,366	16,355,523	4,817,933	1.69
2023	299,251,262	260,592,055	33,122,633	5,536,574	1.85
2024	275,052,991	243,150,509	28,236,390	3,666,092	1.33
2025	217,740,968	198,086,642	17,011,646	2,642,681	1.21

Remarks ¹ Pumped Volume (Direct Distribution) refers to the volume of water pumped from the source and delivered directly to customers.

² Volume of Water Sold to Customers refers to the volume of water measured by customer meters.

³ Water Loss Volume = Pumped Volume (Direct Distribution) – Volume of Water Sold to Customers – Stored Water Volume



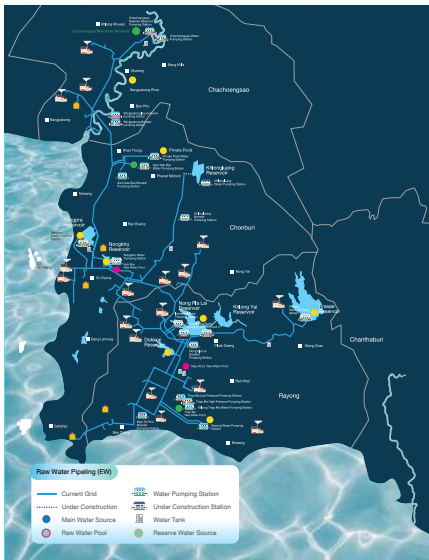
Electricity Consumption and Energy Conservation Measures

(Disclosure 302-1, 302-2, 305-2)

Electricity is a key factor in the operation of the water pumping and distribution system and also constitutes a major cost for the Company. Electricity consumption varies in accordance with the volume of water pumped through the water grid, which comprises 19 main pumping stations and 55 substations with water metering stations. Therefore, the Company places importance on maintaining the stability and continuity of the water pumping and distribution system (reliability) in order to support water demand from all user sectors. To achieve this, the Company has set a target to prevent damage to machinery and equipment that could cause interruptions to the water pumping and distribution system or result in water supply disruptions from the main water grid.

The Company has established criteria for planned water supply interruptions for maintenance to be limited to not more than eight hours per occurrence. For machinery or equipment classified as highly critical (Class A), no operational shutdown is permitted in order to maintain the long-term stability and reliability of the water infrastructure system.

19 Pumping Stations



- Chachoengsao Reserve Pond Pumping Station
- Bang Pakong Pumping Station
- Private Pond Pumping Station
- Samnak Bok Pumping Station
- Bang Phra Reservoir Pumping Station
- Nong Pla Lai Pumping Station 3
- Map Ta Phut Booster Pumping Station
- Thab Ma Pond High-Pressure Pumping Station
- Khlong Thab Ma Pumping Station
- Industrial Water Production Pumping Station
- Chachoengsao Pumping Station
- Bang Pakong Low-Pressure Pumping Station
- Samnak Bok Booster Pumping Station
- Nong Kho Reservoir Pumping Station
- Nong Pla Lai Pumping Station 2
- Nong Pla Lai Booster Pumping Station
- Prasae Pumping Station
- Thab Ma Pond Low-Pressure Pumping Station
- Rayong River Pumping Station

In addition, the Company places importance on achieving maximum efficiency in energy use and has continuously implemented energy conservation projects in both the water pumping and distribution process and office buildings in order to reduce energy consumption while improving energy efficiency across the Group through the Energy Management Working Group. This not only helps manage the Company’s operating costs but also contributes to mitigating “global warming.” The Company’s energy conservation initiatives cover the Group’s energy consumption in the following areas:

1. 11 pumping stations registered as controlled factories including:
 Nong Pla Lai Pumping Stations (2–3), Bang Pakong Pumping Station, Bang Pakong Low-Pressure Pumping Station, Chachoengsao Pumping Station, Bang Phra Reservoir Pumping Station, Samnak Bok Booster Pumping Station, Prasae Pumping Station, Nong Kho Pumping Station, Thab Ma Pond High-Pressure Pumping Station/Thab Ma Pond

Low-Pressure Pumping Station, Khlong Thab Ma Pumping Station, Rayong River Pumping Station, and Industrial Water Production Pumping Station. In addition, two pumping stations are currently under registration as controlled factories, namely Nong Pla Lai Booster Pumping Station and Map Ta Phut Booster Pumping Station.

2. 1 controlled building, i.e., the Head Office Building. Each year, energy conservation targets are determined based on the results of the previous year’s energy conservation potential assessment in order to reduce energy consumption in the following year at the organizational, production or service, and equipment levels, taking into account the level of energy loss and opportunities for improvement.
3. 55 power substations.
4. 17 water supply and other operations of UU Public Company Limited (UU PCL), including industrial water production systems, wastewater treatment systems, and reclaimed water systems.

Summary of Operations of Energy Consumption Efficiency Enhancement Projects in 2025 (Disclosure 302-4, 305-2, 305-5)

Electricity Conservation Measures for 2025

Premises	Projects	Before Improvement (kWh/year)	After Improvement (kWh/year)	Electricity Saving (kWh/year)
Head Office	1. Replacing water pumps with high-efficiency models	96,271.50	71,220.74	25,050.76
	2. Application of ozone system together with aeration tower	488,231.74	483,712.18	4,519.56
	3. Maintenance of split-type air conditioning units	230,609.39	223,691.10	6,918.28
	4. Cooling tower efficiency improvement	483,601.63	476,347.61	7,254.02
	Total	1,298,714.26	125,4971.63	43,742.63
	CO₂ emissions (kg-CO₂ eq)	616,889.27	596,111.52	Reduction in CO₂ emissions: 20,777.75 kg-CO₂ eq
Operating Sites Nong Pla Lai Pumping Stations (2-3), Bang Pakong Pumping Station, Prasae Pumping Station, Thab Ma Pond High-Pressure Pumping Station, Bang Phra Reservoir Pumping Station, and Industrial Water Production Pumping Station. Five stations are exempted from implementing legally required energy conservation measures, namely: Chachoengsao Pumping Station, Khlong Thab Ma Pumping Station, Samnak Bok Booster Pumping Station, Rayong River Pumping Station, and Nong Kho Pumping Station.	1. Reduction of air-conditioning operating hours	49,285.90	45,019.40	4,266.50
	2. Replacement with energy-saving lighting	2,317.90	1,419.12	898.78
	3. Maintenance of air-conditioning systems	242,285.99	237,535.28	4,750.71
	4. Replacement of air-conditioner compressor	78,840.00	43,800.00	35,040.00
	Total	372,729.79	327,773.80	44,955.99
	CO₂ emissions (kg-CO₂ eq)	177,046.65	155,692.56	Reduction in CO₂ emissions: 21,354.09 kg-CO₂ eq
UU Public Company Limited Head Office, Bangpakong Water Supply Co., Ltd., Chachoengsao Water Supply Co., Ltd., Nakornsawan Water Supply Co., Ltd., Egcom Tara Co., Ltd., Rayong Tap Waterworks, Sattahip Waterworks, Bo Win Waterworks, Hua Ro Waterworks, Chonburi Waterworks, and Nong Kham Waterworks	1. Replacement with high-efficiency motors	2,372,133.00	2,228,302.62	143,830.38
	2. Replacement of fluorescent lighting with LED	146,229.75	65,377.40	80,852.35
	3. Improvement of pump suction pipes to reduce motor load	171,465.70	145,937.31	25,528.39
	4. Installation of inverter systems for water pumps	3,477,325.43	2,078,360.65	1,398,964.78
	5. Installation of VSD systems for high-pressure water pumps	3,131,069.19	2,586,795.00	544,274.19
	Total	9,298,223.07	7,104,772.98	2,193,450.09
CO₂ emissions (kg-CO₂ eq)	4,416,655.96	3,374,767.17	Reduction in CO₂ emissions: 1,041,888.79 kg-CO₂ eq	

Based on energy-saving measures in 2025, all facilities achieved a total reduction in CO₂ emissions of 1,084.02 tons.

The calculation was based on the Thailand Greenhouse Gas Management Organization (TGO)'s Emission Factor (www.tgo.or.th)

The Company has continuously formulated an energy conservation and innovation development plan in 2026 as follows:

1. Maintenance of split-type air conditioners
2. Improving the efficiency of split-type air conditioners
3. Reducing leakage in the compressed air system.

The target is to reduce energy consumption by 3.00% per year.

Measures of Solar Energy as an Alternative to Electricity for 2022–2025

(Disclosure 305-5)

The East Water Group has adopted solar energy as an alternative to electricity for its operations at the Head Office, operating areas (pumping stations), Pluak Daeng Industrial Water Production Station, Pang Puay Water Production Station, Ratchaburi Waterworks, and Amata City Rayong Industrial Water Production Station 2. These measures resulted in a total reduction of 337.07 tons of CO₂ equivalent emissions. The details are as follows:

The Company			UU PCL	
SOLAR ROOFTOP SYSTEM (kWh/year)			SOLAR ROOFTOP SYSTEM (kWh/year)	
Operation Period (Jan.-Dec.)			Operation Period (Jan.-Dec.)	
Head Office	Operation areas (pumping stations)		Pang Puay Water Production Station, Ratchaburi Waterworks	
2022: 26,955.00	2022:	Solar energy system installation in progress	2022:	302,503.86
2023: 25,621.00	2023:		2023:	209,362.60
2024: 25,482.00	2024:	6,970.58	2024:	209,362.00
2025: 19,435.00	2025:	133,826.74	2025:	499,010.00

UU PCL		UU PCLz	
SOLAR ROOFTOP SYSTEM (kWh/year)		SOLAR ROOFTOP SYSTEM (kWh/year)	
Operation Period (Jan.-Dec.)		Operation Period (Jan.-Dec.)	
Pluak Daeng Industrial Water Production Station		Amata City Rayong Industrial Water Production Station 2	
2025:	43,603.87	2025:	13,740.00

The calculation was based on the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO)'s Emission Factor (www.tgo.or.th)

In 2026, the Company will continue to promote the use of solar energy as an alternative to electricity consumption, which contributes to greenhouse gas emissions and global warming, at two stations as follows:

Bang Phra Pumping Station

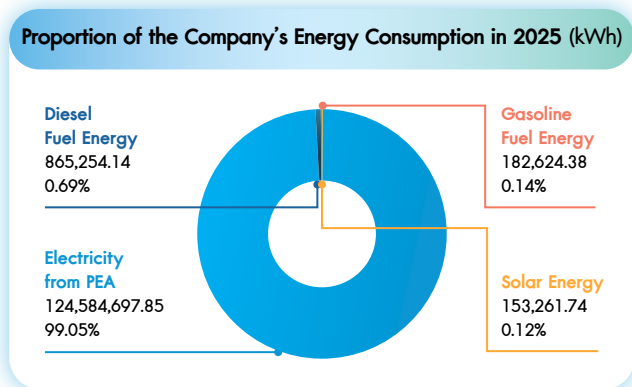
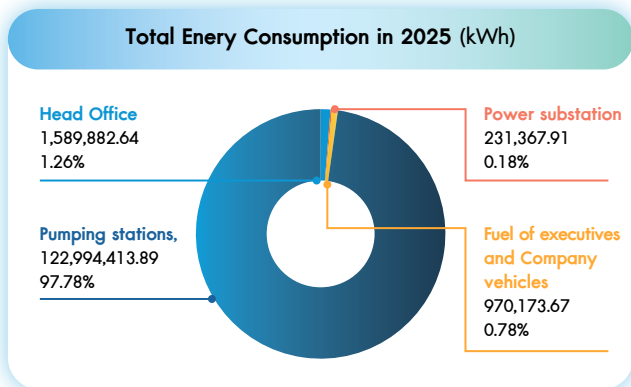
Production Capacity 116.42 (kW)
 Currently in the process of obtaining approval for construction site usage

Prasae Pumping Station

Production Capacity 3,032.64 (kW)
 Currently in the process of obtaining approval for construction site usage

In summary, electricity and fuel consumption in 2025 comprised three forms of energy, namely electricity, solar energy, and fuel energy (diesel and gasoline), totaling 125,785,838.11 kWh, calculated from:

- 1) Pumping stations: 122,994,413.89 kWh
- 2) East Water Head Office building: 1,589,882.64 kWh
- 3) Power substations along the Company’s pipeline network: 231,367.91 kWh
- 4) Fuel of executive and Company vehicles: 96,824.74 liters, equivalent to 3,489,833.33 megajoules or 970,173.67 kWh



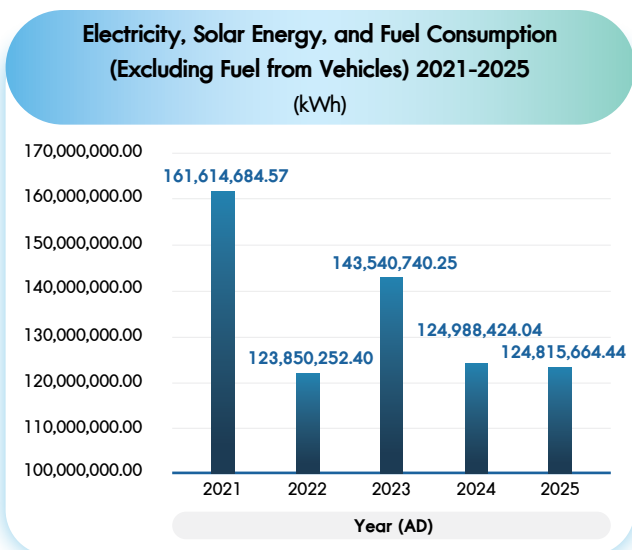
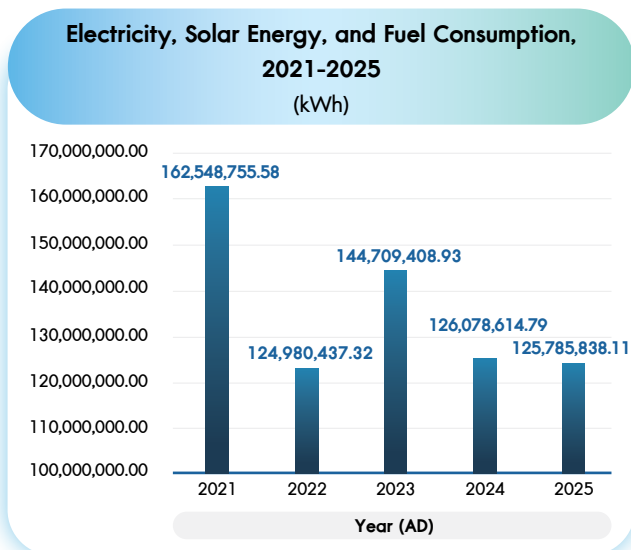
Energy Efficiency and Energy Intensity (Disclosure 302-3, 302-5)

In 2025, the Company’s total energy consumption decreased by 292,776.68 kWh compared with 2024, representing 0.23% of the total energy consumption in 2024. This reflects the Company’s continuous efforts to manage and control energy consumption.

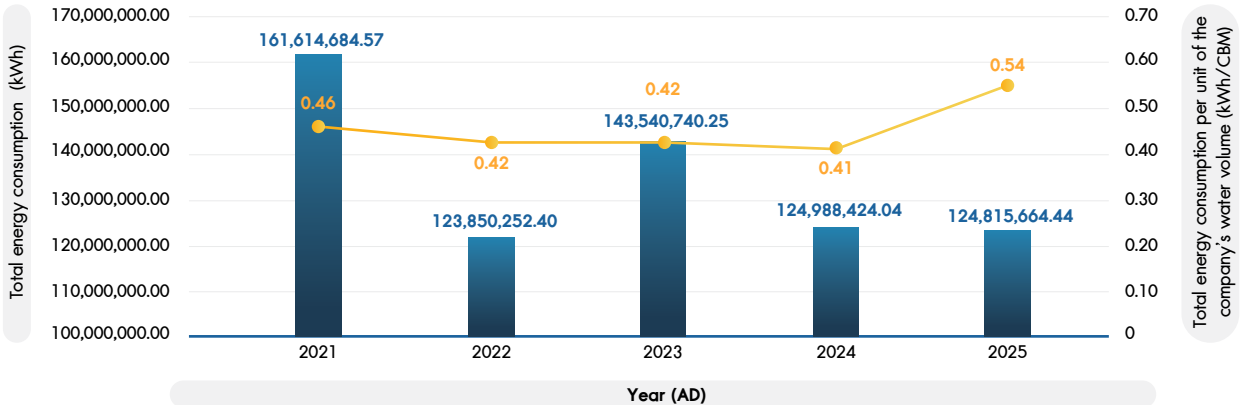
However, when considering energy intensity, which reflects the efficiency of energy consumption per unit of water pumped and distributed across the entire system, the Company’s energy consumption (excluding fuel energy from vehicle use) per unit of water pumped and distributed across the system was 0.54 kWh per cubic meter (kWh/m³), representing an increase of 31.71% compared with 2024.

For energy consumption per unit of water sold (excluding fuel energy from vehicle use), the figure was 0.63 kWh per cubic meter (kWh/m³), representing an increase of 22.58% compared with 2024.

The increase in energy intensity was mainly attributable to the expansion of water pumping and distribution through newly completed pipeline networks in 2025. This expansion was undertaken to enhance system stability and reduce reliance on external water sources. Although this resulted in higher energy consumption per unit of water in the short term, it represents an investment to strengthen long-term water resource security.

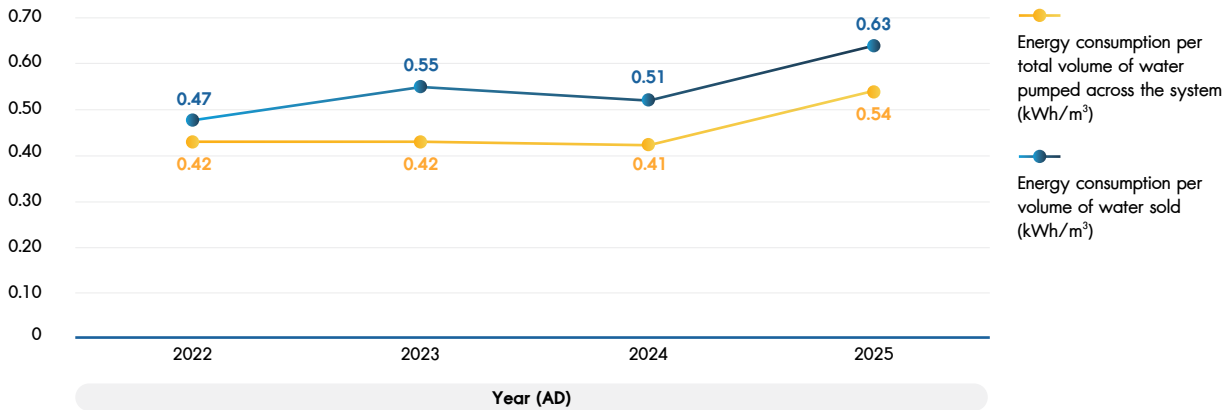


Total Energy Consumption (Excluding Fuel from Vehicles) per Unit of the Company's Water Volume 2021-2025 (Disclosure 302-3)



Remark In 2025, the total volume of water pumped across the entire system was 231,892,033.29 m³

Energy Intensity (Excluding Fuel Energy from Vehicles) per Unit of the Company's Water Volume



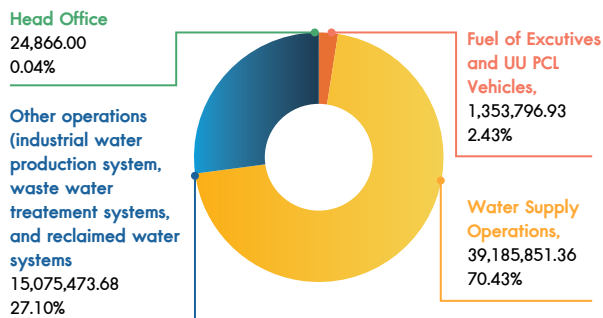
Remark In 2025, the total volume of water pumped across the entire system was 231,892,033.29 m³, and the volume of water sold was 198,086,642 m³.

Energy Consumption of UU PCL

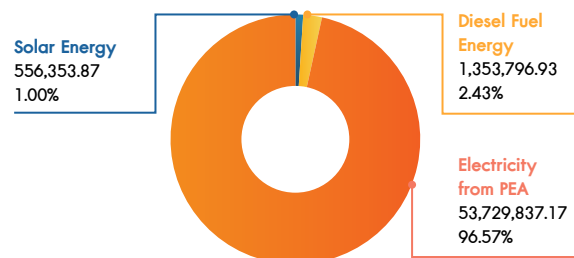
In 2025, the total energy consumption of UU PCL comprised three forms of energy, namely electricity, solar energy, and fuel energy (diesel), totaling 55,639,987.97 kWh, calculated from:

- 1) Water supply operations: 39,185,851.36 kWh
- 2) Other operations (industrial water production systems, wastewater treatment systems, and reclaimed water systems): 15,075,473.68 kWh
- 3) Head Office area: 24,866.00 kWh
- 4) Fuel of UU PCL vehicles: 133,733.54 liters, equivalent to 4,869,773.13 megajoules or 1,353,796.93 kWh

Total energy consumption of UU PCL in 2025 (kWh)



Proportion of energy consumption of UU PCL in 2025 (kWh)



Air Pollution and Greenhouse Gas Management

Air pollution is one of the environmental issues that significantly affects human health, ecosystems, and the global climate. Common air pollutants that may cause widespread impacts include nitrogen oxides (NO_x), sulfur oxides (SO_x), volatile organic compounds (VOCs), particulate matter with a diameter of not more than 10 microns and 2.5 microns (PM10 and PM2.5), as well as greenhouse gases and Ozone Depleting Substances (ODS). (Disclosure 305-6, 305-7).

The Company recognizes these impacts and has therefore conducted environmental risk assessments of its business operations to identify potential sources of air pollution and establish appropriate measures for control, prevention, and mitigation. The assessment indicates that the Company's raw water pumping and transmission process does not directly emit nitrogen oxides (NO_x), sulfur oxides (SO_x), volatile organic compounds (VOCs), or Ozone Depleting Substances (ODS). However, air pollutants and greenhouse gas emissions may occur indirectly from the consumption of electricity purchased from the Provincial Electricity Authority and the Metropolitan Electricity Authority, as well as from the use of fuel in the Company's vehicles.

Particulate Matter (PM10 and PM2.5)

The Company places importance on managing particulate matter impacts throughout its value chain, particularly in construction project activities. Environmental risk assessments identified particulate matter (PM10 and PM2.5) as a significant risk issue, as it may affect the respiratory system, the health of workers, and surrounding communities near project sites.

The Company requires monitoring and control of particulate matter levels at construction sites in accordance with legally prescribed standards. The regulatory limits are PM10 not exceeding 120 micrograms per cubic meter and PM2.5 not exceeding 37.50 micrograms per cubic meter.

In 2025, the Company implemented a construction project for an industrial water production system for a private industrial estate in Rayong Province. Random monitoring of particulate matter levels was conducted within the project area before operations, during operations, and after operations, as follows:

PM10 (µg/m ³) Standard limits: not exceeding 120 µg/m ³			PM2.5 (µg/m ³) Standard limits: not exceeding 37.50 µg/m ³		
Before operations (30 minutes)	During operations	After operations (30 minutes)	Before operations (30 minutes)	During operations	After operations (30 minutes)
59	114	77	11	22	16

The monitoring results of particulate matter at the project site indicated that PM10 and PM2.5 levels were within the prescribed standards, reflecting the effectiveness of the Company's control and preventive measures for particulate matter impacts, as follows:

Measures to Control and Prevent Particulate Matter from Construction Activities

1. Enclose construction areas to prevent the dispersion of dust (in areas where enclosure can be implemented).
2. Dust-generating materials must be covered, enclosed, or sprayed with water or other appropriate methods.
3. Spray water in construction areas and surrounding areas to suppress dust, and regularly clean the construction site to prevent dust generated from construction activities from dispersing outside the project area.

Measures for Worker Protection

1. Avoid working close to heavy machinery such as backhoes and dump trucks.
2. Wear masks or nose coverings while working in the area.
3. Avoid staying downwind while work is in progress or inside enclosed building areas.
4. Concrete cutting machines must be inspected before use and supplied with water for cooling during operation.
5. Workers are not allowed to operate in close proximity to machinery that generates dust.

Greenhouse Gas Emissions

In 2026, the Company revises its targets in alignment with Thailand’s commitments announced at COP30 on 19 November 2025, aiming to reduce greenhouse gas emissions by 47.00% by 2035 (using 2025 as the base year) and to achieve net zero greenhouse gas emissions by 2050.

Based on the Company’s greenhouse gas emissions assessment, Scope 2 emissions, mainly from electricity consumption, represent the largest share. The Company has therefore established strategies to achieve its emission reduction targets under the Reduce – Offset – Replace framework as follows:

Reduce (Energy Reduction)	Offset (Carbon Compensation)	Replace (Substitution)
<ol style="list-style-type: none"> 1. Apply innovation and technology to reduce energy consumption in raw water pumping and distribution processes. 2. Utilize technology to reduce travel, such as online meetings and low-carbon activities. 	<ol style="list-style-type: none"> 1. Community forest planting in upstream forest areas. 2. Support carbon reduction projects. 	<ol style="list-style-type: none"> 1. Use of clean energy. 2. Use of environmentally friendly materials. 3. Adoption of electric vehicles.

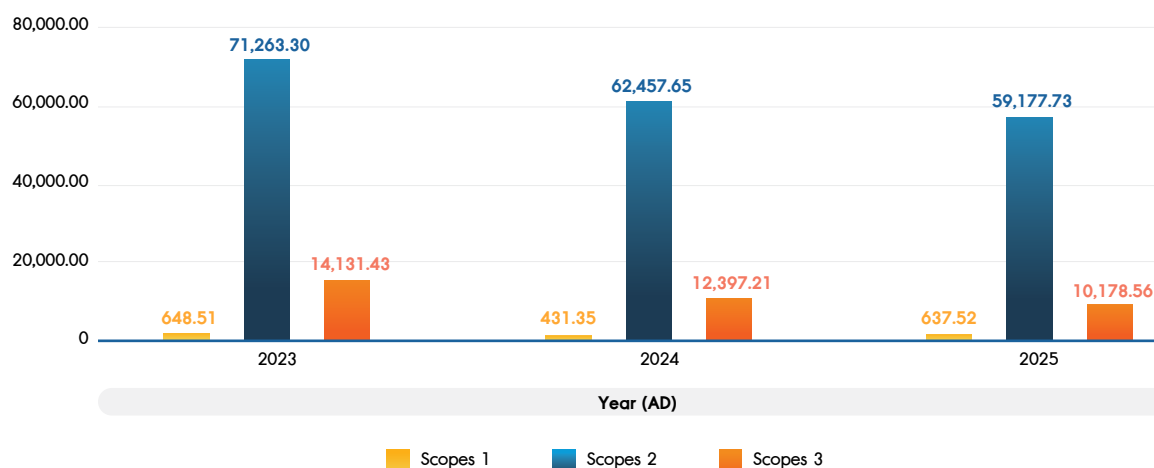
In 2025, the Company installed and utilized solar energy systems at the Head Office building, pumping stations, and industrial water production systems, totaling 210,605.61 kWh. This resulted in a reduction of 100.04 ton-CO₂eq. (Disclosure 305-5)



Table: The Company's greenhouse gas emissions (Disclosure 305-1, 305-2, 305-3)

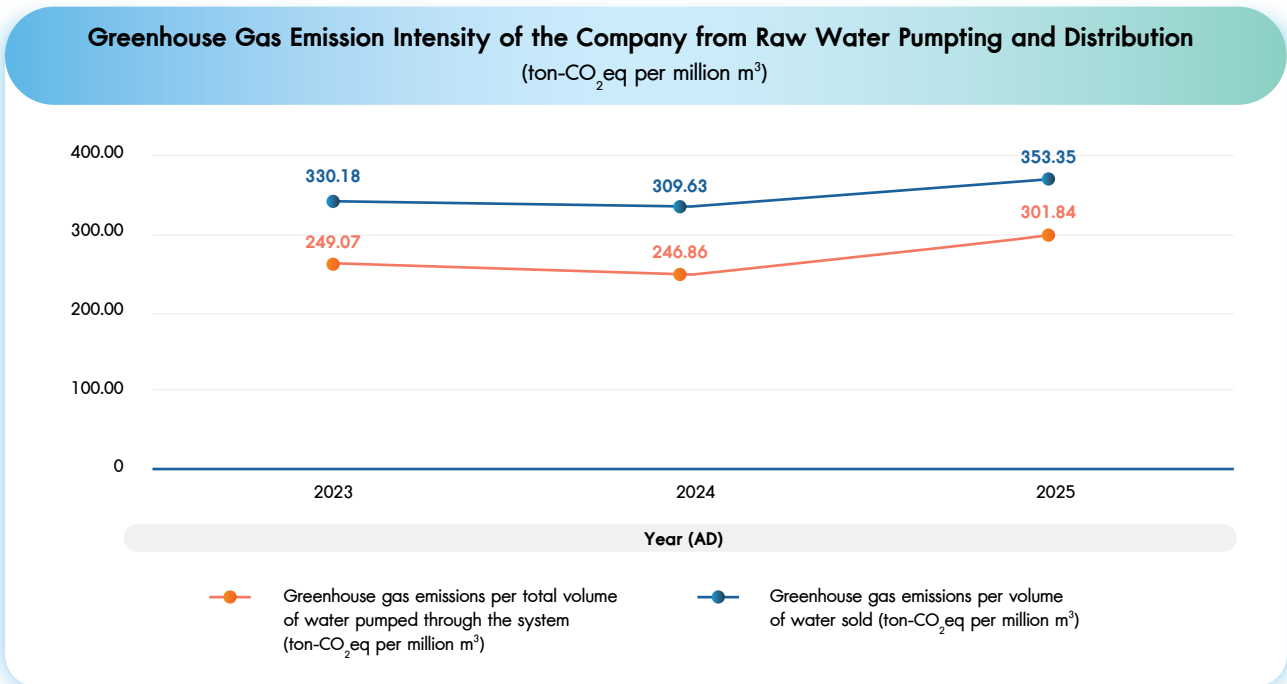
Greenhouse Gas Emissions	2021	2022	2023	2024	2025
Direct greenhouse gas emissions – Scope 1 (ton-CO ₂ eq)	418.22	296.46	648.51	431.36	637.52
Indirect greenhouse gas emissions – Scope 2 (ton-CO ₂ eq)	80,452.38	61,899.27	71,263.30	62,457.65	59,177.73
Indirect greenhouse gas emissions – Scope 3 (ton-CO ₂ eq)	Data not collected		14,096.02	12,356.98	10,178.56
Others: Diesel fuel (EF bio fuel) (ton-CO ₂ eq)	Data not collected				8.95
Total Scope 1 and 2 (ton-CO ₂ eq)	80,870.60	62,195.73	71,911.81	62,889.01	59,815.25
Total Scope 1, 2 and 3 (ton-CO ₂ eq)	Data not collected		86,007.83	75,245.99	69,993.81

In 2025, the Company assessed the materiality of indirect greenhouse gas emissions under Scope 3 and identified significant categories, namely Fuel- and Energy-related Activities (including the acquisition of fuels for electricity generation, diesel fuel, and gasoline). In addition, the category Purchased Goods and Services (including office paper consumption and tap water consumption) scored below the materiality threshold, indicating that greenhouse gas emissions from these activities are relatively insignificant. Nevertheless, the Company remains committed to reducing paper and water consumption as part of its efforts toward achieving net zero greenhouse gas emissions.

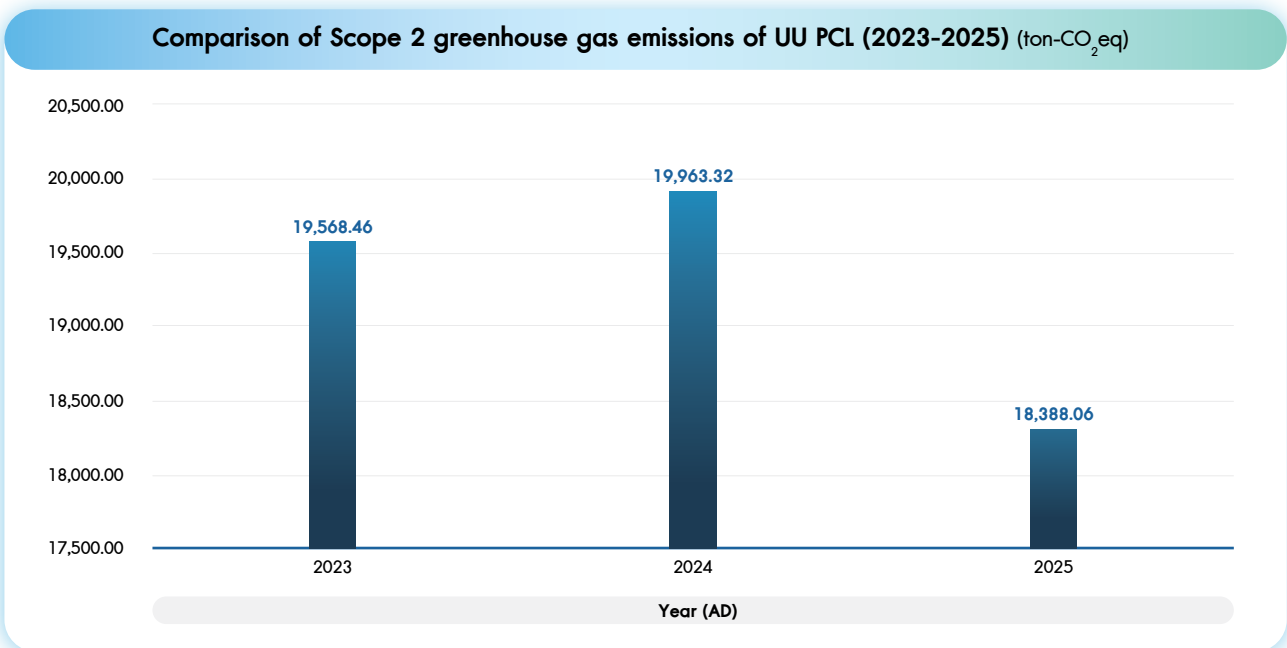
Comparison of Greenhouse Gas Emission (2023-2025) (ton-CO₂eq)

The calculation was based on the Thailand Greenhouse Gas Management Organization (TGO)'s Emission Factor (www.tgo.or.th)

Greenhouse gas emissions intensity of the Company (Scopes 1, 2, and 3) from raw water pumping and distribution
(Disclosure 305-4)



Remark In 2025, the total volume of water pumped through the system was 231,892,033.29 m³, and the volume of water sold was 198,086,642.00 m³.



The calculation was based on the Thailand Greenhouse Gas Management Organization (TGO)'s Emission Factor (www.tgo.or.th)

Waste Management (Disclosure 306-1, 306-2, 306-3, 306-4, 306-5)

The Company places importance on effective and continuous waste management in order to reduce environmental impacts and support efficient resource utilization in accordance with the circular economy concept. Waste segregation measures have been established within the organization in compliance with legal requirements, and waste is disposed of in a sanitary manner through licensed service providers.

The Company communicates and promotes cooperation among employees at all levels while fostering environmental awareness to encourage waste segregation at source, reduce the amount of waste requiring disposal, and increase the proportion of waste that can be reused or recycled.

Waste Segregation Activities and Measures

1. Provision of waste segregation infrastructure

The Company has provided waste bins for six categories of waste, namely general waste, recyclable waste, organic waste, infectious waste, hazardous waste, and electronic waste. These bins are installed in sufficient and appropriate numbers within office areas and operational sites.

2. Enhancing employees' knowledge and skills in waste management

The Company organizes training programs to provide employees with knowledge on waste classification, proper waste segregation practices, and reduction of hazardous waste generation at source through the selection of environmentally friendly products, such as replacing fluorescent lamps with LED lighting and using rechargeable batteries to reduce hazardous waste.

3. Internal communication and awareness campaigns

The Company prepares communication materials to provide knowledge on waste types, proper segregation methods, waste management practices, and environmental impacts in order to continuously strengthen employees' understanding and participation.

4. Waste management operations

Training is provided to housekeeping teams and relevant personnel on detailed segregation of recyclable waste at the final stage, weighing procedures, and data recording to ensure that waste management is conducted properly, transparently, and in a verifiable manner.

Monitoring, Waste Recovery, and Disposal

The Company regularly monitors waste management performance. The Safety, Health, and Environment (SHE) unit conducts random checks to verify the accuracy of recorded waste quantities for each waste category. The data are analyzed and used to calculate greenhouse gas emission reductions resulting from waste recovery, and the results are communicated to employees.

Waste that cannot be reused is disposed of properly in accordance with sanitary standards and legal requirements in order to prevent environmental and community impacts (Disclosure 306-5).



The Company records the quantity of all waste types in order to calculate the amount of greenhouse gas emissions reduced each month, as follows:



Head Office Building									
Amount (ton/year)									
2023:	35.78	2023:	0.83	2023:	3.40	2023:	2.34	2023:	0.17
2024:	43.30	2024:	0.75	2024:	8.13	2024:	6.44	2024:	0.11
2025:	43.20	2025:	1.21	2025:	6.51	2025:	7.42	2025:	0.08
Greenhouse gas emission reduction (ton-CO ₂ eq/year)									
2023:	0	2023:	0	2023:	16.06	2023:	1.09	2023:	0
2024:	0	2024:	0	2024:	41.57	2024:	3.00	2024:	0
2025:	0	2025:	0	2025:	31.77	2025:	3.45	2025:	0
Operation areas									
Amount (ton/year)									
2023:	1.22	2023:	0.73	2023:	0.40	2023:	0.60	2023:	0
2024:	0.94	2024:	5.32	2024:	0.79	2024:	1.53	2024:	0
2025:	0.51	2025:	0.42	2025:	0.40	2025:	1.17	2025:	0
Greenhouse gas emission reduction (ton-CO ₂ eq/year)									
2023:	0	2023:	0	2023:	0	2023:	0	2023:	0
2024:	0	2024:	0	2024:	0	2024:	0	2024:	0
2025:	0	2025:	0	2025:	0	2025:	0	2025:	0

Remark Data as of 31 December 2025.

In addition, in 2025 the Company implemented concrete non-hazardous waste reduction initiatives focusing on waste recovery and reducing the amount of waste requiring disposal, as follows:

Organic Fertilizer Production Project

The Company utilized 7,420.00 kilograms of organic waste to produce 1,440.00 kilograms of organic fertilizer, which was distributed to employees, building tenants, and used for landscaping within operational areas. This initiative reduced the amount of organic waste requiring disposal and promoted efficient resource utilization.

Recyclable Waste Segregation (Disclosure 306-4)

The Company segregated 6,506.00 kilograms of recyclable waste for proper recycling.

Through these non-hazardous waste reduction initiatives, the Company reduced the amount of waste requiring landfill disposal by a total of 13,926.00 kilograms (recyclable and organic waste), accounting for 23.84% of total waste, reflecting the effectiveness of waste segregation and waste recovery measures implemented within the organization.

SOCIAL DIMENSION

Operational targets of the Company only, not include UU PCL.



Short-term Targets (2025)



Safety

LTIFR (Lost Time Injury Frequency Rate) less than 0.95 compared with the three-year average LTIFR (person per one million hours worked)

Stakeholders

Employee training: 40 hours/person/year (Online, Onsite, E-Learning)

Stakeholder satisfaction score more than 85.00%

Human Rights

100% of human rights complaints resolved

At least 2 persons with disabilities employed in the establishment



Medium-term Targets (2026–2028)



Safety

Zero Accident (LTIFR = 0) (person per one million hours worked)



Stakeholders

Employee training: 40 hours/person/year (Online, Onsite, E-Learning)

Human Rights

No human rights complaints

At least 2 persons with disabilities employed in the establishment

Stakeholder satisfaction score more than 90.00% (by 2028)

Long-term Targets



Maintain Zero Accident (LTIFR = 0) (person per one million hours worked)

Performance Results 2025

Safety

LTIFR of employees, contractors, and outsourced workers = 0.00 person per one million hours worked

East Water Building received the Diamond Award in the High-Rise or Extra-Large Building Category under the “Outstanding Building Safety Awards 2025 (BSA Building Safety Awards 2025)” from the Department of Public Works and Town & Country Planning and the Building Inspectors Association

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 2025, awarded by the Department of Labour Protection and Welfare

Human Rights

Human Rights Award 2025, Large Enterprise Category, Outstanding Level from the Department of Rights and Liberties Protection for the third consecutive year

No incidents of human rights violations involving stakeholders and no complaints related to human rights and employment, including no disputes concerning non-compliance with labour standards

The Company employed 2 persons with disabilities

Stakeholders

Employee training: 25.10 hours/person/year (Online, Onsite, E-Learning)

Average stakeholder satisfaction score: 84.68%



Average employee engagement: 82.00%

CSR Award 2025 for Outstanding Corporate Social Responsibility Promotion at the provincial level in Chachoengsao Province from the Ministry of Social Development and Human Security



Budget for donations to educational institutions and registered non-profit organizations to improve quality of life and the environment for communities in operational areas: 1,435,000 Baht

The Company provided scholarships to 403 youths (189 male and 214 female) at the primary, secondary, and vocational education levels

Caring for communities along the Water Grid in 20 districts, 39 municipalities, and 52 Subdistrict Administrative Organizations with a community satisfaction score of 92.94%

Clean water delivered to communities for consumption (drinking water truck services, cup water, bottled water): 331,013 liters; for consumption and agriculture through public standpipes: 2,071 m³; and through 21 raw water distribution points to village water supply systems: 2,962,733 m³.

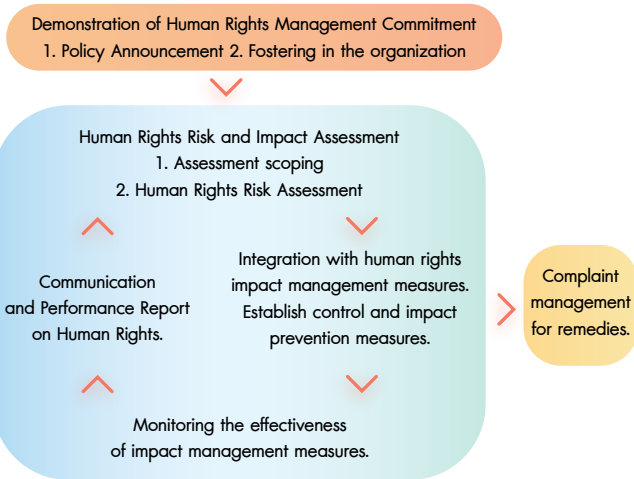
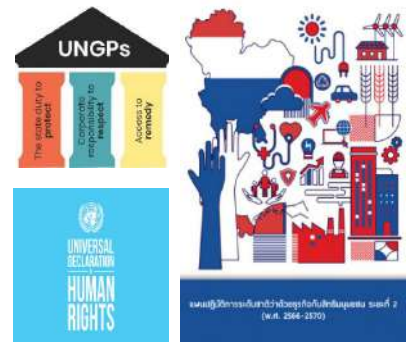
28 prototype schools with canteen wastewater treatment systems treated 3,230 m³ of wastewater and reused 1,500 m³, representing 46.44% of the treated wastewater volume

Improvement and repair of community water supply systems in 9 locations enabled access to clean water for 1,337 households

There were no complaints from communities affected by the Company’s operations that resulted in the Company’s suspension of operations

Human Rights Management

The Company places importance on conducting business responsibly under the principles of good corporate governance and respecting human rights in all dimensions of its operations. The Company applies the United Nations Guiding Principles on Business and Human Rights (UNGPs) across its entire supply chain to ensure that its business operations do not cause adverse human rights impacts on all stakeholder groups. In addition, the Company adopts the National Action Plan on Business and Human Rights as a guideline for its operations and places importance on complying with the 30 articles of the Universal Declaration of Human Rights (UDHR).



In the implementation of its sustainability operations, the Company focuses on preventing human rights risks at both the organizational level and among all stakeholder groups. The Company has established policies in alignment with international practices and communicated these policies and guidelines to all employees to ensure their understanding and proper and comprehensive implementation through training programs that promote human rights awareness within the organization. This helps embed respect for human rights as part of the corporate culture. In addition, the Company has established processes for risk assessment, preventive and mitigation measures, as well as remediation measures in the event of related incidents to ensure that the Company’s business operations are conducted with transparency, fairness, and sustainability.

Human Rights Policy



In 2025, the Company conducted a human rights risk assessment in accordance with the criteria set out in the Human Rights Due Diligence Manual, with all relevant departments participating in the assessment. The assessment considered human rights risk issues arising from operations in each process that may impact the human rights of all stakeholder groups of the Company.

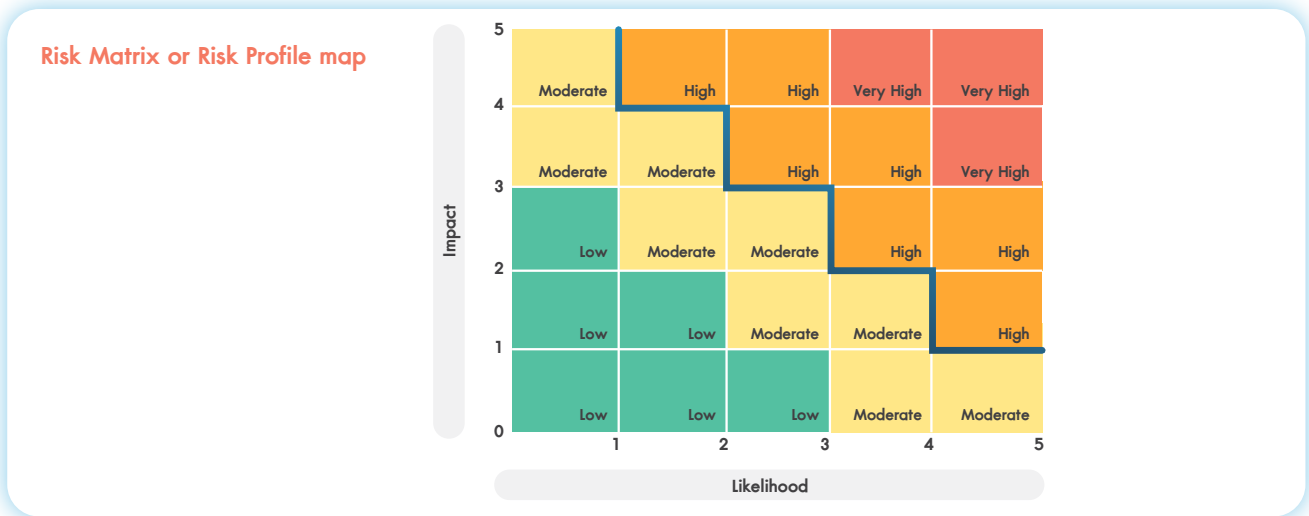
Business-specific human rights issues

1. Labour Rights (Employees, Suppliers, and Contractors)	2. Community rights	3. Supplier Rights
1.1 Employment practices (current and future projects) 1.2 Freedom of collective bargaining 1.3 Forced or compulsory labour 1.4 Discrimination against workers 1.5 Gender equality 1.6 Child labour 1.7 Safe and hygienic working conditions 1.8 Sexual harassment and/or bullying and/or intimidation	2.1 Standard of living and quality of life 2.2 Health and safety 2.3 Community engagement 2.4 Cultural heritage 2.5 Ethnic minorities and indigenous communities 2.6 Relocation and encroachment on community land 2.7 Environmental impacts on communities 2.8 Adequate water management for all sectors 2.9 Water scarcity for consumption	3.1 Supplier engagement 3.2 Supplier Code of Conduct 3.3 Supplier health and safety 3.4 Data privacy
4. Shareholder and Investor Rights	5. Customer Rights	6. Natural Resources and Environment
4.1 Discrimination 4.2 Health and safety 4.3 Data privacy	5.1 Discrimination 5.2 Customer health and safety 5.3 Data privacy	6.1 Equitable water management 6.2 Management of pollution impacts 6.3 Energy use 6.4 Conservation of natural resources
7. Mass Media		
7.1 Discrimination 7.2 Data privacy		

Covering vulnerable groups

Based on a comprehensive human rights risk assessment, for issues assessed as having moderate risk or higher, the Company has established control measures and monitoring measures for implementation plans to prevent and mitigate potential impacts, as follows:

Area	Human Rights Issues
1. Labour Rights (Employees, Suppliers, and Contractors)	- Safe and hygienic working conditions
2. Community Rights	- Adequate water management for all sectors
3. Supplier Rights	- Supplier health and safety - Data privacy
4. Customer Rights	- Customer health and safety - Data privacy



Summary of Human Rights Performance in 2025: The Company implemented preventive and mitigation measures on human rights issues and continuously monitored and reported the results of its operations. As a result, the Company achieved the established Key Risk Indicators (KRI). The Company received no human rights complaints and had no disputes related to non-compliance with labour standards. The Company also published a summary report on its human rights performance on the Company’s website.

In 2025, the Group employed 2 persons with disabilities and made a contribution to the Fund for Empowerment of Persons with Disabilities equivalent to 1 person. Both employees with disabilities have worked with the Company continuously for more than five years. They are treated equally, assigned duties according to their knowledge and capabilities, receive appropriate wages and salaries, and are provided with welfare benefits that support their cost of living. In addition, they are given opportunities to develop their knowledge and capabilities to enhance their work performance in accordance with their job positions.

The Company					
Number of People with Disabilities Supported					
2021	2022	2023	2024	2025	
Section 33 Hiring persons with disabilities					
3	3	2	2	2	
Section 34 Remitting contributions to the Fund for Empowerment of Persons with Disabilities					
-	-	-	-	-	
Section 35 Concessions for places to sell goods and services					
-	-	-	-	-	

UU PCL					
Number of People with Disabilities Supported					
2021	2022	2023	2024	2025	
Section 33 Hiring persons with disabilities					
-	-	-	-	-	
Section 34 Remitting contributions to the Fund for Empowerment of Persons with Disabilities					
1	1	1	1	1	
Section 35 Concessions for places to sell goods and services					
-	-	-	-	-	

Human Resources Management

In 2025, the Company faced a challenging year as its business operations fully entered a competitive market environment, with new entrants emerging in the total water solutions market, resulting in significant changes in the competitive landscape. This situation may affect employee morale as personnel need to adapt in order to move forward with stability. Therefore, transparent and accurate communication, together with morale-building support from management, became one of the Company’s top priorities in 2025.

The Company places importance on human resources management alongside strengthening employee engagement by fostering a working environment that encourages participation in driving the organization forward. The Company recognizes that retaining talented and high-performing employees on a continuous basis is a key factor supporting long-term stability and competitiveness. Accordingly, the Company promotes employees’ career advancement through a variety of capacity development activities covering professional skills, leadership, and teamwork. Employees are also encouraged to demonstrate their potential and participate in projects or activities that are important to the organization.

The Company has continuously implemented various human resources management initiatives as follows:

Human Resources Management Process Improvement

Performance Management System

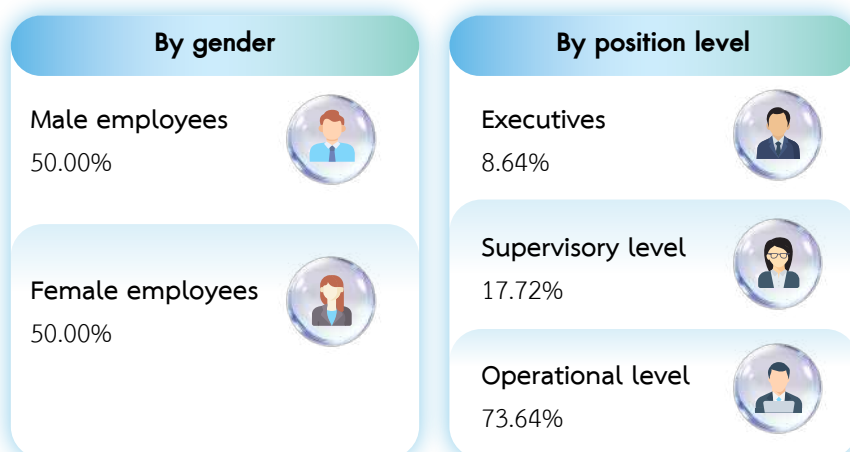
The Company has established a clear and structured Performance Management System that is aligned with the organization’s strategic goals (Corporate KPIs). The evaluation criteria and performance assessment methods are communicated annually to all employees across the organization to ensure shared understanding. Performance indicators are designed to be appropriate to the level of responsibility for each position and cover organizational outcomes, strategic achievements, competencies, and quality of work as follows:

1. Corporate KPIs – Measure the Company’s operational performance compared with the targets set.
2. Strategic KPIs – Measure the achievements of key annual activities or projects.
3. Individual KPIs – Measure employee performance according to the responsibilities of each position.
4. Common KPIs – Measure key annual performance outcomes for which all employees share responsibility.
5. Core Competency (CC) – Assess desirable work behaviors expected of employees, with different levels depending on job positions.
6. Managerial Competency (MC) – Assess managerial capabilities of employees at senior levels and above.
7. Working Quality – Measure the quality of work delivered by employees to their departments and the organization.

Summary of Performance Evaluation Results in 2025

(Disclosure 404-3)

All employees have defined KPIs and have undergone performance evaluations. The percentage distribution of total employees is as follows:



Care for Employee Well-being and Personnel Development Toward a Sustainable Water Organization

(Disclosure 404-2)

1. Personnel Capacity Development

Concept and Role of Human Resource Development

Human resources are considered a strategic factor that plays a vital role in operational capability, continuity of management, and the long-term credibility of the organization. Human resource development is therefore not merely a training activity but a systematic mechanism that is linked to corporate governance, risk management, and value creation for stakeholders.

The personnel development of the Company and UU PCL. is designed to cover the following areas:

- Strengthening knowledge and skills necessary for job performance
- Instilling discipline and work ethics
- Preparing the next generation of leaders
- Knowledge transfer to ensure organizational continuity

This approach enables personnel at all levels to perform their duties effectively within the framework of relevant laws, policies, and standards.

Governance and Policies on Human Resource Development

The Company has established policies and practices on human resource development as part of its governance system, focusing on developing personnel in alignment with the organization's direction, operational risks, and stakeholder expectations. These policies cover the development of skills, knowledge, ethics, human rights awareness, safety, and an appropriate working environment. At the same time, the Company has defined roles and responsibilities for managing personnel development in a systematic manner, from setting directions and designing development plans to monitoring, evaluation, and continuous improvement, ensuring that human resource development produces tangible, transparent, and verifiable outcomes.

Human Resource Development Structure Throughout the Employee Lifecycle

To ensure that personnel development aligns with roles, responsibilities, and risk levels at each stage, the organization has designed a human resource development structure that covers the entire Employee Lifecycle. The development approach is divided into four key stages as follows:

(1) Initial Stage of Employment: Establishing the Right Foundation

At the beginning of employment, the Company focuses on establishing a solid foundation for new employees by building a basic understanding of roles and responsibilities, work frameworks, corporate culture, and ethics. This is achieved through On-the-Job Training under the supervision of direct supervisors, enabling employees to start their work with confidence while reducing the risk of errors during the early stage.

In addition, the Company provides orientation and learning programs for new employees to ensure an understanding of the Company's overall operations, policies, practices, and key operational standards, including the structure and core business processes. This helps employees adapt, learn, and understand their responsibilities quickly and effectively.

The learning program for new employees consists of five main components:

- (1) Safety training for new employees in accordance with legal requirements.
- (2) Key organizational policies and regulations, such as sustainability policies and good corporate governance policies.
- (3) Use of internal information systems and awareness of information security (IT Security Awareness).
- (4) Basic knowledge of the three ISO management systems.
- (5) Fundamental knowledge of comprehensive water management, delivered through an interactive E-Learning program that incorporates gamification to facilitate understanding and enhance learning motivation.

In 2025, a total of 23 new employees participated in and completed the training program, representing 100% of all new employees.

The Company	
Number of New Employees 11 Persons	
Completion Rate	
11 persons	100%

UU PCL	
Number of New Employees 12 Persons	
Completion Rate	
12 persons	100%

(2) Competency Development Stage: Standardized and Effective Work Performance

Following the foundation established during the initial stage, employees are prepared to perform their duties at a basic level. The Company has established a systematic approach to strengthening work competencies in order to enhance professional capabilities and operational standards, ensuring accuracy, consistency, and efficiency in line with the roles and responsibilities of each position while supporting the increasing complexity of the water management business. Development at this stage focuses on enabling employees to perform their duties in accordance with consistent standards across the organization.

The Company adopts the concept of Competency-Based Development as the main framework for designing and managing personnel development, with emphasis placed on Functional Competency required for the actual performance of each function. This includes technical knowledge, understanding of work processes, operational standards, and skills that influence the quality, efficiency, and continuity of work.

Competency development is linked with the preparation of an Individual Development Plan (Individual Development Plan: IDP) to ensure that learning is specific, applicable to actual work practices, and supportive of the achievement of departmental and overall corporate objectives. The Company also provides employees with opportunities to select appropriate learning approaches based on their job characteristics and individual potential through training programs, on-the-job learning, and self-learning through the E-learning system to promote continuous development.

Key technical training programs include courses such as Professional Infrared Thermography Level 1, the use of Power Management Expert (PME Software) for real-time electricity quality monitoring and management, and courses on metal welding and weld quality inspection. These programs enhance employees' knowledge and skills

in inspection, analysis, and maintenance of systems and machinery within the organization. The knowledge gained from these courses can be integrated to support systematic Preventive Maintenance, helping reduce the risk of equipment failure and decreasing reliance on external specialists (Outsource). This contributes to more efficient operations, strengthens personnel expertise, and enhances the organization's long-term capabilities.

In addition, personnel development at this stage covers Compliance-related Competency, which forms an essential part of operational standards. This includes knowledge of quality management systems, good corporate governance, energy conservation, as well as safety, occupational health, and environmental management. These competencies support compliance with relevant requirements and help reduce risks arising from non-compliance.

This development approach enables employees to gain a better understanding of work processes, perform their duties in accordance with established standards, and build confidence in their work. Employees are able to apply the knowledge and skills acquired to their actual work, resulting in systematic and consistent work processes and supporting the overall operational efficiency of the Company.

To ensure tangible development outcomes, the Company provides various learning formats that align with job characteristics and the needs of each position. These include both internal and external training programs (In-house & Public Training), learning through the E-learning system, and professional development programs leading to relevant certifications or qualifications required for certain positions. This approach enables employees to continuously develop themselves in a manner suitable to their work context, reduces time constraints, and promotes self-directed learning, which forms a key foundation for strengthening capabilities and preparing employees for future career advancement.

The Company		
Number of Courses	Number of Participants (Persons)	Percentage of Total Employees
(1) Legal-required courses		
17	204	92.70
(2) Policy and compliance-related course		
11	220	100
(3) Competency-based training courses		
53	90	41.00

UU PCL		
Number of Courses	Number of Participants (Persons)	Percentage of Total Employees
(1) Legal-required courses		
16	140	96.55
(2) Policy and compliance-related course		
18	124	85.52
(3) Competency-based training courses		
29	72	49.66

Remark The total number of employees is calculated based on the average monthly number of employees throughout the year (12 months) to reflect the overall workforce of the organization during the fiscal year. The number of employees receiving skill development is calculated based on a unique headcount.

(3) Career Growth Stage: Leadership Development and Business Perspective

The Company focuses on developing high-potential employees to progress into supervisory and managerial roles in the future, placing emphasis on strengthening leadership competencies while ensuring organizational continuity. Development at this stage does not merely focus on enhancing operational management skills but also on elevating employees’ abilities to think, analyze, and make decisions systematically to support roles with greater complexity and higher levels of responsibility.

The design of development in this stage is based on the concept that leaders and supervisors must have a comprehensive understanding of the Company’s operational context, be able to connect strategic objectives with actual operations, and recognize the long-term impacts of their decisions on the Company and its stakeholders. Accordingly, the Company places importance on developing leadership capabilities, management competencies, and business perspectives simultaneously.

Strengthening Business Perspective through the Business Acumen Series

To enhance the quality of decision-making among supervisors and emerging executives, in 2025 the Company introduced training programs aimed at strengthening Business Acumen, integrating knowledge of finance, investment, and risk management with the working context. These programs enhance participants’ abilities to analyze information, evaluate alternatives, and make sound and well-reasoned business decisions.

The development of such programs reflects the evolution of human resource development from focusing primarily on operational skills toward strengthening business understanding and strategic perspectives aligned with the organization’s direction. The objective is to enable employees to view the organization from a broader perspective, link strategic objectives with departmental decision-making, and manage resources more effectively.

Participants in these programs undergo post-training assessments to reinforce understanding of key concepts and encourage the practical application of knowledge in their work. This helps improve the quality of decision-making and supports operations that are prudent, transparent, and mindful of long-term impacts.

In 2025, the Company enhanced the development of leaders and high-potential personnel through programs designed to strengthen business understanding and data-driven decision-making under the Executive Development Program (EDP). The program covered key topics directly relevant to corporate management, including Financial Statements for Executives (1 batch), Feasibility Study and Project Investment Analysis (2 batches), and Enterprise Risk Management (ERM) (1 batch).

These programs integrate knowledge of finance, investment, and risk management with the working context to strengthen the competencies of supervisors and emerging executives in analyzing information, evaluating alternatives, and making well-informed business decisions. This reflects a shift in human resource

development from focusing on operational skills toward strengthening business perspectives and strategic understanding.

The programs enhance participants' business acumen, enabling them to better understand the overall business landscape and improve the quality of decision-making among executives and supervisors in alignment with the Company's strategic direction. They also contribute to strengthening governance and sustainability through prudent and transparent decisions that consider long-term impacts. Learning outcomes from these programs are assessed after training to reinforce understanding of key issues and support the effective application of knowledge in practice.

Role of the Career Growth Stage in Organizational Sustainability

Personnel development at the career growth stage plays an important role in preparing the next generation of leaders, improving the quality of management, and supporting the long-term continuity of the organization. By integrating leadership development, skill enhancement, and business perspectives, the Company aims to build a strong leadership foundation comprising responsible and capable individuals who are well-prepared to address future challenges.

(4) Pre-Retirement Stage: Preparing for Life after Retirement

At the pre-retirement stage, the Company places importance on supporting employees in the later phase of their career to help them adjust and prepare confidently for life after retirement, maintain a good quality of life, and plan their next stage of life appropriately, in line with the concept of Human Capital Lifecycle Management.

Initiatives at this stage focus on strengthening employees' knowledge, understanding, and appropriate attitudes toward retirement. This includes topics related to legal matters and relevant benefits, financial planning, health management, and the exploration of new roles and values in society, as well as providing perspectives through real-life experiences to support employees' well-being in the long-term.

In 2025, the Company organized the program "Re-life 60+: Planning with Awareness of Your Rights and Preparing for a Meaningful New Life" for employees aged 50 and above, as well as those interested in preparing in advance for retirement. A total of 42 employees participated in the program, reflecting equal and inclusive access to development opportunities.

The program content included understanding the transition from working life to retirement, adjusting mindsets and creating a new balance among finances, health, and personal well-being. Participants were also provided with knowledge on labor laws and related benefits such as gratuity, pension, provident fund, social security, and tax benefits, as well as guidance on financial planning, savings, and appropriate post-retirement liquidity management.

In addition, participants had the opportunity to learn from the real-life experiences of retirees through discussions and exchanges of perspectives on various topics, such as starting a new career, volunteering, maintaining health, and living a meaningful life. These activities helped inspire participants and provided practical approaches for adapting to life after retirement.

The implementation of this program reflects the Company's commitment to continuously supporting its personnel throughout their career journey and strengthening social capital through the promotion of employees' quality of life, security, and long-term readiness. The program achieved a very high satisfaction score of 85.71% among participants.

Integration of Ethics, Human Rights, and Workplace Safety

The Company places importance on integrating ethics, human rights, and workplace safety into its human resource management and operations at all levels to promote a working environment that respects human dignity, ensures safety, and aligns with good corporate governance principles.

Human Rights

In 2025, the Company systematically integrated its human rights policy into its operations by requiring all employees to complete a human rights training course through the Company’s E-learning system. This aims to enhance awareness and understanding of human rights principles and to reduce the risk of potential human rights violations in the workplace.

The Company evaluates employees’ learning outcomes through post-training assessments, and the results are incorporated as one of the Key Performance Indicators (KPIs) to encourage the appropriate application of human rights principles in their work. The assessment scores are used in KPIs evaluation based on defined achievement levels, with a score of 100% equivalent to a full score of 5 under the KPIs rating scale.

The Company	
Employees Participating in Training	
Number (Persons)	Percentage of Total Employees
218	99.00
KPIs Achievement Level (KPIs = 5 points)	
Number (Persons)	Percentage of Total Employees
218	99.00

UU PCL	
Employees Participating in Training	
Number (Persons)	Percentage of Total Employees
12	100
KPIs Achievement Level (KPIs = 5 points)	
Number (Persons)	Percentage of Total Employees
12	100

Occupational Health and Safety

The Company provides occupational health and safety training, with content designed to align with job characteristics and the level of risk associated with each position. This aims to create a safe working environment, reduce workplace accidents, and continuously promote employees’ health and well-being.

The outcomes of such training not only enhance employees’ knowledge and understanding of safety but can also be applied in practice to ensure alignment with international standards. As a result, the Company has maintained strong safety performance, achieving a full score of 5 under the Common KPIs in the category of accident-free work resulting in no lost-time injuries (Goal Zero). This reflects the effective enhancement of occupational health and safety practices, with transparency and long-term social responsibility.

The Company		
Training Coverage		
Number of Courses	Number of Participants (Persons)	Percentage of Total Employees
16	204	93.00

UU PCL		
Training Coverage		
Number of Courses	Number of Participants (Persons)	Percentage of Total Employees
15	140	96.55

Prevention of Workplace Bullying and Harassment

The Company places importance on fostering a respectful working environment and upholding the dignity of all employees by establishing ethical principles and work discipline as the fundamental framework for working together.

Currently, the prevention and management of issues related to workplace bullying or harassment are governed under the Company's policies on ethics, discipline, and human resource management, which cover appropriate practices and the handling of complaints in accordance with established organizational procedures. However, the Company is in the process of considering approaches to enhance communication and strengthen understanding of these issues in a more structured and systematic manner, with plans to develop appropriate guidelines or awareness-building activities that align with the Company's operational context in the future.

Anti-Corruption

The Company places importance on conducting business with transparency, good corporate governance, and adherence to ethical principles by establishing anti-corruption policies and guidelines as part of its corporate governance framework to prevent corruption risks and build confidence among all stakeholders.

In 2025, the Company prepared guidelines and a development plan for anti-corruption training programs, aiming to expand learning appropriately across target employee groups. The training content is designed to align with roles and responsibilities, associated risks, and the operational context of each group to ensure in-depth understanding and practical application in the workplace.

The Company has set a target to commence the training in 2026, allowing sufficient time to ensure that the content design, learning methods, and supporting tools are comprehensive, appropriate, and aligned with target groups. This will contribute to strengthening the corporate culture and supporting sustainable business operations in the long term.

Knowledge Management to Enhance Operational Excellence

The Company recognizes knowledge management as a key mechanism for developing personnel capabilities, enhancing operational efficiency, and strengthening the organization's long-term competitiveness. Knowledge management is therefore integrated as part of the human resource development system and continuous process improvement.

The Company's knowledge management approach not only focuses on the collection, storage, or exchange of information but also emphasizes the application of knowledge, experience, and lessons learned from actual operations to improve work processes, reduce waste, enhance efficiency, and deliver tangible outcomes for the organization.

This approach enables knowledge transfer across functions and generations, supports business continuity, reduces the risk of loss of critical knowledge, and fosters a culture of continuous learning, which serve as a key foundation for driving the organization toward operational excellence and long-term sustainability.

Promotion of a Learning and Continuous Improvement Culture (KM Passport)

In 2025, the Company launched a knowledge-sharing campaign in the Water Library under the concept "Share Every Knowledge, Drive Improvement" #LeanYourWork #KaizenYourWay to encourage participation in knowledge management and continuous improvement. The KM Passport was adopted as a key mechanism to support collaborative learning within the organization and to promote a working culture of "Learn – Improve – Extend."

The campaign provided employees with opportunities to participate in various forms, including sharing knowledge and lessons learned from actual operations, exchanging ideas and improvement suggestions, and applying knowledge to enhance work processes, along with reflecting the outcomes achieved. This ensures that learning goes beyond information exchange and can be translated into process improvements and enhanced operational efficiency.

Accordingly, the Company has integrated participation in KM Passport activities into the Key Performance Indicators (KPIs) of employees at all levels. This reflects expectations for continuous learning, knowledge sharing, and work improvement at the individual level, while supporting the development of an organizational culture that emphasizes learning and sustainable development.

The campaign results indicate that employees continuously participated in knowledge sharing and the exchange of improvement ideas. Most shared and developed knowledge focused on eliminating unnecessary steps, improving work methods, and enhancing operational efficiency, reflecting the practical application of Kaizen and Lean Management concepts in daily operations.

Enhancement of Strategic Knowledge Management (Critical Knowledge & Process Improvement)

In addition to promoting a learning culture at the organizational level, in 2025 the Company initiated the enhancement of knowledge management toward a strategic level through the Critical Knowledge & Process Improvement initiative. This aims to support the execution of corporate strategy, business continuity, and systematic risk management.

The initiative focuses on managing critical knowledge and work processes that have a direct impact on business outcomes (Business Impact) by linking knowledge management with corporate strategy, risk management, and targeted process improvement. Process owners are responsible for plan ownership and overall accountability, while the Human Resources function provides support, designs the framework, and facilitates implementation.

In 2025, the Company established the framework, action plans, and implementation approach for managing Critical Knowledge and systematically improving work processes. The focus includes defining criteria, analyzing processes critical to corporate strategy, assessing risks related to knowledge loss, and designing workflows that are aligned with business impact.

In 2026, the Company will proceed with implementation by applying the framework and operational steps in target functions, as well as monitoring progress and further strengthening the linkage between knowledge and business outcomes to support the organization's stability and long-term sustainability.

Evaluation of Training and Personnel Development Effectiveness

The Company places importance on evaluating the effectiveness and outcomes of training and personnel development to ensure that investments in human capital development generate quality learning, lead to behavioral change, and support the organization's long-term performance. A systematic evaluation framework has been established, covering levels from individual to organizational.

The evaluation covers four levels and is conducted across three timeframes: immediate evaluation, short-term evaluation, and long-term evaluation, to comprehensively reflect learning and development outcomes across all dimensions.

Evaluation Framework and Approach

The Company has established a four-level evaluation framework for training and personnel development as follows:

- (1) Participant satisfaction level
- (2) Learning level
- (3) Behavioral change and application of knowledge in work performance
- (4) Organizational results level

This framework enables the Company to monitor development outcomes from the quality of learning delivery, enhancement of knowledge and skills, behavioral changes in the workplace, to outcomes reflected in overall performance and employee competencies.

Personnel Development Evaluation Results for 2025

Evaluation Phase	Evaluation Level	Evaluation Objective	Evaluation Method	Evaluation Results (2025)	Remarks
Immediate Evaluation	Level 1: Satisfaction	Assess overall training quality	Satisfaction survey on content, format, and trainers	The Company: 85.00% UU PCL.: 88.73%	Reflects training quality and serves as input for improving training design
	Level 2: Learning	Assess knowledge and understanding gained	Pre-test/Post-test	All training programs completed The Company: 100% UU PCL.: 100%	Reflects knowledge and understanding gained from training
Short-term Evaluation	Level 3: Behavior and Application	Assess post-training behavioral changes and practical application	Evaluation by participants and supervisors (3–6 months)	The Company average: 83.08%, comprising: <ul style="list-style-type: none"> • Work behavior: 88.00% • Knowledge transfer: 87.67% • Coaching: 75.38% • Work improvement: 92.31% • Practical application: 92.31% 	Reflects application of knowledge and changes in work performance
Long-term Evaluation	Level 4: Organizational Results	Assess organizational outcomes from development	Performance results (KPIs)	KPIs 2025: 4.59	Used for compensation consideration, promotion, and personnel development planning

Linkage of Evaluation Results with Continuous Personnel Development

The Company conducts performance and competency evaluations of employees in accordance with established processes to reflect performance outcomes, capabilities, and potential at each stage. The evaluation covers performance, behavioral, and competency dimensions required for each role. The results are used to support human resource management and overall personnel development to enhance the effectiveness of development efforts in alignment with organizational needs and the evolving operational context. The Company is in the process of enhancing its approach to more in-depth analysis of performance and competency evaluation results, with the aim of utilizing such analysis to inform the design of training programs, capability development, and continuous learning initiatives for employees.

This development approach aims to ensure that investments in personnel development are well-targeted, aligned with roles, levels of responsibility, and employee potential across different groups, while supporting the formulation of Individual Development Plans (IDP). Supervisors use evaluation results to provide guidance, exchange perspectives, and jointly define development directions with employees.

In addition, the Company has linked evaluation results and Individual Development Plans with internal learning and knowledge management mechanisms to support on-the-job learning, knowledge transfer, and continuous capability enhancement. This serves as a key factor in strengthening workforce readiness and ensuring long-term organizational continuity.

Investment in Personnel Development

In 2025, the Company and UU PCL. invested a total of 5,115,542.00 Baht in personnel development, equivalent to an average of 14,210 Baht per person per year. This investment reflects the Company's commitment to continuous human resource development to enhance employees' knowledge, capabilities, and potential in alignment with their roles and the organization's strategic direction. The investment by entity is as follows:

The Company		UU PCL.	
Training and Development Expense		Training and Development Expense	
2,250,000.00 Baht	Average 10,227 Baht/person/year	1,760,000.00 Baht	Average 12,138 Baht/person/year
Knowledge Management Expenses		Knowledge Management Expenses	
405,542.00 Baht	Average 1,843 Baht/person/year	700,000.00 Baht	Average 4,828 Baht/person/year

Remark The average cost per person per year is calculated based on the average number of employees throughout the year to reflect overall investment in personnel development across the organization.

The allocation of the personnel development budget covers training required by legal and policy requirements, competency development aligned with job roles, leadership and supervisory development, as well as the promotion of learning and internal knowledge management. This ensures that investments in human resource development contribute to improved performance and long-term organizational readiness.

In addition, the Company has linked investments in personnel development with training and development evaluation systems, as well as the preparation of Individual Development Plans (IDP), to ensure that development activities are goal-oriented and effective. This also supports on-the-job learning and internal knowledge transfer, which are key factors in strengthening workforce readiness and ensuring sustainable organizational continuity.

Linkage of Development with Career Advancement

The development of personnel capabilities at the growth stage is clearly linked to career advancement opportunities within the organization. The Company emphasizes internal growth by providing opportunities for high-potential employees to develop their knowledge and capabilities and progress to roles with greater responsibilities along appropriate career paths.

Based on statistics from 2022 to 2025, at least 10% of employees within the Group have been promoted or advanced each year. This reflects the effectiveness of the personnel development system and the systematic establishment of career advancement pathways. Such promotion of career progression forms part of the Company's commitment to continuous and sustainable personnel development (Disclosure 404-3).

Year	Total Employees (Persons)	Promotion (%)	By Gender (%)	
			Male	Female
2022	230	13.04	8.70	4.35
2023	227	18.50	7.49	11.01
2024	233	10.73	5.15	5.58
2025	220	12.27	7.27	5.00

2. Employee Welfare Management

Employees are a key driving force in strengthening the Company's business and ensuring long-term sustainability. Their ability to innovate and create value directly contributes to operational efficiency, competitiveness, and organizational stability. The Company therefore places importance on employee well-being, welfare, and engagement through a systematic approach.

2.1 Employee Welfare (Disclosure 401-2)

The Company provides a flexible welfare program designed to address the diverse needs of employees across different genders and age groups, with a focus on enhancing quality of life and supporting work-life balance, as follows:



2.2 Welfare Committee in the Workplace (Disclosure 2-30)

The Group conducts elections for the welfare committee in the workplace in accordance with the Labour Protection Act B.E. 2541 (1998). In 2025, the Group has three welfare committees as follows:

o **The Company has two welfare committees:**

1. Head Office Welfare Committee
2. Rayong Operations Center Welfare Committee

With a total of 10 members, representing 4.55% of total employees.

o **UU PCL. has one welfare committee**

With 8 members, representing 5.52% of total employees.

The Company's Welfare Committee (Head Office)		The Company's Welfare Committee (Rayong Operations Center)		UU PCL. Welfare Committee	
Operational	4	Operational	4	Operational	8
Supervisory	1	Supervisory	1	Supervisory	0
Male	2	Male	3	Male	3
Female	3	Female	2	Female	5
Central	5	Central	0	Central	5
Eastern	0	Eastern	5	Eastern	3

2.3 Welfare for Retired Employees (Disclosure 201-3)

The Company recognizes that retired employees are valued individuals who have contributed significantly to building the Company's foundation and long-term growth through their dedication and commitment. Upon reaching the retirement age of 60 and ceasing employment, the Company organizes activities to express appreciation for their contributions.

In addition, the Company places importance on the quality of life of retirees, particularly their health, which is a key concern at this stage of life. As part of the annual employee health check-up program, the Company collaborates with its partner hospitals to offer health check-up packages at appropriate rates for retirees. This initiative helps ease financial burdens and supports continued health care.

This approach reflects the Company's care and sense of responsibility toward its personnel even after retirement. Feedback from retirees indicates appreciation for the Company's continued attention and support, which helps maintain a positive relationship between the Company and its former employees.

2.4 Incorporation of Feedback from Various Channels for Improvement in 2025

The Company recognizes the importance of continuously strengthening relationships, motivation, and employee engagement. Accordingly, it has enhanced its approaches to support employees' work and promote their well-being, enabling them to perform at their full potential.

Enhancement of Flexible Welfare

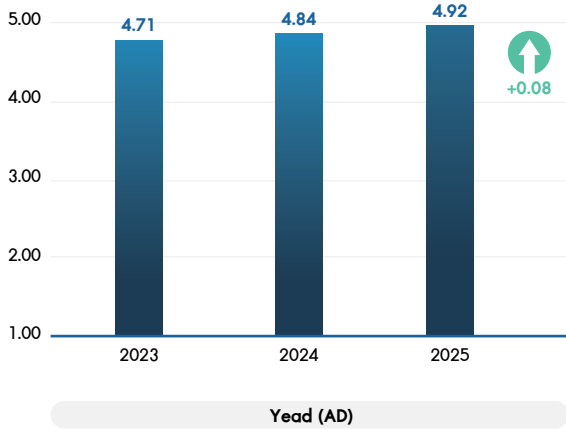
The Company has reviewed and improved its welfare policy to align with current conditions and the diverse needs of employees. In particular, following the enactment of the Marriage Equality Act, published in the Royal Gazette on 24 September 2024 and effective from 22 January 2025, the Company has ensured that all employees, including LGBTQ+ employees, receive equal benefits. These include core welfare, flexible welfare, and leave entitlements. This initiative reflects the Company's commitment to promoting Diversity, Equity, and Inclusion (DEI) as an integral part of its organizational culture in a sustainable manner.

Development of Working Environment and Employee Well-being

Based on the 2024 employee satisfaction and engagement survey, the "working atmosphere and environment" were identified as key areas for improvement, particularly in fostering a working environment conducive to employees' psychological and emotional well-being. In response, the Company has extended its efforts by participating in the program "Learning Space for Mental Well-being and Growth" organized by the Thai Health Promotion Foundation (ThaiHealth). This initiative aims to develop approaches to enhance well-being and create a supportive working environment across physical, mental, and relational aspects through positive learning activities and mindset development aligned with the organization. In 2025, the Company is in the process of designing activities in collaboration with ThaiHealth to ensure alignment with its organizational context, with implementation planned for 2026.

Employee Satisfaction and Engagement Survey Results

Employee Engagement to EW (Unit: Average 1-6)



Employee Engagement

The Company places importance on employee engagement as a key indicator reflecting relationships, trust, and employees’ readiness to contribute to achieving organizational goals.

In 2025, the Company conducted an employee engagement survey using an assessment scale with a full score of 6. The results showed an overall engagement score of 4.92, representing a high level and a continued upward trend compared with the previous two years.

This increasing trend reflects the effectiveness of improvements in human resource management strategies, internal communication, and the development of a working environment that fosters participation and a sense of pride in the organization over the past three years.

Employee Satisfaction

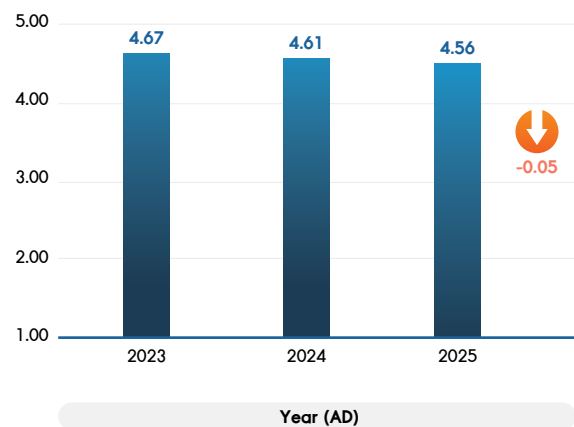
The Company conducts an annual employee satisfaction survey to assess employees’ perspectives and sentiments toward various aspects of their work.

In 2025, the overall satisfaction score was 4.56, slightly decreased from 2024 but remained at a good level, reflecting the overall stability of the working environment. A breakdown by dimension indicates that:

- The highest-rated aspect was workplace relationships, with a satisfaction level of 81.80%, reflecting positive relationships among colleagues and supervisors.
- The lowest-rated aspect was performance, management, and work processes, with a satisfaction level of 70.12%. The Company will use these results to continuously improve work processes, management practices, and internal communication.

The Company believes that systematically gathering employee feedback will help strengthen engagement and satisfaction, and support long-term organizational sustainability.

Employee Satisfaction with EW (Unit: Average 1-6)



Communication and Employee Engagement Activities

The Company places importance on internal communication to build shared understanding and enhance employee participation. Various communication channels and activities are provided to keep employees informed of the Company's direction, overall performance, key policies, and annual targets.

In addition, the Company organizes internal activities to strengthen unity, cooperation, and employee engagement. These activities help create a positive working environment and support teamwork, which are key factors contributing to the efficiency and effectiveness of the Group's operations, as follows:

Objective	Activity	Number of Times	Event Results
CEO Townhall			
To communicate organizational goals from management to employees for shared understanding, and to provide opportunities for employees to participate in new team-based activities	<ol style="list-style-type: none"> EWG : Shaping the Future Together EWG :: TOWN HALL "Drive the Future Together" 	2 times	Satisfaction scores of 80.64% and 85.00%, respectively
Health and Well-being Promotion Activities			
<ul style="list-style-type: none"> To promote healthy behaviors in both physical and mental aspects To encourage employees to continuously take care of their well-being 	"EWG :: HEALTHY MOVES" 3 challenges encouraging employees to stay active and enhance well-being prior to the 2025 annual health check-up: <ol style="list-style-type: none"> MOVE Physical fitness MIND Mental well-being HDL HERO Outcome-based results 	3 times	Satisfaction score of 86.77%
New Year's Party			
To provide an opportunity for management and employees within the Group to meet, socialize, and build good relationships, leading to collaboration at work	Organized under the theme "TOGETHER TOWARD TOMORROW" (#EWG New Year Staff Party 2026) to express appreciation and reward employees for their contributions throughout the year	1 time	Participation rate of 70.41% of total employees
Setting up Clubs			
<ul style="list-style-type: none"> To support employees' activities in sports, health, and recreation To build relationships among employees 	A total of 8 clubs, with employees participating as members. Each club organizes activities and communicates its activities to all employees on an ongoing basis	17 times	Participation rate of 61.87% of total employees
Charity Activities			
To promote a culture of sharing in society	<ol style="list-style-type: none"> Blood donation Donation of used calendars for Braille production 	3 times 1 time	

Sharing Knowledge with Society

1. Student Internship Program

The Company provides opportunities for youth to gain on-the-job learning experience through its internship program, with the aim of enhancing the capabilities of participating students. The number of interns is as follows:

Year	Bachelor's Degree		Diploma Level		Total (Persons)
	Male	Female	Male	Female	
2022	3	5	4	1	13
2023	4	2	3	1	10
2024	3	2	4	0	9
2025	2	7	1	0	10

The Company assigns mentors to supervise interns throughout the internship period, and provides accident and life insurance coverage, as well as allowances in accordance with legal requirements. In addition, a satisfaction survey is conducted among interns to support continuous improvement. In 2025, the overall satisfaction score was 98.00%. Feedback from interns can be summarized as follows:

Evaluation Factors	2021	2022	2023	2024	2025
1. Adequacy of facilities during the internship	97.00	98.00	97.50	100	96.00
2. Guidance and mentorship provided by supervisors	97.00	96.00	96.25	100	98.00
3. Suitability of workplace and working environment	87.00	96.00	95.00	100	98.00
4. Overall care from mentors and satisfaction throughout the internship	93.00	96.00	93.75	100	98.00
Average Satisfaction (%)	92.00	94.00	93.50	100	98.00

2. Cooperation with Educational Institutions in the Eastern Region

The Company places importance on human capital development in the Eastern region alongside its sustainable business operations. Collaboration with the public sector and educational institutions serves as a key mechanism for enhancing workforce capabilities and supporting long-term economic and social development.

In this regard, the Company extended its Memorandum of Understanding (MOU) with the Eastern Institute of Vocational Technology, Office of the Vocational Education Commission, in 2024 for an additional five years to continuously support education management and vocational skill development. This collaboration reflects the Company's commitment to being a good corporate citizen and contributing to national development through human development. Key areas of cooperation include compliance with special investment promotion conditions set by the Board of Investment (BOI) in relation to personnel development in the Eastern Economic Corridor (EEC), providing students with opportunities to gain practical experience, promoting knowledge exchange between the education and business sectors, and supporting and preparing students for entry into the labor market under the EEC.

Safety, Occupational Health, and Working Environment

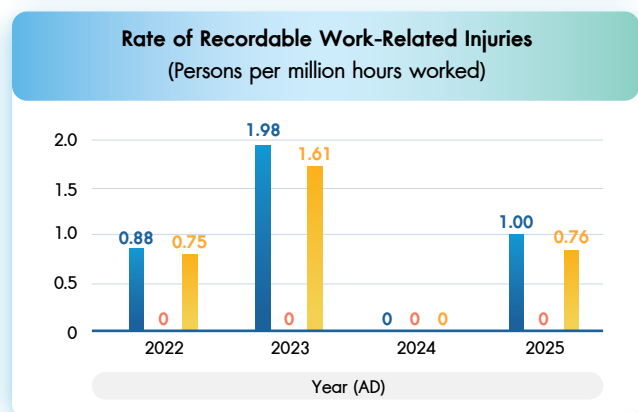
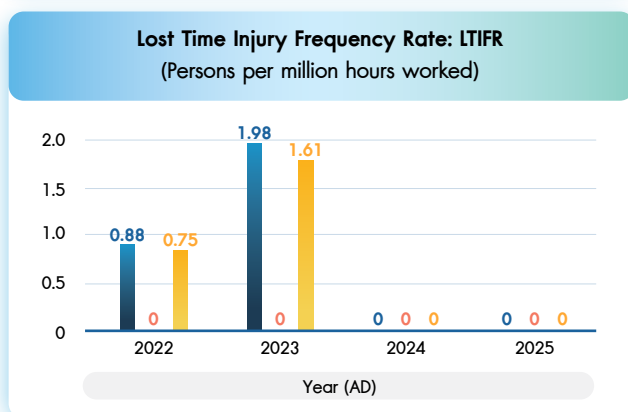
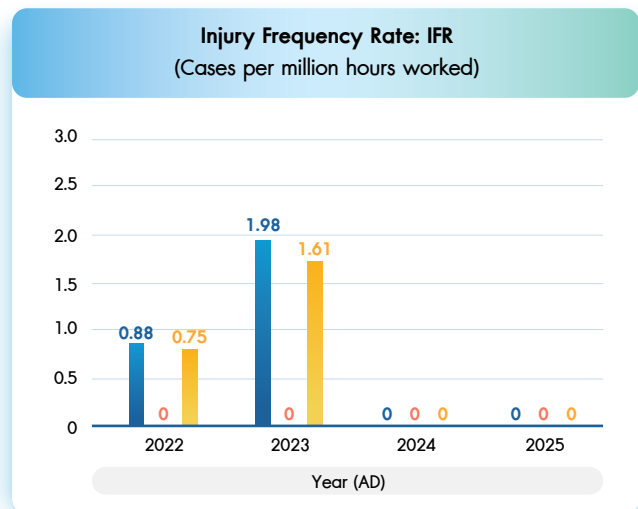
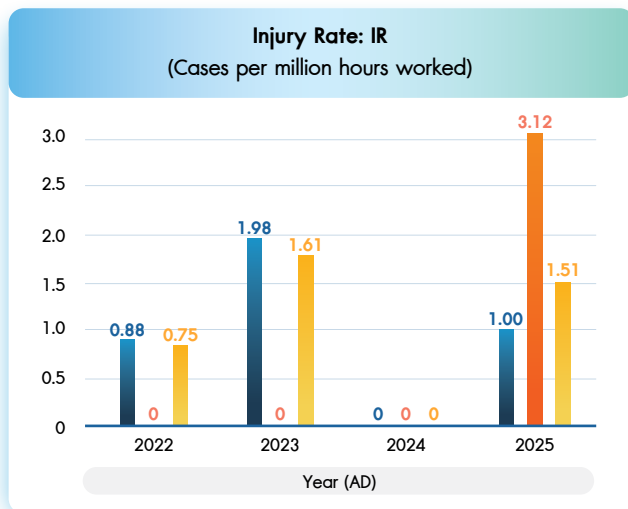
(Disclosure 403-1, 403-2, 403-7, 403-8, 403-9, 403-10:2018)

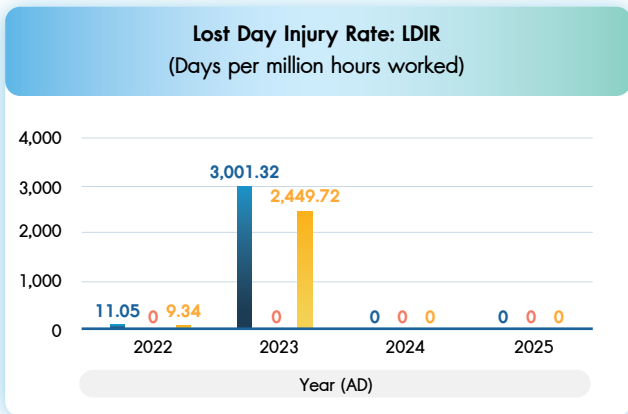
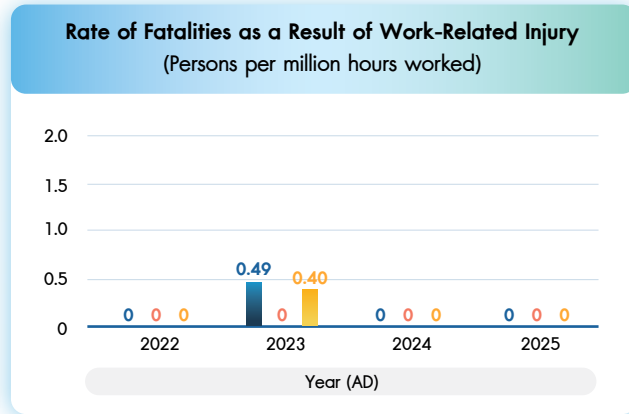
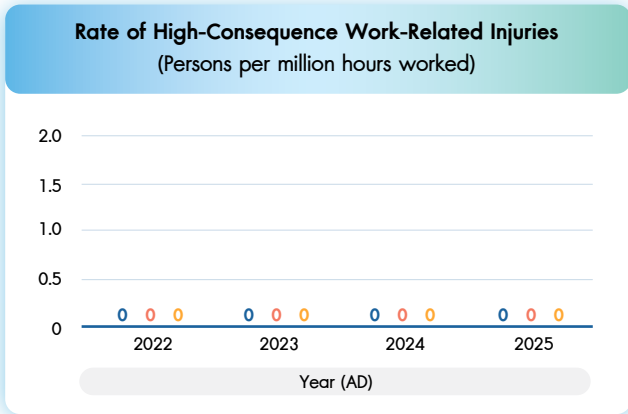
The EW Group has established and announced operational regulations, an occupational health, safety, and working environment management manual, and other related documents to support compliance with the Occupational Health and Safety Management System (ISO 45001:2018) covering 31.00% of its operational areas. The Company Group has also set a target of “zero workplace accidents” to create a safe working environment, enhance the quality of work life for employees, business partners, and contractors, and ensure compliance with relevant laws and standards. The Company has also conducted risk assessments related to occupational health and safety for its current operations and potential future projects. These assessments are used to plan preventive measures, establish controls, and develop management approaches to mitigate potential impacts. Occupational health, safety, and the working environment are integral parts of the Company’s sustainability management policy, which is overseen by the Corporate Governance and Sustainable Development Committee to ensure the achievement of the goal of zero work-related accidents.

In 2025, the EW Group reviewed its Work Instruction documents to improve usability, and revised performance record documents to align with actual operations and relevant legal requirements.

In 2025, there was 1 workplace accident, resulting in 1 employee injury. The incident occurred while the employee was performing duties by accompanying senior management on a site visit. The employee slipped while stepping down from a van and sustained an injury to the right arm but was able to continue working until the assignment was completed. After work, the employee sought medical attention (no lost-time injury). Following the accident investigation, employees were reminded to be aware of surrounding conditions and differences in vehicle characteristics, and to assess stepping distance when getting on and off vans, as each vehicle may vary. In addition, communication materials titled “4 Tips for Safe Van Travel” were developed and shared with employees.

Statistics of the Company’s Workplace Safety (employees, contractors, and outsourced workers) for 2025





■ Male
 ■ Female
 ■ Total

Remarks

- Injury Rate: IR = (Total number of injury cases × 1,000,000) / Total hours worked, disaggregated by gender
- Injury Frequency Rate: IFR = (Total number of lost-time injury cases × 1,000,000) / Total hours worked, disaggregated by gender
- Lost Time Injury Frequency Rate: LTIFR = (Total number of employees with lost-time injuries × 1,000,000) / Total hours worked, disaggregated by gender
- Rate of recordable work-related injuries : TRIR = (Total number of recordable work-related injuries, from medical treatment to fatalities × 1,000,000) / Total hours worked, disaggregated by gender
- Rate of high-consequence work-related injuries = (Total number of injuries resulting in more than 6 months of lost workdays, excluding fatalities × 1,000,000) / Total hours worked, disaggregated by gender
- Rate of fatalities as a result of work-related injury = (Total number of work-related fatalities × 1,000,000) / Total hours worked, disaggregated by gender
- Lost Day Injury Rate: LDIR = (Total number of lost workdays due to injury × 1,000,000) / Total hours worked, disaggregated by gender

(For more details on the summary table of total accidents - Company employees, contractors, and outsourced workers for 2025, see Sustainability Report 2025, page 146)

There were no accidents involving employees, contractors, and outsourced workers of UU PCL. during 2023–2025, resulting in a zero-injury rate for three consecutive years.

In 2025, the EW Group established three Safety, Occupational Health, and Working Environment Committees, namely the Head Office Committee, the Operating Area Committee, and the UU PCL. Committee, to ensure effective oversight across all areas. The Committees convene monthly and consist of the following members: (Disclosure 403-4:2018)

Head Office	Operating Area	UU PCL.
Chairman 1	Chairman 1	Chairman 1
Members representing the employer at supervisory level 2	Members representing the employer at supervisory level 7	Members representing the employer at supervisory level 6
Members representing the employees 3	Members representing the employees 8	Members representing the employees 9
Workplace safety officer at professional level (serving as member and secretary) 1	Workplace safety officer at professional level (serving as member and secretary) 1	Workplace safety officer at professional level (serving as member and secretary) 1

The roles and responsibilities of the three Committees cover the following:



Occupational health management



Working environment



Fire prevention and suppression



Work involving machinery



Confined space



Electrical safety



Employee health check-ups



Workplace welfare



Safe weight limits



Work-related injuries and illnesses



Non-smoking areas



Building control



Construction site safety



Working at height



Chemicals

Safety Activities

(Disclosure 403-3, 403-6, 403-7, 403-10:2018)

The Company undertook safety activities on a continuous basis as follows:

1. Annual Health Check-up for 2025: Results of the assessment to identify health hazards and assess health risks of employees, contractors, and outsourced workers can be summarized as follows:

- 1.1 Employees: Health hazards were identified, including lighting, noise, UV radiation, blue light, chemicals, computer-related working posture, psychosocial factors, biological factors (communicable diseases), heat, dust, and safety-related hazards. In addition, the Company arranged additional health check-up programs based on risk factors, such as hearing tests and vision tests. In 2025, no cases of occupational diseases were reported among employees.
- 1.2 Contractors and outsourced workers: The Company requires its contractors and outsourced workers to undergo annual health check-ups to monitor chronic diseases such as diabetes, hypertension, and abnormal blood lipids, which may lead to cardiovascular diseases, as well as to monitor work-related abnormalities such as vision impairment and noise-induced hearing loss. For work in hazardous areas, contractors and outsourced workers must have health check-up results in compliance with legal requirements and strictly adhere to them. In 2025, no cases of occupational diseases were reported among contractors and outsourced workers.

2. Safety Communications: The Company publishes a monthly Safety, Health, and Environment journal (SHE NEWS) to disseminate information and promote awareness of safety, good health, and environmental responsibility among employees.

3. Safety Training: The EW Group established a training plan on safety, occupational health, and working environment for each target group of employees. In 2025, a total of 19 training courses were conducted (Disclosure 403-5:2018). Details are provided in the Sustainability Report 2025 under “Table of Occupational Health and Safety Training of Employees”, page 142.

4. Safety Promotion Activities (Safety Day):

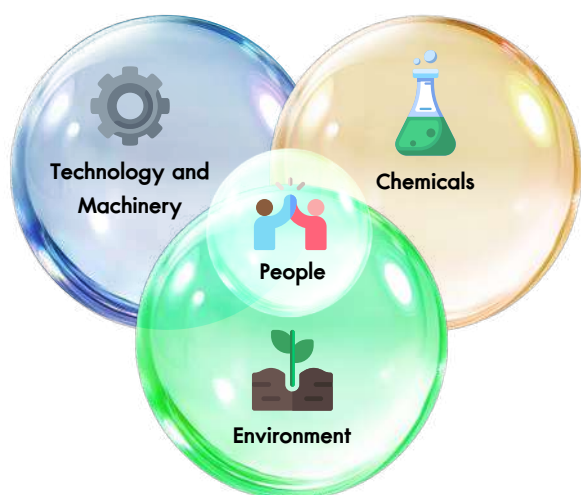
The EW Group organized Safety Promotion Activities (Safety & Energy Day) to provide knowledge, raise awareness of safety, environmental protection, and energy conservation, and promote participation among employees and users of the East Water Building. The activities aimed to foster safety awareness, promote safe working practices, enhance occupational health, encourage well-being, and raise awareness of efficient and environmentally friendly energy use. The activities were categorized into four activities as follows:

- 4.1 Exhibition to disseminate knowledge on safety, occupational health, environment, and energy conservation
- 4.2 Safety & Health Talk on the topic “Safe Mind, Safe Life: The Neuroscience of Well-being – Building Mental Strength for Physical Safety”
- 4.3 “Energy Conservation Media Design Contest within the East Water Building”
- 4.4 Educational game booths on safety, occupational health, environment, and energy conservation

Through these activities, employees and building users enhanced their knowledge and understanding of safety, occupational health, environment, and energy conservation. The activities also encouraged executives and employees at all levels to recognize the importance of workplace safety, with a focus on reducing workplace accidents, while promoting better health, workplace happiness, and reduced work-related stress.

5. Accident Predictive Techniques (APT’s):

The activity aims to promote safety behaviors among employees, leading to the development and improvement of the organization’s safety culture. The activity was conducted with employees in the Company’s operating areas. In addition, employees’ APT’s were further developed into a quarterly quality APT’s program to serve as good practices and enhance awareness of hazard identification activities. Daily operations include regular inspection planning covering work procedures, machine



conditions, chemicals, and the working environment, as well as employees. A follow-up system is in place to ensure timely corrective actions. This enables employees to recognize safety issues and identify unsafe behaviors, leading to preventive actions before accidents occur.

In 2025, targets and KPIs were established, requiring executives and all employees in the operation function to participate continuously. The assessment showed that 95.29% of employees in the operation function participated continuously and achieved the established targets.

6. Mental Health Promotion Activities: The Company has continued its Mental Health Promotion Activities for the third consecutive year, emphasizing mental health as a key factor in employee well-being at work. The activities aim to create a Happy Workplace environment, encouraging employees to maintain both physical and mental well-being, adapt to challenges, and perform effectively. Employees are supported in developing positive self-perception, emotional stability, and the ability to live and work in a changing environment. The Company also provides access to psychiatric or psychological counseling services.

7. Workplace Safety Inspection

7.1 **Lighting Measurement:** The Company conducted one lighting inspection covering the Head Office, Chachoengsao, Chonburi, and Rayong areas. All areas were found to meet the legal standard requirements.

7.2 **Working Equipment:** The Company conducts daily inspections of equipment, including motors, pumps, accessory pumps, valve systems, electrical systems, fire alarm systems, control SCADA/instruments, flowmeters, and online water quality monitoring equipment. All equipment was found to be in normal condition and ready for use.

7.3 **Fire Protection Equipment:** The Company has provided fire protection equipment, including portable fire extinguishers, fire alarm systems, and emergency exits. All safety equipment is regularly inspected, categorized as follows:

1. FM_Por_400-017 RV.00 Hand-held fire extinguisher inspection form
2. FM_Por_400-018 RV.00 Portable gas detector inspection form
3. FM_Por_400-020 RV.00 Emergency light and fire exit sign inspection form
4. FM_Por_400-031 RV.00 Manual fire alarm inspection form
5. FM_Por_400-032 RV.00 Automatic fire extinguishing system inspection form

7.4 **Personal Protective Equipment:** The Company provides standard-compliant personal protective equipment (PPE) to employees. Prior to use, employees are required to study proper usage and maintenance. Equipment includes safety shoes, safety helmets, hearing protection, safety glasses, and leather gloves.

7.5 **Chemical Leakage:** The Company uses chemicals such as diesel and has designated storage areas in compliance with the Ministerial Regulation on Safety, Occupational Health, and Working Environment for Hazardous Chemicals B.E. 2556 (2013). Monthly inspections of chemical storage areas are conducted. Where additional hazardous chemicals are introduced, the Company prepares and reports: Hazardous chemical inventory and safety data (Sor Or.1), Report on Measurement and Analysis of Hazardous Chemical Concentration in Workplace Atmosphere and Storage Areas (Sor Or.3), and Declaration Form for Producers, Importers, Exporters, or Possessors of Hazardous Substances under the Department of Industrial Works (Wor Or. Kor 7), in accordance with legal requirements.

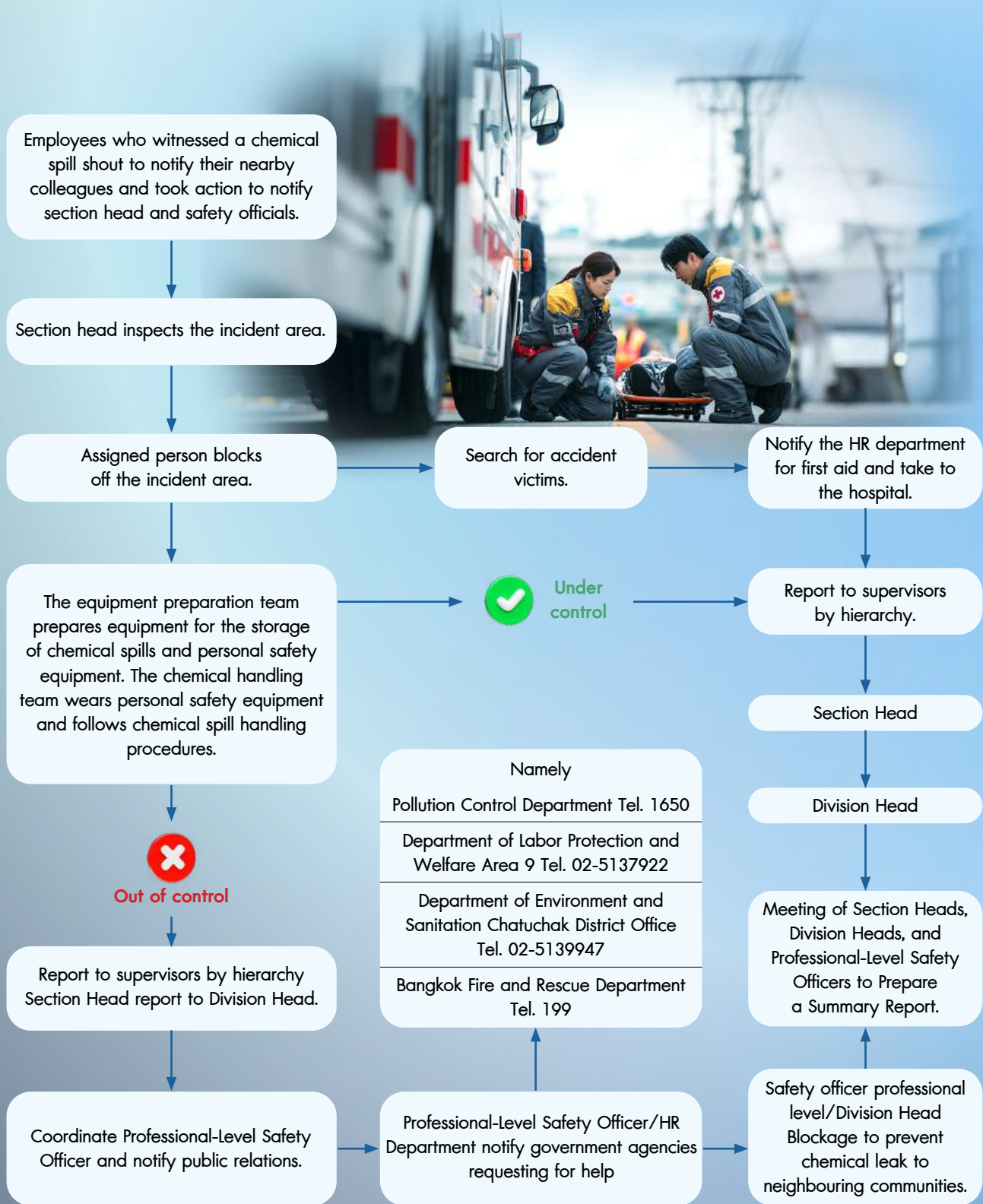
In addition to the activities undertaken by the Company, UU PCL. organized additional safety promotion activities through the Behavior-Based Safety (BBS) program and Building SHE Mindset to foster attitudes that influence employees' thoughts, actions, and behaviors, enabling them to drive positive behaviors and achieve desired outcomes. The activities aim to encourage employees to develop a positive mindset in safety (S = Safety), occupational health (H = Health), and environment (E = Environmental). Management also emphasizes fostering a safety culture driven by employees' safety attitudes and awareness, which are fundamental to safe behavior. The activities are divided into five components as follows:

1. Training program on "Building SHE in the Organization" to enhance employees' understanding and promote the development of SHE mindset across all levels
2. Appointment of the Behavior-Based Safety (BBS) Committee at the Head Office
3. SHE mindset survey within the organization
4. Training program on "Behavior-Based Safety Volunteers" for employee representatives in each department
5. Job Safety Analysis (JSA) activities



In 2025, no chemical spills were reported. A contractor was engaged to monitor airborne dispersion to confirm that, in addition to physical inspections, there was no airborne dispersion that could not be detected through physical means. An annual chemical spill response drill was also conducted with relevant parties.

Emergency Response Procedure in Case of Chemical Spills



Emergency Management

The Company places great importance on emergency management to ensure preparedness and mitigate potential impacts on employees and the Company's assets. In 2025, the Company undertook the following actions:

1. The Company revised the Business Continuity Management (BCM) Manual and updated the Business Continuity Plan (BCP) and conducted a business continuity drill at the Head Office, East Water Building, by simulating an earthquake scenario. In the operating areas, scenarios involving rupture and leakage of raw water reservoirs causing flooding in roads, agricultural areas, and nearby communities were simulated.

The Company tested the completeness of the BCP, as well as the knowledge and understanding of roles and responsibilities of relevant units. It also ensured the readiness of information systems, operational systems, alternate workplaces, and communication among employees working from home, internal units, and external agencies.

In addition, the Company prepared the Crisis Management Plan (CMP) to enhance preparedness for managing unexpected or temporary situations and to respond to potential future incidents, thereby minimizing impacts

on the Company and its stakeholders. The Crisis Communication Plan was also established to ensure effective and timely communication.

2. The Company's annual firefighting and evacuation drills were conducted in two areas as follows:

- Head Office, East Water Building: drills were conducted in two sessions, i.e., nighttime and during business hours
- Operating areas: drills were conducted at stations and offices covering Rayong, Chonburi, and Chachoengsao provinces

These drills were conducted to prepare for evacuation procedures and to test fire protection systems in case of emergencies. Government agencies, fire stations, police stations, hospitals, training institutions, and nearby buildings participated in and supported the drills, and the objectives were successfully achieved.

3. The Company conducted annual chemical spill emergency response drills to prepare for handling hazardous chemical or fuel spills, including the management of resulting waste, in accordance with the Ministerial Regulations.



Construction Impact Responsibility

(Disclosure 305-7, 413-1, 413-2)

The construction projects complied with the guidelines for improving project management efficiency, particularly in air pollution prevention and mitigation of environmental impacts from construction. The standards for acceptance of reinstatement works along the raw water pipeline alignment were followed, with representatives from the landowner agencies that granted construction permits participating in inspections and certification of the works. The Company also held meetings with contractors and representatives of landowner agencies to inform them of the construction operations. In cases where impacts occurred, the Company jointly identified problems, causes, and solutions, and closely monitored progress on a weekly basis.

The construction projects were carried out both within the Company's premises and external areas, such as areas under the Royal Irrigation Department, highway areas, and pipeline routes passing through communities. Construction commenced only after obtaining approvals from relevant authorities and consent from the communities to avoid impacts on communities and the environment. The Company strictly complied with work control and safety standards of relevant agencies. In 2025, the Company carried out 5 construction projects as follows:

Project	Objective	Duration	Details	Complaints and Remedies
1. Construction of Raw Water Transmission Pipeline from Khlong Luang Reservoir– Chon Buri	To increase raw water supply for the Company's service area by not less than 20 million m ³ per year and support the Eastern Economic Corridor (EEC) policy.	The project is approximately 93.00% complete. The remaining work is within government agency areas and is pending approval for pipeline installation and construction of a floating pump station at Khlong Luang Rachalothorn Reservoir.	1.1 Construction of a floating pump station located along Khlong Luang Rachalothorn Reservoir within a government agency area.	No complaints
			1.2 Construction of a pressure booster station and an elevated water tank within the Company's premises.	
			1.3 Construction of a raw water transmission pipeline with a diameter of 1,200 mm and a total length of 45.20 km, passing through government agency areas and communities along roads under the responsibility of relevant authorities.	
2. Construction of Nong Pla Lai - Nong Kho- Laem Chabang Pipeline	To support water demand in Pluak Daeng, Rayong, and Bo Win and Laem Chabang, Chon Buri, including existing and future customers	Completed	2.1 Construction of raw water pipeline (Phase 1) with diameters of 1,600 mm and 1,400 mm, with a total length of approximately 23.70 km.	Complaints were received regarding reinstatement works along the pipeline route from the Highway District; the issue has been resolved
		Completed	2.2 Construction of raw water pipeline (Phase 2) with diameters of 1,400 mm, 1,200 mm, 900 mm, and 500 mm, with a total length of approximately 35 km.	
		Completed	2.3 Construction of pressure booster station.	No complaints
			2.4 Construction of electrical and control systems.	No complaints
		Completed	2.5 Construction of elevated water tank.	No complaints

Project	Objective	Duration	Details	Complaints and Remedies
3. Industrial Water Supply Project for Amata City Rayong 2 Industrial Estate (Nong Lalok)	To supply industrial water within the Thai-Chinese Industrial Estate with a production capacity of 6,000 m ³ per day	Completed	3.1 Construction of raw water distribution pipeline with a diameter of 600 mm and a length of approximately 1.10 km.	No complaints
			3.2 Construction of industrial water production system.	
4. Construction of Industrial Water Production System for Xin Ke Yuan Co., Ltd., Rayong	To supply industrial water to Xin Ke Yuan Co., Ltd., with a production capacity of 22,000 m ³ per day	The project is approximately 98.00% complete, with final testing remaining prior to handover	4.1 Construction of raw water distribution pipeline with a diameter of 600 mm and a length of approximately 4.65 km.	No complaints
			4.2 Construction of industrial water production system	
5. Total Water Solutions Project for U-Tapao International Airport Area	To provide utility services within the Eastern Economic Corridor of Aviation (EECa) at U-Tapao International Airport, Rayong Province.	Completed	5.1 Construction of water storage tank with a capacity of 30,000 m ³	No complaints
		The project is 95.42% complete. The remaining work involves pipeline installation within the utility corridor of U-Tapao International Airport and is pending approval for alignment adjustment due to the high-speed rail station construction within the project area	5.2 Construction of tap water production system	
			5.3 Construction of electrical and control systems	
			5.4 Construction of wastewater treatment system	

Community Sustainability Projects

(Disclosure 203-1, 413-1)

Community Development Strategy towards Sustainability

Year
1994

Formulation of policies on quality of life and environmental development through budget allocation to implement community well-being development projects.

Year
2012

Establishment of the “3 Builds, 3 Developments” strategic framework under the principles of Understanding, Access, and Development, with the Company’s commitment to fostering acceptance through mutual understanding.

3 Builds:

- Build acceptance
- Build stability
- Build shared value

3 Improves:

- Improve water utilities and the environment
- Improve the economy and community well-being
- Improve learning

Year
2018

The Corporate Governance and Sustainable Development Committee announced the Sustainability Management Policy. As part of this policy, the Company promotes community participation in development and encourages sustainable water management based on shared use of water resources with communities, while maintaining ecological balance alongside social development. The Company also promotes learning among youth and communities under the principles of Understanding, Access, and Development for sustainable community development.

Year
2022

Analysis of communities and local government agencies based on SWOT to formulate strategies and action plans aligned with community needs. Subsequently, the Company established a community well-being development strategy comprising five aspects as follows:

1. Building understanding and reducing community opposition
2. Strengthening relationships with stakeholders
3. Maintaining government relations
4. Demonstrating social and environmental responsibility
5. Driving sustainable development

Year
2023

Analysis of communities and local government agencies using SWOT and TOWS Analysis, together with Stakeholder Mapping, to ensure alignment between sustainable business operations in accordance with ESG principles and the quality of life of communities along the pipeline. The Company established CSR and sustainable development strategies in four key areas as follows:

1. Driving sustainable development
2. Demonstrating social and environmental responsibility
3. Strengthening relationships with stakeholders
4. Building understanding and promoting lifelong learning

Year
2024

Analysis of communities and local government agencies using SWOT and TOWS Analysis, together with Stakeholder Mapping, to ensure alignment between sustainable business operations in accordance with ESG principles and the quality of life of communities along the pipeline. The Company established CSR and sustainable development strategies in four key areas as follows:

1. Driving sustainable development
2. Demonstrating social and environmental responsibility
3. Strengthening relationships with stakeholders
4. Reducing community opposition

The Company’s sustainability efforts aim to ensure the well-being of communities along the pipeline routes and around the Company’s water sources, including access to water utilities, education and lifelong learning, health and well-being, employment, and the environment, 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, as outlined below.

Engagement channels to collect information on the needs and expectations of communities and local government agencies to be used to plan the project.

Community Relations Activities

1. Organizing a public relations forum for the Company’s new construction projects (Public Hearing),
2. Meetings with water users,
3. Field trips to see the Company’s business operations,
4. Sports for relationship building,
5. Meetings on important occasions.

Mission

1. To develop the security and maintain stability of water supply in response to long-term water demand
2. To expand investment in water business comprehensively for continuous and sustainable growth both domestically and internationally
3. To increase competitive advantage through technologies and innovations
4. To develop human resources and improve management efficiency
5. To be socially and environmentally responsible and establish good relationships with all stakeholders in accordance with corporate governance principles

Strategy

Project

1. Driving sustainable development
2. Demonstrating social and environmental responsibility

Water Utility Promotion and Environmental Conservation Projects

Upstream

- Natural Resource and Water Resource Restoration
- East Water Conservation Network

Midstream

- Community tap water system production control and maintenance (integrated with the Fix it Center project)
- CSR activities for communities along the raw water pipeline

Downstream

- Canteen wastewater treatment system model school

3. Strengthening relationships with stakeholders

Well-being Promotion Projects

- Vocational trainings (reducing expenses and increasing income according to the sufficiency economy philosophy)
- Networking sports activities
- Annual Kathin robe offering ceremonies

4. Reducing community opposition

Learning Promotion Projects

- Study Visit activities
- Lifelong Learning Promotion Activities for People with Disabilities
- The East Water Sufficiency Economy Learning Center in Khlong Kuen District
- Farmer Water Support Program
- Innovation for the Community

Goal

Satisfaction of communities and local government agencies more than 85.00%

The Company has established sustainability goals through a four-pronged strategic approach, incorporating a participatory process with stakeholders at all levels, including students, the public, community leaders, and local administrative leaders. This participation spans from awareness and information-sharing to collaborative idea generation and project planning, implementation, evaluation, and shared benefits from activities or projects. The Company has determined the method of measuring project results through stakeholder surveys.

Community and local government agency satisfaction target > 85.00%	
Evaluation result 2022	98.69
Evaluation result 2023	92.60
Evaluation result 2024	90.50
Evaluation result 2025	92.94

Benefits Derived from Implementing Projects Under the Sustainable Development Strategy

Strategy 1. Driving sustainable development 2. Demonstrating social and environmental responsibility		
Water Utility Promotion and Environmental Conservation Projects		
Upstream <ul style="list-style-type: none"> Restoring natural resources and water sources East Water Conservation Network 	Midstream <ul style="list-style-type: none"> Controlling production and maintaining community tap water systems (integrated with the Fix It Center Project) Conducting CSR activities for communities along the raw water pipeline and community water distribution points along the pipeline 	Downstream <ul style="list-style-type: none"> Canteen wastewater treatment system model school
Project Objectives		
<ul style="list-style-type: none"> Increase green areas in upstream forests to 25.00% of community forest areas Monitor changes in the quality of raw water in the Company's water sources 	<ul style="list-style-type: none"> Integrate water management to ensure sufficient supply for all sectors Promote water quality for consumption 	<ul style="list-style-type: none"> To reduce water pollution by treating wastewater from school canteen (maintaining dissolved oxygen levels above 4 mg/L) To establish 35 model schools with canteen wastewater treatment systems by 2027
Project Benefits		
The Company <ul style="list-style-type: none"> Reduction of risks in raw water management, enabling the Company to pump over 60 million m³ from the Prasae Reservoir, representing sales revenue of over 600 million Baht Monitoring of the quality of raw water sources used as the Company's water supply is in place Business growth contributing to the creation of shared value with communities Collaboration with educational institution networks, particularly at the vocational level, leading to MOUs for student internships and increased opportunities to recruit qualified students 	Community and environment <ul style="list-style-type: none"> Increased abundance of upstream forests; expanded green areas; increased availability of food plants for communities; utilization of non-timber forest products, and maintenance of ecosystem balance, contributing to the water cycle and ensuring sufficient water supply for all sectors. Integrated water management among the Company, government agencies, water user groups, and communities, leading to appropriate allocation and sufficient supply of water and reducing water shortages. Access to clean water for consumption in 7 communities/year (1,337 households). Access to raw water sources for village water production in 21 communities, totaling over 3.27 million m³. 	

Project Benefits	
<p>The Company</p> <ul style="list-style-type: none"> Reducing wastewater discharge from school canteens that could impact the quality of the Company’s raw water sources. 	<p>Community and environment</p> <ul style="list-style-type: none"> Increased vocational skills among vocational students in maintaining community water supply systems in 7 locations/year. Produced 380 water conservation children to receive knowledge about water quality testing and scholarships (150 children participated). Built 28 canteen wastewater treatment system model schools. The children, educational institutes, and nearby communities appreciated the value of water resources and optimized water usage for cost saving and increase in agricultural productivity through watering trees with treated water. Model schools are able to reuse more than 40.00% of total wastewater discharge.

Strategy **3. Strengthening relationships with stakeholders**

Well-being Promotion Project

Conducting vocational training to reduce expenses and increase income in line with the Sufficiency Economy Philosophy	Organizing sports relationship-building activities	Organizing annual Kathin robe offering ceremony activities
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Project Objectives		
Support local administrative organizations in providing vocational training for women and household groups at least 20 sessions/year, with 1,101 participants	Organize sports activities with provincial and district authorities at least 10 times/year, with approximately 500 participants/year	Conduct Kathin robe offering activities in project areas

Project Benefits		
<p>The Company</p> <ul style="list-style-type: none"> Strengthened relationships between communities and local administrative organizations along the pipeline Better understanding of community context and needs, leading to collaboration in improving community well-being <p>Community and environment</p> <ul style="list-style-type: none"> Employment and livelihood opportunities for community members Reduced expenses and increased income of communities Training on solid waste management during vocational training, contributing to improved community well-being 	<p>The Company</p> <ul style="list-style-type: none"> Strengthened relationships between communities and local administrative organizations along the pipeline Exchange of information and coordination among stakeholders <p>Community and environment</p> <ul style="list-style-type: none"> Improved health and well-being Access to information and improved understanding of the Company’s operations 	<p>The Company</p> <ul style="list-style-type: none"> Strengthened relationships through participation in religious activities with community leaders and local residents <p>Community and environment</p> <ul style="list-style-type: none"> Financial support for temple maintenance as a community and spiritual center

Strategy

4. Reducing community opposition

Learning Promotion Project

Conducting study visits	Providing water support for farmers	Promoting lifelong learning activities for persons with disabilities	Establishing the East Water Sufficiency Economy Learning Center in Khlong Kuean District	Innovation for the Community
Project Objectives				
Engage water user groups in the Bang Pakong Basin (6 districts), community leaders, and NGOs in Chachoengsao and Chonburi	Support farmers, including rice and orchard farmers in Khlong Kuean District	Enable over 80.00% of students with disabilities to pursue livelihoods	Establish a learning center on the Sufficiency Economy Philosophy for communities	Promotion of innovation learning for youth/technical college students
Project Benefits				
<p>The Company</p> <ul style="list-style-type: none"> Enhancing understanding to reduce opposition to the Company's operations and supporting water diversion from the Bang Pakong River <p>Community and Environment</p> <ul style="list-style-type: none"> Access to information and clarification of concerns regarding the Company's operations 	<p>The Company</p> <ul style="list-style-type: none"> Improved efficiency in water pumping operations from the Bang Pakong River, enabling earlier pumping and extended pumping periods <p>Community and Environment</p> <ul style="list-style-type: none"> Participation in conservation of rivers and canals Sufficient water for agricultural use 	<p>The Company</p> <ul style="list-style-type: none"> Recognition by government agencies and the public as an organization contributing to society Opportunities to employ persons with disabilities in accordance with Section 31 <p>Community and Environment</p> <ul style="list-style-type: none"> Vocational training programs for students with disabilities in collaboration with the Chachoengsao Provincial Office of Learning Encouragement, enabling over 80.00% of trained students with disabilities to obtain employment and generate income to support themselves and their families 	<p>The Company</p> <ul style="list-style-type: none"> Recognition from communities through the use of the Company's land for community benefit Utilization of non-income-generating land for community benefit <p>Community and Environment</p> <ul style="list-style-type: none"> Establishment of a learning center in collaboration with government agencies and communities to promote integrated agriculture based on the New Theory under the Sufficiency Economy Philosophy, including the utilization of the Company's land for the benefit of surrounding communities 	<p>The Company</p> <ul style="list-style-type: none"> Knowledge on water management innovation and new innovations <p>Community and Environment</p> <ul style="list-style-type: none"> Youth gained knowledge on water management innovation and new innovations Vocational students from 4 technical colleges were granted scholarships

Water Utility Promotion and Environmental Conservation Project

If the comprehensive water resource management business is compared to an industrial process, the Company implements social and environmental initiatives from the upstream areas, which refer to raw water sources or the Company's water resources, through the midstream, where water is pumped and transmitted through the pipeline network in the eastern region, to the downstream, which includes both domestic and industrial water users, as well as water reuse. Thus, sustainability projects can be aligned with the comprehensive water industry process in the categories of upstream, midstream, and downstream as follows:



The Company places importance on the preservation of natural resources and the environment in areas surrounding reservoirs and natural water sources in Rayong, Chonburi, and Chachoengsao, as well as upstream forest areas in the contiguous forest zone across five eastern provinces. The Company has further developed collaboration in preserving upstream forest areas, maintaining forest ecosystems to remain fertile, supporting the balance of the hydrological cycle, and promoting sustainable coexistence between communities and forests, as well as monitoring changes in water quality in various water sources in Rayong, Chonburi, and Chachoengsao. The Company has conducted two activities in collaboration with local communities as follows:

1. Natural Resources and Water Source Restoration

Targets

- Distributing 15,000 seedlings
- Increasing green areas in community forests in the contiguous forest zone across five eastern provinces through supplementary planting at 25.00% of the number of trees in the area per year
- Supporting carbon dioxide absorption
- Maintaining ecosystem balance and conserving aquatic species in mangrove forest areas of the Bang Pakong River

Implementation Period: 2011 – Present

2025 Performance

The Company, in collaboration with the community forest network in the contiguous forest zone across five eastern provinces, implemented the participatory and sustainable upstream forest and Ban Krok Sakae community forest landscape restoration project (2023–2025) at Ban Krok Sakae, Khlong Takrao Subdistrict, Tha Takiap District, covering an area of 27-1-17 rai. A total of 1,350 trees were planted through supplementary planting activities. Activities included establishing survey routes around the community forest, creating firebreak lines, maintaining forest areas, and conducting supplementary planting. In addition, the Company distributed 15,000 seedlings to government agencies and local communities for tree planting activities.

Supporting

SDG 13.3, 15.1, 15.2



2. East Water Conservation Network

Targets

- Developing youth participants under the East Water Conservation Network in Rayong, Chonburi, and Chachoengsao, totaling 150 persons per year.
- Collaborating with communities to monitor and assess water quality in two areas (Environmental Warriors/Water Detectives in Chachoengsao and Water Quality Monitoring and Inspection Center in Rayong)

Implementation Period: 2014 - Present

2025 Performance

1. A total of 380 children from 17 schools in Rayong, Chonburi, and Chachoengsao provinces received scholarships.
2. Environmental Warriors/Water Detectives conducted water quality monitoring at 6 locations in Ban Pho District, assessing both physical parameters and aquatic organisms as bio-indicators. Activities also included environmental programs such as zero-waste schools, energy and environmental conservation, aquatic species release in the Bang Pakong River, and water quality monitoring camps.
3. The Water Quality Monitoring and Testing Center in Rayong conducted water quality monitoring at 8 locations, including Nong Pla Lai Reservoir, Dok Krai Reservoir, Khlong Yai Reservoir, Prasae Reservoir, Rayong River, and Prasae River, assessing both physical and chemical parameters.
4. Funding was provided for the procurement of scientific equipment to enhance academic skills for 5 schools under the East Water Conservation Network in Chonburi.

Supporting

SDG 4.4, 6.3, 6.6





The Company is committed to promoting and improving the well-being, in terms of water utilities, of communities along the Company's raw water pipeline through various projects that are appropriate to the context and needs of communities in each area. The objective is to enable communities along the Company's raw water pipeline to have access to clean water for consumption and to have raw water sources for tap water production, especially during the dry season. In addition, the Company has collaborated with communities, government agencies, and water user groups along the Company's raw water pipeline to establish memoranda of understanding (MOUs) to improve the well-being of communities along the pipeline. This reflects the Company's capability in water management with social responsibility. The Company has conducted three activities in collaboration with relevant agencies as follows:

1. Community Tap Water System Production Control and Maintenance Project (integrated with the Fix It Center Project)

Targets

- Enabling communities to access clean water for consumption in 7 locations per year
- Providing communities with knowledge on sustainable management of community water supply systems

Implementation Period: 2018 – Present

2025 Performance

The Company cooperated with the Eastern Institute of Vocational Technology to organize the Community Tap Water System Production Control and Maintenance Project (integrated with the Fix it Centre Project) under the supervision of educational institutions consisting of Na Yai Am Vocational College, Chanthaburi Technical College, Trat Technical College, Ban Khai Technical College, Rayong Technical College, Map Ta Phut Technical College, Soi Dao Vocational College, Pattaya Technical College, and Sattahip Technical College. This enabled 7 communities in Pluak Daeng District and Ban Khai District, Rayong Province, with a total of 1,337 households to have access to clean water sources for consumption.

Supporting
SDG 4.4, 6.3, 6.4, 6.6



2. CSR Activities for Communities along the Raw Water Pipeline

Targets

- Establishing 21 water distribution points for communities, covering more than 4,000 households, to alleviate the impacts of drought in the area.
- Providing financial support to communities along the raw water pipeline to enable access to clean water for consumption.
- Ensuring no opposition to the allocation of raw water received from the government.

Implementation Period: 2015 – Present

2025 Performance

1. The Company supported water for consumption for communities along the pipeline during drought situations by installing 21 raw water distribution points to village water supply systems, totaling 2,962,733 m³.
2. The Company supported projects to improve community well-being in terms of water utilities, social, environmental and education aspects for communities along the raw water pipeline connecting Prasae Reservoir–Khleng Yai Reservoir and Prasae Reservoir–Nong Pla Lai Reservoir.

Supporting
SDG 4.4, 6.3, 6.4, 6.6



3. Water for Community

Targets

- Supporting community activities by providing clean drinking water
- Alleviating community hardship caused by drought situations

Implementation Period: 2000 - Present

2025 Performance

1. The Company provided drinking water to communities and government agencies for public activities, totaling 331,013 liters, serving 459,992 people.
2. The Company provided water for consumption through the Company’s public standpipes to alleviate hardship during drought situations, totaling 2,070,600 liters.

Supporting
SDG 6.3, 6.4, 6.6



Starting from small-scale initiatives to provide knowledge on water management within schools, with the aim of enabling schools to serve as models for transferring knowledge to communities, the Company collaborated with 7 Primary Educational Service Area Offices in Rayong, Chonburi, and Chachoengsao to develop pilot schools for canteen wastewater management. The objective is to raise awareness among youth and surrounding communities to conserve water resources, help alleviate water pollution, and promote efficient and optimal water use.

Wastewater treatment systems in pilot school canteens

Targets

- Maintaining dissolved oxygen (DO) in treated water at higher than 4.0 mg/liter.
- Reusing treated wastewater from school canteens at 40.00%.
- Integrating wastewater treatment system knowledge into more than three core subject groups.
- Expanding 35 pilot schools to diamond level (5 schools per area) by 2027.

Implementation Period: 2014 – 2027

2025 Performance

1. A total of 28 pilot schools for canteen wastewater treatment systems continued to operate, maintain the systems, and further develop wastewater treatment knowledge. The volume of treated wastewater was 3,230 cubic meters per year, and over 1,500 cubic meters per year of treated water was reused within schools, accounting for 46.44% of treated wastewater.
2. The Company conducted field surveys, provided knowledge, and provided funding for the improvement and development of wastewater treatment systems in 7 pilot schools, as considered by the Educational Service Area Offices in Rayong, Chonburi, and Chachoengsao, for evaluation in 2026.
3. Reduction of expenses in 28 schools totaling more than 150,000 Baht.
4. Mitigation of water pollution from the discharge of wastewater into natural water sources.

Supporting
SDG 2.1, 4.4, 6.3, 6.6



Learning Promotion Project

The Company is committed to promoting learning to develop the potential of youth and communities, enabling them to acquire vocational skills and apply knowledge for their occupations, as well as developing learning curricula for youth and communities through three activities as follows:

1. Innovation for the Community

Targets

- 1.1 Promoting innovative inventions by technical colleges in water management
- 1.2 Enhancing knowledge and vocational skills for students
- 1.3 Providing scholarships

Implementation Period: 2022 - Present

2025 Performance

The Company, in collaboration with UU PCL., organized a study visit on the Company's water management to provide guidance and enhance knowledge in water innovation for students and faculty members from four technical colleges: Chachoengsao Technical College, Pattaya Technical College, Ban Khai Technical College, and Rayong Technical College at the industrial water production system and Nong Pla Lai booster pumping station, Pluak Daeng District, Rayong Province. Scholarships were also granted.

Supporting
SDG 4.4, 6.3, 6.6



2. Lifelong Learning Promotion for People with Disabilities

Targets

- 2.1 Achieving at least 80.00% of persons with disabilities having knowledge and understanding in accordance with the Lifelong Learning Promotion Program for Persons with Disabilities.
- 2.2 Achieving at least 80.00% of persons with disabilities being able to pursue a career and support themselves and their families in accordance with the Lifelong Learning Promotion Program for Persons with Disabilities.

Implementation Period: 2012 - Present

2025 Performance

- 1 A total of 43 students with disabilities participated in the training program.
2. The Company conducted follow-ups on students with disabilities who completed the training in 2025 and found a 100% success rate in learning skills, a 96.60% success rate in career establishment, and an 88.60% success rate in employment within business establishments.

Supporting
SDG 2.1, 4.4, 8.9



3. The East Water Sufficiency Economy Learning Center in Khlong Kuen District

Targets

- 3.1 Applying water management knowledge to agricultural practices under the New Theory Agriculture model to enhance integrated agricultural productivity in accordance with the Sufficiency Economy Philosophy and serving as a local tourist attraction.
- 3.2 Having more than 100 visitors per year.

Implementation Period: 2012 - Present

2025 Performance

The Sufficiency Economy Learning Center in Khlong Kuen District managed the area in accordance with the King’s philosophy, Khok Nong Na Model, with the following activities:

- 1. Improving learning bases, including ready-to-plant soil preparation, sufficiency soil houses, sandwich fish farming, fish farming in earthen ponds, green manure production, “3 forests, 4 benefits,” young coconut fertilization, and vegetable gardening.
- 2. Organizing study visits for government and private agencies, with 850 participants visiting and taking part in activities at the learning center.

Supporting

SDG 2.1, 2.4, 4.4, 6.3, 6.6, 8.9



Well-being Promotion Projects

Based on its community management strategies and community outreach, the Company has continuously organized relationship-building activities with communities and government agencies. These activities serve as a channel to foster mutual understanding between the Company and communities, as well as to receive feedback and information from communities. Such inputs are used to improve business processes and adjust CSR activities to enhance the well-being of communities in the future through four activities as follows:

1. Vocational Training Activities (Reducing Expenses and Increasing Income in line with the Sufficiency Economy Philosophy)

Targets

- 1.1 Strengthening relationships with communities and government agencies in operational areas

2025 Performance

A total of 20 vocational training sessions were organized in Rayong, Chonburi, and Chachoengsao with 1,101 participants.

2. Annual Kathin Ceremony

Targets

- 2.1 Preserving Thai traditions
- 2.2 Promoting organizational culture in ethics and morality

2025 Performance

- Bueng Takad Temple, Wang Chan District, Rayong Province
- Thab Ma Temple, Mueang Rayong District, Rayong Province
- Nong Mapring Temple, Pluak Daeng District, Rayong Province
- Ban Chang Temple, Ban Chang District, Rayong Province
- Wang Khon Temple, Khlong Kuean District, Chachoengsao Province
- Nong Khan Monastic Office, Ko Chan District, Chonburi Province

3. Study Visit Activities

Targets

- 3.1 Enhancing understanding to reduce opposition to the Company's operations and supporting water diversion from the Bang Pakong River
- 3.2 Engaging Bang Pakong water user groups in six districts, community leaders, and NGOs in Chachoengsao and Chonburi

Implementation Period: 2022 – Present

2025 Performance

Four study visits were organized for water user groups:

1. Bang Pakong District water user group, Chachoengsao Province
2. Chachoengsao water user group
3. Si Racha District water user group, Chonburi Province
4. Khlong Khuean District water user group, Chachoengsao Province

4. Water Support Initiative for Farmers

Targets

- 4.1 Enhancing efficiency of water intake and extending pumping periods from the Bang Pakong River
- 4.2 Supporting farmers, including rice farmers and orchard farmers in Khlong Khuean District

Implementation Period: 2023 – Present

2025 Performance

Canal dredging was carried out in Bang Lao Subdistrict Administrative Organization, Khlong Kuean District, Chachoengsao Province.



UU PCL.'s CSR Activities

The mission of UU PCL. that it has always paid attention to and placed importance on is business operation together with social and local community responsibility (CSR), focusing on supporting local organizations, communities, the environment, and education through active participation. This approach aims to foster strong relationships between local communities, stakeholders, and the environment in a sustainable manner, in alignment with the following operational objectives:

Objectives

- Support educational activities and provide learning opportunities for students and communities.
- Support public activities with communities in both social and environmental dimensions.
- Support charitable activities and donations for public benefits.

Goal

To achieve sustainable development for stakeholders, including water users, communities, society, the environment, employees, shareholders, and business groups.

CSR Approach

UU PCL. implements its CSR activities through four key programs as follows:

1. Education Program Under the “Non-Revenue Water Detectives” project, the Company focuses on raising environmental awareness among youth and enhancing knowledge on water and environmental management for students both inside and outside the classroom. Students are encouraged to learn through hands-on experience and develop awareness of water conservation and environmental protection. In addition, the “Career Guidance” project provides students with career orientation through the expertise of personnel, enabling them to gain knowledge and direction in their areas of interest. Water supply entities in the areas also serve as local water learning centers, strengthening relationships between communities and UU PCL. In 2025, activities were carried out in collaboration with schools in various areas as follows:

- Ban Wang Takhian School, Mueang District, Chachoengsao Province
- Prakobratbamrung School, Bang Pakong District, Chachoengsao Province
- Ban Km.5 School, Sattahip District, Chonburi Province
- Wat Sra Klo (Wat Makham Tia) School, Mueang District, Phitsanulok Province
- Ban Phan Sadet Nai School, Bo Win District, Chonburi Province
- Wat Ko Kloi School, Mueang District, Rayong Province
- Darunanukroh School, Damnoen Saduak District, Ratchaburi Province
- Wat Bang Muang School, Mueang District, Nakhon Sawan Province
- Wat Pratunam Tha Khai School, Mueang District, Chachoengsao Province
- Ban Bo Win (Likhit Ratbamrung) School, Si Racha District, Chonburi Province

2. Community Support Program Under the “Rak Tuk Yot Lot Nam Soon Sia (Saving All Drops of Water to Reduce Non-Revenue Water)” project, UU PCL. leverages the experience and expertise of its personnel and technical teams to improve water supply systems to ensure they are in proper working condition. Other activities include National Children’s Day and health promotion initiatives. In 2025, activities were conducted in collaboration with local communities and organizations as follows:

- Chao Phraya Surasak Municipality Child Development Center, Si Racha District, Chonburi Province
- Ban Nong Chok School, Mueang District, Rayong Province
- Sawan Prachakorn Temple, Mueang District, Nakhon Sawan Province
- Laem Tai Temple, Mueang District, Chachoengsao Province
- Wat Pratunam Tha Khai School, Mueang District, Chachoengsao Province
- Ban Bo Win School, Si Racha District, Chonburi Province
- Hua Ro Subdistrict Municipality, Mueang District, Phitsanulok Province

3. Environmental Program UU PCL. carries out activities in various dimensions with the objective of reducing global warming, increasing green areas in communities, restoring ecological balance, and raising awareness and fostering a sense of care and stewardship for natural resources and environmental conservation. These activities include:

- “UU Sang Pa Rak Ton Nam” (Reforestation and Watershed Conservation Project) 2025 at the wooden bridge area, Noen Phra Subdistrict, Rayong Province
- World Wetlands Day 2025 event at Wat Pak Samut, Samut Songkhram Province
- Raw water source development and maintenance project for water production in Chachoengsao Province at Suan Son water treatment plant intake station
- Tree planting project in honor of His Majesty King Maha Vajiralongkorn, Chonburi Province
- Support for the water quality monitoring center under the King Prajadhipok’s Institute Political Development Center, Rayong Province

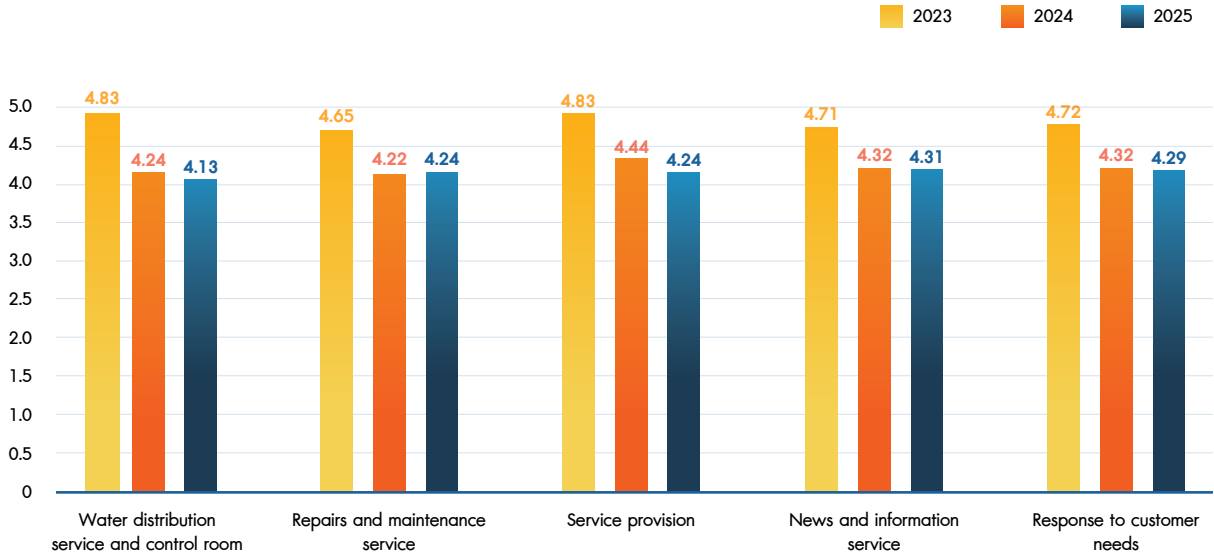
4. Charitable Program UU PCL. establishes clear and transparent guidelines for supporting public activities within a defined budget framework, ensuring that all contributions are properly aligned with public benefit objectives. Such operations comply with the Company’s regulations and principles of good corporate governance to ensure effectiveness and tangible benefits to society.

UU PCL. places importance on supporting activities that create value for society and communities, with a focus on sustainable development across multiple dimensions, including community and social development, environmental conservation and natural resource protection, educational support for youth, and support for public benefit activities of communities and local organizations.

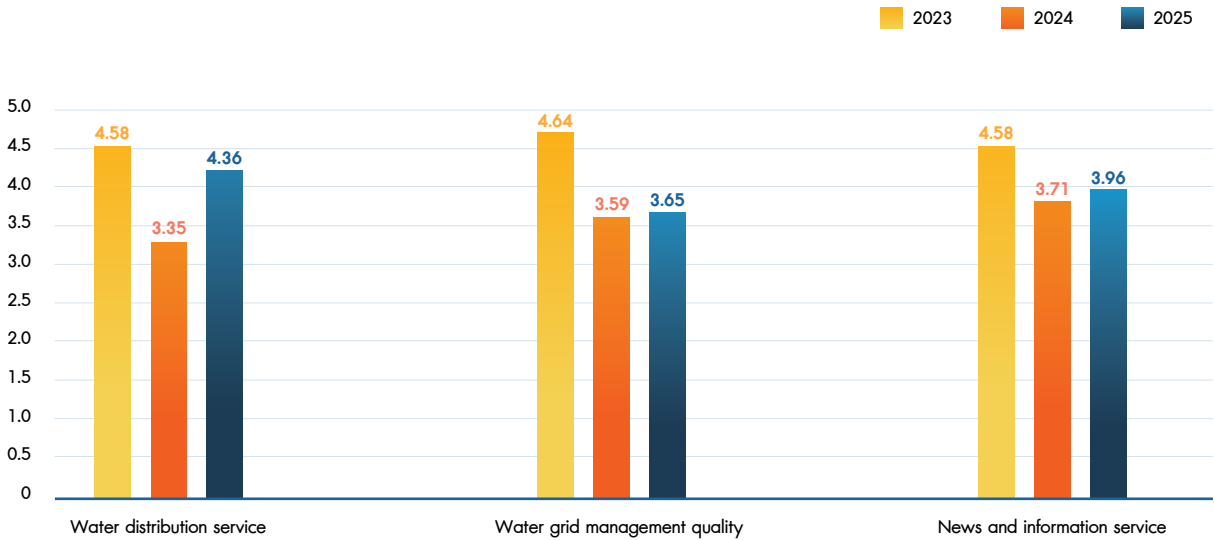
Furthermore, the Company encourages executives and employees to participate in volunteer activities to foster a sense of social responsibility, promote a culture of doing good, and continuously contribute to social development.

Annex

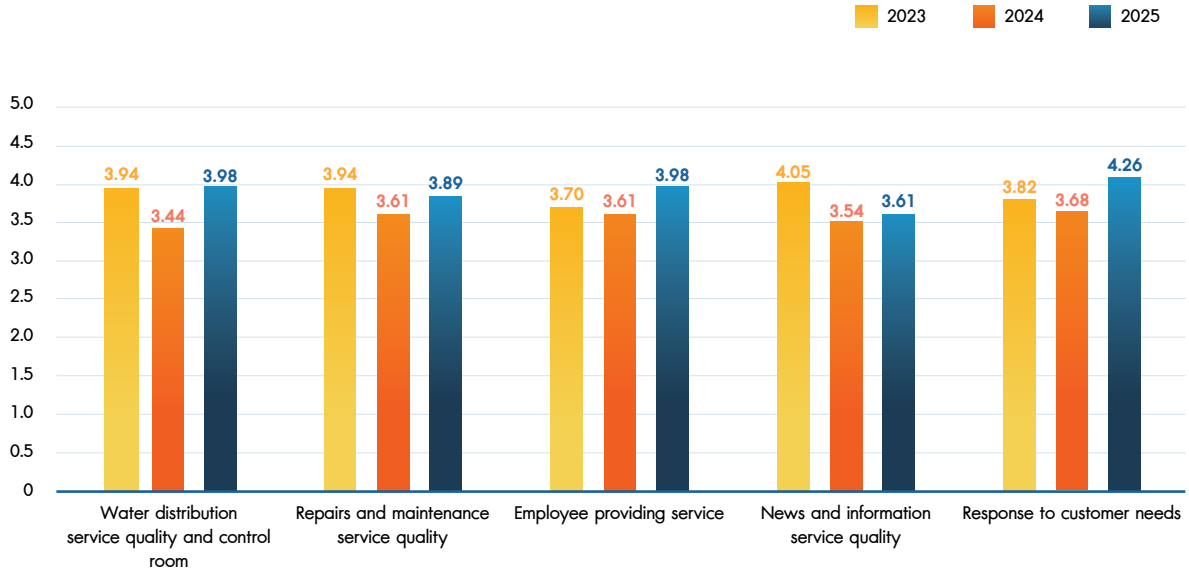
Comparison of satisfaction level of direct raw water customers in each aspect for 2023-2025



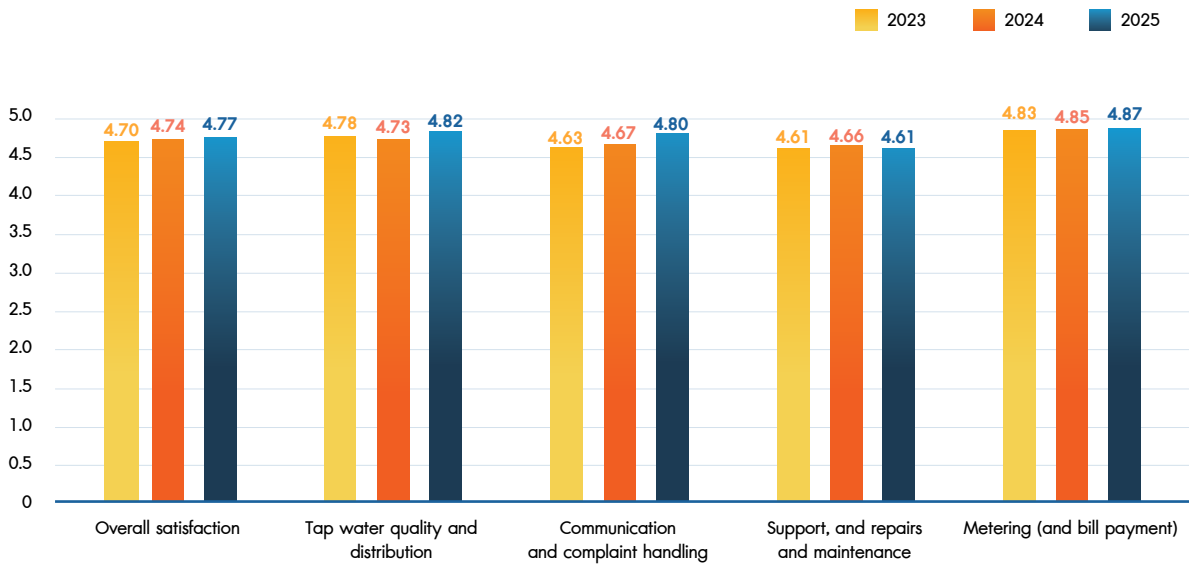
Comparison of satisfaction level of indirect raw water customers in each aspect for 2023-2025



Comparison of satisfaction level of total water solution customers in each aspect for 2023-2025







Comparison of satisfaction level of tap water customers in each aspect for 2023-2025






Volumes of total water withdrawal by the Company in 2023-2025 (Three years period)

(Disclosure 303-1, 303-3, 303-5:2018)

Type of Business	Area	Importance of Water Sources to Local Communities	Unit	Total Dissolved Solids
Raw Water and Industrial Water Business				
 Raw Water and Industrial Water Business	Rayong			
	Prasae Reservoir	<ul style="list-style-type: none"> To supply water to plantation areas in Prasae project To prevent saltwater intrusion To prevent floods in Klang District, Rayong To reserve raw water for eastern seaboard industrial estate Inflow volume into the reservoir: 203.46 million cubic meters (Source: Prasae Water Distribution and Maintenance Project) 	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
	Nong Pla Lai Reservoir	<ul style="list-style-type: none"> To supply water to plantation areas in the Ban Khai Irrigation project To prevent floods in Rayong To supply water for consumption and industrial purposes with a future plan to supply water to Sattahip areas for industrial area expansion projects To serve as fish breeding grounds and areas for tourism and recreation Inflow volume into the reservoir: 279.62 million cubic meters. (Source: Royal Irrigation Department) 	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
	Dok Krai Reservoir	<ul style="list-style-type: none"> To supply water to plantation areas in the Baan Kai Irrigation project. To prevent floods in Rayong To supply water for consumption and industrial purposes To serve as fish breeding grounds and areas for tourism and recreation Inflow volume into the reservoir: 129.54 million cubic meters. (Source: Royal Irrigation Department) 	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
	Khlong Thab Ma, Rayong River	<ul style="list-style-type: none"> To manage water supplies to prevent droughts and floods To pump water to Thab Ma pond for reserve purposes 	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
	Chonburi			
Bang Phra Reservoir	<ul style="list-style-type: none"> To support agriculture in 8,500 Rai of land To supply water for consumption and industrial purposes To serve as fish breeding grounds and areas for tourism and recreation Inflow volume into the reservoir was 55.40 million cubic meters. (Source: Royal Irrigation Department) 	Billion liters	TDS ≤1,000 mg/l	
			TDS >1,000 mg/l	
Nong Kho Reservoir	<ul style="list-style-type: none"> To supply water to current creeks for agriculture in 7,500 Rai of land To supply water for consumption and industrial purposes To serve as fish breeding grounds and areas for tourism and recreation Inflow volume into the reservoir was 30.46 million cubic meters. (Source: Royal Irrigation Department) 	Billion liters	TDS ≤1,000 mg/l	
			TDS >1,000 mg/l	
Private Water Source (Water Stress)	-	Billion liters	TDS ≤1,000 mg/l	
			TDS >1,000 mg/l	

Type of Business	Area	Importance of Water Sources to Local Communities	Unit	Total Dissolved Solids
Raw Water and Industrial Water Business				
 Raw Water and Industrial Water Business	Chonburi			
	Rainfall from Samnakhbok Raw Water Reserve Pond (Water Stress)	-	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
	Chachoengsao			
Bangpakong River (Water Stress)	<ul style="list-style-type: none"> To maintain ecosystems To deter the flow of saltwater To serve as a water source for consumption, agricultural, and industrial purposes Average volume of natural water for the whole year was 3,344 million cubic meters. (Source: Large Scale Project Office, Royal Irrigation Department) 	Billion liters	TDS ≤1,000 mg/l	
			TDS >1,000 mg/l	
Wastewater Treatment and Reclaimed Water Business				
 Wastewater Treatment and Reclaimed Water Business	Ratchaburi			
	Industrial Plant (Reclaimed Water Project)	-	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
	Ayutthaya			
	Industrial Plant (Reclaimed Water Project)	-	Billion liters	TDS ≤1,000 mg/l
				TDS >1,000 mg/l
ayong				
Industrial Plant (Wastewater Treatment Project)	-	Billion liters	TDS ≤1,000 mg/l	
			TDS >1,000 mg/l	
Tap Water Business				
 Tap Water Business (Supplied by UU PCL.)	Chonburi			
	Nong Kham Waterworks 1. Nong Kho Reservoir	<ul style="list-style-type: none"> To supply water to current creeks for agriculture in 7,500 Rai of land To supply water for consumption and industrial purposes To serve as fish breeding grounds and areas for tourism and recreation Inflow volume into the reservoir was 30.46 million cubic meters. (Source: Royal Irrigation Department) 	Billion liters	TDS ≤1,000 mg/l
		TDS >1,000 mg/l		

Type of Business	Area	Importance of Water Sources to Local Communities	Unit	Total Dissolved Solids	
Tap Water Business					
 <p>Tap Water Business (Supplied by UU PCL.)</p>	Ratchaburi				
	Ratchaburi Waterworks-Samut Songkhram 1. Mae Klong River	<ul style="list-style-type: none"> To supply water for agriculture 6,400 million cubic meters/year To supply water for consumption and tourism purposes 35.57 million cubic meters/year To serve as fish breeding ground and maintain ecosystem. Average annual runoff volume of 18,823 million cubic meters. (Source: National Water Data Archive) 	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l	
	Phitsanulok				
	Hua Ro Waterworks 1. Nan River	<ul style="list-style-type: none"> To supply water for agriculture 6,266.32 million cubic meters/year To supply water for consumption and tourism purposes 22.50 million cubic meters/year To supply water for industrial and livestock Average annual runoff volume of 11,955 million cubic meters. (Source: National Water Data Archive) 	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l	
	 <p>Tap Water Business (Supplied by contract party)</p>	Chachoengsao			
		Chachoengsao Waterworks 1. Phra Ong Chao Chaiyanuchit Canal 2. Tha Khai Canal	<ul style="list-style-type: none"> For agriculture 8,500 Rai To supply water for consumption and industrial To serve as fish breeding grounds and areas for tourism and recreation 	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l
Bang Pakong Waterworks 1. Phra Ong Chao Chaiyanuchit Canal		<ul style="list-style-type: none"> For agriculture 8,500 Rai To supply water for consumption and industrial To serve as fish breeding grounds and areas for tourism and recreation 	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l	
Chonburi					
Chon Buri Waterworks 1. Water sources from private ponds		-	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l	
Bo Win Waterworks		-	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l	
Sattahip Waterworks	-	Billion liters	TDS ≤1,000 mg/l TDS >1,000 mg/l		

Type of Business	Area	Importance of Water Sources to Local Communities	Unit	Total Dissolved Solids	
Tap Water Business					
 <p>Tap Water Business (Supplied by contract party)</p>	Rayong				
	Rayong Waterworks	-	Billion liters	TDS ≤1,000 mg/l	
				TDS >1,000 mg/l	
	Wang Chan Valley Project Waterworks	-	Billion liters	TDS ≤1,000 mg/l	
				TDS >1,000 mg/l	
	Lakchai Muangyang Waterworks	-	Billion liters	TDS ≤1,000 mg/l	
				TDS >1,000 mg/l	
Nakhonsawan					
Nakhonsawan Waterworks 1. Chao Phraya River 2. Ping River	<p>1. Chao Phraya River</p> <ul style="list-style-type: none"> To supply water for agriculture 7,787.60 million cubic meters/year. To supply water for industrial 931.95 million cubic meters/year. To supply water for consumption and tourism purposes 236.42 million cubic meters/year. To maintain ecosystems 2,386.41 million cubic meters/year. Average annual runoff volume of 3,917 million cubic meters. (Source: National Water Data Archive) <p>2. Ping River</p> <ul style="list-style-type: none"> To supply water for agriculture 4,603.56 million cubic meters/year To supply water for industrial To supply water for livestock, consumption and tourism purposes To maintain ecosystems 1,046.66 million cubic meters/year. Average annual runoff volume of 9,299 million cubic meters. (Source: National Water Data Archive) 	Billion liters	TDS ≤1,000 mg/l		
	TDS >1,000 mg/l				

Company's Employee Information

(Disclosure 2-7:2021, 405-1:2016)

Employee means a person who is employed by the Company as a permanent and contract employee. No temporary employee, daily employee, and part-time employee are hired.

Details	2022		2023		2024		2025	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Total employees	230	100	227	100	233	100	220	100
By type of employment								
Permanent	227	98.70	223	98.24	230	98.71	217	98.64
Contract	3	1.30	4	1.76	3	1.29	3	1.36
By gender								
Male	123	53.48	118	51.98	116	49.79	110	50.00
Female	107	46.52	109	48.02	117	50.21	110	50.00
By position level								
Executive	18	7.83	17	7.49	17	7.30	19	8.64
• Male	10	4.35	8	3.52	9	3.86	9	4.09
• Female	8	3.48	9	3.69	8	3.43	10	4.55
Supervisory	34	14.78	35	15.42	34	14.59	39	17.73
• Male	20	8.70	20	8.81	17	7.30	23	10.45
• Female	14	6.09	15	6.61	17	7.30	16	7.27
Operational	178	77.39	175	77.09	182	78.11	162	73.64
• Male	93	40.43	90	39.65	90	38.63	78	35.45
• Female	85	36.96	85	37.44	92	39.48	84	38.18
By age								
Less than 30 years	25	10.87	23	10.13	24	10.30	16	7.27
• Male	N/A	N/A	13	5.73	12	5.15	12	5.45
• Female	N/A	N/A	10	4.41	12	5.15	4	1.82
Between 30-50 years	175	76.09	168	74.01	174	74.68	172	78.18
• Male	N/A	N/A	83	36.56	83	35.62	79	35.91
• Female	N/A	N/A	85	37.44	91	39.06	93	42.27
More than 50 years	30	13.04	36	15.86	35	15.02	32	14.55
• Male	N/A	N/A	22	9.69	21	9.01	19	8.64
• Female	N/A	N/A	14	6.17	14	6.01	13	5.91
By region								
Central (Bangkok)	130	56.52	129	56.83	140	60.09	133	60.45
Eastern (Rayong, Chonburi, Chachoengsao)	100	43.48	98	43.17	93	39.91	87	39.55

Remark N/A means the company does not collect the data.

Employment Rates of New Hires

(Disclosure 401-1:2016)

Details	2022		2023		2024		2025	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Total New Hire Rate	15	6.52	22	9.69	23	9.87	13	5.91
By gender								
Male	10	4.35	6	2.64	9	3.86	11	5.00
Female	5	2.17	16	7.05	14	6.01	2	0.91
By age								
Less than 30 years	2	0.87	6	2.64	4	1.72	3	1.36
Between 30-50 years	10	4.35	15	6.61	16	6.87	7	3.18
More than 50 years	3	1.30	1	0.44	3	1.29	3	1.36
By region								
Central (Bangkok)	10	4.35	20	8.81	18	7.73	11	5.00
Eastern (Rayong, Chonburi, Chachoengsao)	5	2.17	2	0.88	5	2.15	2	0.91

Employee Attrition Rates

(Disclosure 401-1:2016)

Details	2022		2023		2024		2025	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Total attrition rate	34	14.78	26	11.45	16	6.87	26	11.82
Retirement	N/A	N/A	0	0	3	1.29	2	0.91
Resignation	N/A	N/A	26	11.45	13	5.58	24	10.91
Death	N/A	N/A	0	0	0	0	0	0
By gender								
Male	20	8.70	12	5.29	10	4.29	17	7.73
Female	14	6.09	14	6.17	6	2.58	9	4.09
By age								
Less than 30 years	8	3.48	1	0.44	14	6.01	3	1.36
Between 30-50 years	19	8.26	21	9.25	2	0.86	18	8.18
More than 50 years	7	3.04	4	1.76	0	0	5	2.27
By region								
Central (Bangkok)	22	9.57	19	8.37	6	2.58	20	9.09
Eastern (Rayong, Chonburi, Chachoengsao)	12	5.22	7	3.08	10	4.29	6	2.73

Remark N/A means the Company does not collect data on the attrition rate categorized by type of separation (retirement, staff voluntary turnover, death).

Maternity Leave Rates

(Disclosure 401-3:2016)

Details	2022		2023		2024		2025	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Total number of entitled employees	107	100	109	100	117	100	110	100
Employees taking maternity leave	4	3.74	2	1.83	0	0	0	0
Employees returning to work after taking maternity leave*	4	100	2	100	0	0	0	0
Total number of employees returning to work after taking maternity leave and worked with the Company for 12 months**	4	100	2	100	0	0	0	0

Remarks * Employees returning to work after taking maternity leave



Number of employees returning to work

$$= \frac{\text{Total number of employees returning to work after taking maternity leave}}{\text{Total number of employees due to return to work after taking maternity leave}} \times 100$$

** Total number of employees returning to work after taking maternity leave and worked with the Company for 12 months



Total number of employees returning to work for 12 months

$$= \frac{\text{Total number of employees returning to work for 12 months after taking maternity leave}}{\text{Total number of employees returning to work after taking maternity leave}} \times 100$$

Employee Remuneration Proportion (Female : Male)

(Disclosure 405-2:2016)

Details	2022		2023		2024		2025	
	Average rate of remuneration							
	Female	Male	Female	Male	Female	Male	Female	Male
By age								
Less than 30 years	1.00	0.79	1.00	0.76	1.00	0.59	1.00	1.36
Between 30-50 years	1.00	1.05	1.00	1.04	1.00	1.02	1.00	0.85
More than 50 years	1.00	0.69	1.00	1.56	1.00	1.63	1.00	1.40
By position level								
Executive	1.00	0.73	1.00	1.44	1.00	1.70	1.00	1.12
Supervisory	1.00	0.90	1.00	1.19	1.00	1.13	1.00	1.14
Operation	1.00	1.00	1.00	1.07	1.00	0.96	1.00	0.87
By region								
Central (Bangkok)	1.00	1.52	1.00	0.76	1.00	0.75	1.00	0.62
Eastern (Rayong, Chonburi, Chachoengsao)	1.00	0.24	1.00	3.62	1.00	3.59	1.00	3.65

The Company's Outsourced Worker

(Disclosure 2-8:2021)

Outsourced worker means a person who the Company employs through contract party by the type of employment.

2025	Total	Male	Female	Contract Type
Total outsourced workers				
Labor contractor				
Central (Bangkok)	18	6	12	Annual Contract
Eastern (Rayong, Chonburi, Chachoengsao)	52	48	4	Annual Contract
Maid				
Central (Bangkok)	21	2	19	2-year contract
Eastern (Rayong, Chonburi, Chachoengsao)	9	0	9	2-year contract
Gardener				
Central (Bangkok)	1	1	0	2-year contract
Eastern (Rayong, Chonburi, Chachoengsao)	9	2	7	2-year contract
Security guard				
Central (Bangkok)	28	25	3	2-year contract
Eastern (Rayong, Chonburi, Chachoengsao)	62	62	0	Annual Contract
Building management				
Central (Bangkok)	15	12	3	2-year contract
Project contractors				
• Nong Pla Lai-Nong Kho-Laem Chabang Water Pipeline System Construction Project	80	80	0	Project contract
• Cathodic Protection System Procurement and Installation Contract Project (for Steel Pipelines)	20	20	0	Project contract
• Nong Pla Lai Booster Pumping Station Construction Project (Procurement and Installation of Pumps and Motors)				
• Nong Pla Lai Booster Pumping Station Construction Project (Construction of 115 kV Power Substation)				
• Nong Pla Lai Booster Pumping Station Construction Project (Construction of Booster Pumping Station)	15	15	0	Project contract
• Nong Pla Lai – Nong Kho – Laem Chabang Water Pipeline System Construction Project of (Construction of Water Elevation/Regulation Station)				
• Samnakhok Pond Improvement Project	15	15	0	Project contract

UU PCL.'s Employee Information (Disclosure 2-7:2021, 405-1:2016)

UU PCL.'s employee means a person who is employed by UU PCL. as a permanent and contract employee. No temporary employee, daily employee, and part-time employee are hired.

Details	2022				2023				2024				2025			
	Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Total UU PCL.'s employee	141	99.30	1	0.70	144	97.96	1	0.68	135	99.26	1	0.74	144	99.31	1	0.69
By type of employment																
Permanent	141	99.30	1	0.70	144	97.96	1	0.68	135	99.26	1	0.74	144	99.31	1	0.69
Contract	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
By gender																
• Male	86	60.56	1	0.70	90	61.22	1	0.68	92	67.65	0	0	98	67.59	1	0.69
• Female	55	38.73	0	0	54	36.73	0	0	43	31.61	1	0.74	46	31.72	0	0
By position level																
Executive	9	6.34	0	0	10	6.80	0	0	10	7.35	0	0	10	6.90	0	0
• Male	5	3.52	0	0	6	4.08	0	0	7	5.15	0	0	7	4.83	0	0
• Female	4	2.82	0	0	4	2.27	0	0	3	2.20	0	0	3	2.07	0	0
Supervisory	20	14.08	0	0	20	13.61	0	0	19	13.97	0	0	24	16.55	0	0
• Male	11	7.75	0	0	12	8.16	0	0	12	8.82	0	0	16	11.03	0	0
• Female	9	6.34	0	0	8	5.44	0	0	7	5.15	0	0	8	5.52	0	0
Operational	112	78.87	1	0.70	114	77.55	1	0.68	106	77.94	1	0.74	110	75.86	1	0.69
• Male	70	49.30	1	0.70	72	48.98	1	0.68	73	53.68	0	0	75	51.72	1	0.69
• Female	42	29.58	0	0	42	28.57	0	0	33	24.26	1	0.74	35	24.14	0	0
By age																
Less than 30 years	20	14.08	0	0	19	12.93	0	0	17	12.50	0	0	11	7.59	1	0.69
• Male	N/A	N/A	N/A	N/A	14	9.52	0	0	12	8.82	0	0	7	4.83	1	0.69
• Female	N/A	N/A	N/A	N/A	5	3.40	0	0	5	3.68	0	0	4	2.76	0	0
Between 30-50 years	110	77.46	1	0.70	109	74.15	1	0.68	99	72.79	1	0.74	112	77.24	0	0
• Male	N/A	N/A	N/A	N/A	64	43.54	1	0.68	64	47.06	0	0	74	51.03	0	0
• Female	N/A	N/A	N/A	N/A	45	30.61	0	0	35	25.74	1	0.74	38	26.21	0	0
More than 50 years	11	7.75	0	0	16	10.88	0	0	19	13.97	0	0	19	13.10	0	0
• Male	N/A	N/A	N/A	N/A	12	8.16	0	0	16	11.76	0	0	15	10.34	0	0
• Female	N/A	N/A	N/A	N/A	4	2.72	0	0	3	2.21	0	0	4	2.76	0	0
By region																
Central (Bangkok, Nakhon Sawan, Ayutthaya, Phitsanulok)	65	45.77	0	0	67	45.58	0	0	57	41.91	0	0	63	43.45	0	0
Western (Ratchaburi)	5	3.52	1	0.70	7	4.76	0	0	7	5.15	0	0	6	4.14	0	0
Eastern (Rayong, Chonburi, Chachoengsao)	71	50	0	0	70	47.62	1	0.68	71	52.21	1	0.74	75	51.72	1	0.69

Remark N/A means UU PCL. does not collect the data.



UU PCL's Employment Rates of New Hires

(Disclosure 401-1:2016)

Details	2022				2023				2024				2025			
	Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Employment rates of new hires	13	9.15	0	0	10	6.90	0	0	6	4.41	0	0	15	10.35	0	0
By gender																
Male	11	7.75	0	0	8	5.52	0	0	4	2.94	0	0	12	8.28	0	0
Female	2	1.41	0	0	2	1.38	0	0	2	1.47	0	0	3	2.07	0	0
By age																
Less than 30 years	10	7.04	0	0	7	4.83	0	0	4	2.94	0	0	4	2.76	0	0
Between 30-50 years	3	2.11	0	0	3	2.07	0	0	2	1.47	0	0	10	6.90	0	0
More than 50 years	0	0	0	0	0	0	0	0	0	0	0	0	1	0.69	0	0
By region																
Central (Bangkok, Nakhon Sawan, Ayutthaya, Phitsanulok)	6	4.23	0	0	6	4.14	0	0	1	0.73	0	0	5	3.45	0	0
Western (Ratchaburi)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eastern (Rayong, Chonburi, Chachoengsao)	7	4.93	0	0	4	2.76	0	0	5	3.68	0	0	10	6.90	0	0

UU PCL's Employee Attrition Rates

(Disclosure 401-1:2016)

Details	2022				2023				2024				2025			
	Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business		Tap Water Business		Wastewater Treatment and Recycled Water Business	
	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%	Number (person)	%
Total attrition rate	12	8.45	0	0	8	5.52	0	0	17	12.50	0	0	7	4.83	0	0
Retirement	N/A	N/A	N/A	N/A	0	0	0	0	1	0.74	0	0	0	0	0	0
Resignation	N/A	N/A	N/A	N/A	8	5.52	0	0	16	11.76	0	0	7	4.83	0	0
Death	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0
By gender																
Male	10	7.04	0	0	4	2.76	0	0	5	3.68	0	0	4	2.76	0	0
Female	2	1.41	0	0	4	2.76	0	0	12	8.82	0	0	3	2.07	0	0
By age																
Less than 30 years	4	2.82	0	0	3	2.07	0	0	1	0.74	0	0	3	2.07	0	0
Between 30-50 years	6	4.23	0	0	5	35.71	0	0	14	10.29	0	0	3	2.07	0	0
More than 50 years	2	1.41	0	0	0	0	0	0	2	1.47	0	0	1	0.69	0	0
By region																
Central (Bangkok, Nakhon Sawan, Ayutthaya, Phitsanulok)	6	4.23	0	0	4	2.76	0	0	13	9.56	0	0	6	4.14	0	0
Western (Ratchaburi)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eastern (Rayong, Chonburi, Chachoengsao)	6	4.23	0	0	4	2.76	0	0	4	2.94	0	0	1	0.69	0	0

Remark N/A means UU PCL. does not collect data on the attrition rate categorized by type of separation (retirement, staff voluntary turnover, death).

UU PCL.'s Maternity Leave Rates

(Disclosure 401-3:2016)

Details	2022		2023		2024		2025	
	Number (Person)	%	Number (Person)	%	Number (Person)	%	Number (Person)	%
Total number of entitled employees	55	100	54	100	44	100	46	100
Employees taking maternity leave	2	3.64	2	3.70	0	0	0	0
Employees returning to work after taking maternity leave*	2	100	2	100	0	0	0	0
Total number of employees returning to work after taking maternity leave and worked with the Company for 12 months**	2	100	2	100	0	0	0	0

Remark * Employees returning to work after taking maternity leave



Number of employees returning to work

$$= \frac{\text{Total number of employees returning to work after taking maternity leave}}{\text{Total number of employees due to return to work after taking maternity leave}} \times 100$$

** Total number of employees returning to work after taking maternity leave and worked with the Company for 12 months



Total number of employees returning to work for 12 months

$$= \frac{\text{Total number of employees returning to work for 12 months after taking maternity leave}}{\text{Total number of employees returning to work after taking maternity leave}} \times 100$$

UU PCL.'s Employee Remuneration Proportion (Female : Male)

(Disclosure 405-2:2016)

Details	2022		2023		2024		2025	
	Ratio							
	Female	Male	Female	Male	Female	Male	Female	Male
By age								
Between 30-50 years	1	0.89	1	1.18	1	1.11	1	1.05
More than 50 years	1	0.92	1	0.46	1	0.80	1	0.93
Less than 30 years	1	0.38	1	0.93	1	0.83	1	0.68
By position level								
Executive	1	0.96	1	0.95	1	0.81	1	0.90
Supervisory	1	0.85	1	0.80	1	0.86	1	0.94
Operational	1	0.96	1	0.87	1	0.89	1	0.86
By region								
Central (Bangkok, Nakhon Sawan, Ayutthaya, Phitsanulok)	1	0.96	1	0.84	1	0.82	1	1.03
Western (Ratchaburi)	1	0.84	1	1.90	1	1.85	1	1.31
Eastern (Rayong, Chonburi, Chachoengsao)	1	1.26	1	0.90	1	0.89	1	0.86

UU PCL.'s Outsourced Worker

(Disclosure 2-8:2021)

Outsourced worker means a person who the UU PCL. employ through contract party by the type of employment contract.

2025	Total	Male	Female	Contract Type
Total outsourced workers				
Labor contractor				
Central (Bangkok, Nakhon Sawan, Ayutthaya, Phitsanulok)	25	23	2	Annual contract
Western (Ratchaburi)	21	20	1	Annual contract
Eastern (Rayong, Chonburi, Chachoengsao)	182	163	19	Annual contract
Maid				
Central (Nakhon Sawan, Phitsanulok)	2	0	2	Annual contract
Western (Ratchaburi)	3	0	3	Annual contract
Eastern (Rayong, Chonburi, Chachoengsao)	11	1	10	Annual contract
Gardener				
Central (Nakhon Sawan)	1	1	0	2-year contract
Security guard				
Central (Nakhon Sawan)	4	4	0	Annual contract
Western (Ratchaburi)	8	8	0	Annual contract
Eastern (Rayong, Chonburi, Chachoengsao)	40	40	0	Annual contract
Project contractors				
Factory cleaning Chachoengsao	5	5	0	2-year contract
Factory cleaning Bang Pakong	4	4	0	2-year contract
Factory cleaning Rayong	4	4	0	2-year contract
Factory cleaning Sattahip	2	2	0	2-year contract
General workers Ratchaburi	2	2	0	2-year contract
Hua Ro Water Production Outsourcing	4	4	0	Annual contract

Quantitative Summary of Employee Development

(Disclosure 404-1, 404-2)

Table 1 : Overview of Training and Personnel Development

Training Hours for Employee Skill Development

Item	Description	The Company	UU PCL.
Total number of employees	As at year-end	220 persons	145 persons
Number of employees trained	All types	220 persons	145 persons
Percentage of employees trained	(% of total employees)	100% of total employees	100% of total employees
Total training hours	All courses	5,525.38 hours	5,239 hours
Average training hours per employee	Hours/person/year	25.10 hours/person/year	36.13 hours/person/year

Training Formats

Training Format	The Company		UU PCL.	
	Number of Courses	Total Training Hours (hours)	Number of Courses	Total Training Hours (hours)
Onsite (In-house / Public)	48	3,815.50	44	798.00
Online (Live / Virtual)	12	1,407.00	20	76.00
Total (Onsite + Online)	60	5,222.50	64	874.00
E-learning	29	302.88	6	16.00

Types of Training Programs by Employee Development Stage

Development Stage	Training Program Type	The Company			UU PCL.		
		No. of Courses	%	Total Training Hours	No. of Courses	%	Total Training Hours
Initial Stage	Orientation and On-the-Job Training (OJT)	4	100	9.00	1	100	6.00
Competency Development Stage	(1) Legally required courses	17	100	2,197.00	15	100	2,046.00
	(2) Courses based on corporate policies and compliance requirements	11	100	680.52	18	100	1,480.00
	(3) Functional competency development courses	54	87.00	1,117.20	29	59.18	1,080.00
Career Growth Stage	(1) Executive leadership development programs	3	100	1,091.00	5	100	425.00
	(2) Networking and knowledge-sharing programs	2	100	317.50	1	100	56.00
Pre-Retirement Stage	Pre-Retirement Program	1	100	88.00	1	100	80.00

Remark The total number of employees is reported based on official employee records (Form SoTor.2) as at the end of the reporting year. However, the calculation of proportions and average indicators is based on the average number of employees throughout the year.

Average Training Hours per Employee

1) By Gender

Gender	The Company			UU PCL.		
	No. of Employees (persons)	Total Training Hours (hours)	Average Training Hours per Employee	No. of Employees (persons)	Total Training Hours (hours)	Average Training Hours per Employee
Male	108	3,459.43	32.03	99	3,898	39.37
Female	112	2,065.95	18.44	46	1,341	29.15
Total	220	5,525.38	25.12	145	5,239	36.13

2) By Employee Category

Position Level	The Company			UU PCL.		
	No. of Employees (persons)	Total Training Hours (hours)	Average Training Hours per Employee	No. of Employees (persons)	Total Training Hours (hours)	Average Training Hours per Employee
Executive	16	779.67	48.70	10	659.00	65.90
Supervisory	36	1,239.23	38.25	24	1,163.00	48.46
Operational	168	2,723.43	20.05	111	3,417.00	30.78
Total	220	5,525.38	25.10	145	5,239.00	36.13

Remark Training data covers both internal and external training, including onsite and online formats, as well as specialized training programs supported by the organization. It excludes on-the-job coaching and self-learning via E-learning systems. Reporting is based on headcount, counting individual employees without duplication. Total training hours represent the sum across all courses, and the average training hours per employee are calculated by dividing total training hours by the number of employees in each category.. This methodology is applied consistently across all reporting periods.

Table 2: Policy and Compliance Training Overview

Course	The Company			UU PCL.		
	No. of Courses	No. of Participants (persons)	% of Total Employees	No. of Courses	No. of Participants (persons)	% of Total Employees
(1) Legally required courses	17	204	92.70	16	140	96.55
(2) Policy and compliance courses	11	220	100	18	124	85.52

Overview of Occupational Health and Safety Training

In 2025, the Company and UU PCL. provided occupational health and safety training covering employees of both the Company and UU PCL. The training programs were designed in alignment with job characteristics and operational risk levels to enhance knowledge, understanding, and awareness of workplace safety.

Summary of Employees Receiving Occupational Health and Safety Standard Training in 2025

Item	The Company	UU PCL.	Total
Number of employees receiving occupational health and safety training (persons)	175	140	315

Table: Occupational Health and Safety Standard Training for Employees

(Disclosure 403-5:2018)

No.	Course	Target Group	Performance (The Company)	Performance (UU PCL.)
1	Safety, Occupational Health, and Working Environment Course for General and New Employees for 2025	East Water Group (EWG) employees	Training conducted: 6 times No. of Participants: 11 persons Format : Internal (Online)	Training conducted: 7 times No. of Participants: 12 persons Format : Internal (Online)
2	Courses for Safety Officers at Managerial Levels for 2025	EWG employees (Managerial and Supervisory levels)	Training conducted: 3 times No. of Participants: 4 persons Format : External (On Site)	Training conducted: 3 times No. of Participants: 4 persons Format : External (On Site)
3	Courses for Safety Officers at Supervisory Levels for 2025	EWG employees (Managerial and Supervisory levels)	Training conducted: 2 times No. of Participants: 2 persons Format : External (On Site)	Training conducted: 1 time No. of Participants: 1 person Format : External (On Site)
4	Courses on Workplace Safety, Occupational Health, and Working Environment (SHE) Committee	<ul style="list-style-type: none"> - Members representing the employer at supervisory level - Members representing the employees - Safety, Occupational Health, and Working Environment Committee 	Training conducted: 1 time No. of Participants: 2 persons Format : External (On Site)	-
5	Courses on Basic Fire Fighting for 2025	EWG employees including new employees and those who have taken training more than 5 years ago	Training conducted: 2 times (central: 1 time, operational area: 1 time) No. of Participants: 52 persons Format : Internal (On Site)	Training conducted: 1 time No. of Participants: 4 persons Format : Internal (On Site)
6	Fire Evacuation Drill for 2025	EWG employees working in the area	-	Training conducted: 10 times No. of Participants: 97 persons
7	Courses on Work Safety Procedures for Chemicals Handling for 2025	EWG employees working with chemicals	Training conducted: 1 time No. of Participants: 18 persons Format : Internal (On Site)	-
8	Courses on Hazardous Incident Control and Response for Hazardous Emergencies		-	Training conducted: 1 time No. of Participants: 30 persons Format : Internal (On Site)

No.	Course	Target Group	Performance (The Company)	Performance (UU PCL.)
9	Accident Prevention Driving Course	Employees required to drive vehicles for work duties.	Training conducted: 1 time No. of Participants: 16 persons Format : Internal (On Site)	-
10	Courses on Safety in Working with Electricity for employees who perform electrical work. (In accordance with the Safety, Occupational Health and Working Environment Law)	EWG employees engaged in electrical-related work	-	Training conducted: 1 time No. of Participants: 2 persons Format : External (On Site)
11	Electrical Installation Technician Course (in accordance with the Skill Development Promotion Act / competency certification)	EWG employees directly engaged in electrical operations	Training conducted: 5 times No. of Participants: 16 persons Format : External (On Site)	-
12	Basic First Aid and Resuscitation Course	EWG employees including new employees and those who have taken training more than 5 years ago	Training conducted: 1 time No. of Participants: 22 persons Format : Internal (On Site)	-
13	Courses for Crane Operator, Signal provider to Crane Operator, Material Holder, or Crane Controller	EWG employees engaged in crane operations	Training conducted: 2 times No. of Participants: 5 persons Format : External (On Site)	Training conducted: 3 times No. of Participants: 9 persons Format : External (On Site)
14	Courses for Authorizer, Supervisor, Assistant, and Operator in Confined Space	EWG employees engaged in confined space operations	-	Training conducted: 2 times No. of Participants: 2 persons Format : External (On Site)
15	Safety in Confined Space Work Refresher Course	EWG employees who have completed confined space safety training as required by law before the five-year expiration period	Training conducted: 1 time No. of Participants: 1 person Format : External (On Site)	Training conducted: 2 times No. of Participants: 6 persons Format : External (On Site)
16	Training courses or knowledge development about narcotics	EWG employees	Training conducted: 1 time No. of Participants: 138 persons Format : Internal (Online)	Training conducted: 1 time No. of Participants: 84 persons Format : Internal (Online)
17	Occupational and environmental diseases	EWG employees	Training conducted: 1 time No. of Participants: 126 persons Format : Internal (Online)	Training conducted: 1 time No. of Participants: 90 persons Format : Internal (Online)
18	Hearing Conservation Program	The Company's employees working in high-noise area	Training conducted: 1 time No. of Participants: 53 persons Format : Internal (Online)	Training conducted: 1 time No. of Participants: 59 persons Format : Internal (Online)
19	Accident and Occupational Disease Investigation and Analysis Course	Safety Officers (Managerial Level), Safety Officers (Supervisory Level), and related personnel	Training conducted: 1 time No. of Participants: 23 persons Format : Internal (On Site)	-

Remarks

1. This table presents details of occupational health and safety training courses provided by the Company and UU PCL. to employees in accordance with legal requirements and job-specific risks
2. "On-site" refers to training conducted in a designated training room.
3. "Online" refers to training conducted via intranet-based platforms, such as Microsoft Teams, Cisco Webex, Zoom, etc.

Table 3: Leadership and Next-Generation Leadership Development

Item	The Company Group
Number of courses	3 courses
Number of batches conducted	4 batches
Total number of participants ⁽¹⁾	69 persons
Target group	Executives and senior-level employees
Total development hours	42 hours
Average hours per person	0.61 hours/person
Course completion rate ⁽²⁾	92.75%
Average satisfaction score ⁽³⁾	4.46/5.00
Post-training evaluation result	89.00%

Remarks

⁽¹⁾ The total number of participants is reported based on unique headcount, without counting repeated participation across multiple courses.

⁽²⁾ The course completion rate is calculated from the number of participants who completed the course according to the defined criteria compared with the total number of participants, based on unique headcount.

⁽³⁾ The average satisfaction score is calculated using a weighted average based on the number of participants in each course, counted by attendance. Calculation formula: (average score of each course × number of participants in that course) ÷ total number of participants.

Table 4: Pre-Retirement Preparation

Item	The Company		UU PCL.	
	No. of Employees (persons)	% of Total Employees	No. of Employees (persons)	% of Total Employees
Total number of participants	22	10.00	20	13.79
Target group (aged 50 and above)	19	15.00	16	11.03
Interested employees	3	1.00	4	2.76

Table 5: Knowledge Management

KM Passport Campaign	The Company
Number of employees participating in the KM Passport campaign	197 persons
Participation rate	54.00% of total employees
Number of knowledge entries recorded	421 items
Number of practical applications	25 cases

Summary of Knowledge in the Online Library

Knowledge Category (Explicit Knowledge)	Number of Knowledge Items in the Online Library (items)					
	The Company				UU PCL.	
	2022 (initial data collection year)	2023	2024	2025	2024 (initial data collection year)	2025
Knowledge based on Knowledge Mapping	95	20	9	6	42	-
Other knowledge	75	8	64	485	-	35
Work manuals	2	8	6	3	-	-
Process Improvement Project	57	30	38	-	-	12
Innovation Project	-	7	10	-	-	-

Utilization Rate of the Online Knowledge Library

Users	Utilization Rate of the Online Knowledge Library									
	The Company						UU PCL.			
	2023 (launch year)		2024		2025		2024 (launch year)		2025	
	No. of Users	No. of Usage (times)	No. of Users	No. of Usage (times)	No. of Users	No. of Usage (times)	No. of Users	No. of Usage (times)	No. of Users	No. of Usage (times)
Views	118	1,286	231	3,307	216	6,201	56	231	147	787
Shares	26	215	15	342	174	5,868	33	111	13	233

Total Accidents - The Company's Employees (Disclosure 403-8, 403-9, 403-10:2018)

Reporting Scope		2022			
		Male	Female	Total	
Number of Employees	Total (person)	123	107	230	
Total hours worked of employees	Total (hour)	249,327.46	203,374.33	452,701.79	
Number of incidents causing employee injuries	Total (time/year)	1	0	1	
Number of incidents resulting in employee lost time injuries (including fatalities)	Total (time/year)	1	0	1	
Number of employees injured from work-related incidents, classified by severity level:	- First Aids (person/year)	0	0	0	
	- Recordable work-related injuries (person/year)	1	0	1	
	- High-consequence (person/year)	0	0	0	
	- The number of fatalities as a result of work-related injury (person/year)	0	0	0	
Total leave days taken by injured employees (day/year)		23	0	23	
Injury Rate: IR (Time per million hours worked)		4.01	0	2.21	
Injury Frequency Rate: IFR (Time per million hours worked)		4.01	0	2.21	
Lost Time Injury Frequency Rate: LTIFR (Person per million hours worked)		4.01	0	2.21	
Rate of recordable work-related injury (Person per million hours worked)		4.01	0	2.21	
Rate of high-consequence work-related injuries (Person per million hours worked)		0	0	0	
Rate of fatalities as a result of work-related injury (Person per million hours worked)		0	0	0	
Lost Day Injury Rate: LDIR (Day per million hours worked)		92.25	0	50.81	
Total sick leave hours by location	Head Office (hour)	1,730.00	3,680.50	5,410.50	
	Operating area (hour)	2,810.00	897.00	3,707.00	
	Total (hour)	4,540.00	4,577.50	9,117.50	
Total sick leave hours by type	General sick leave (hour)	4,356.00	4,577.50	8,933.50	
	Sick leave due to work-related injury (hours)	184.00	0	184.00	
	Sick leave due to occupational disease (hours)	0	0	0	
Absentee Rate (AR) calculated from sick leave taken by employees only	Head Office (%)	1.87	2.33	2.16	
	Operating area (%)	1.94	1.86	1.92	
Number of occupational diseases		0	0	0	
Occupational Disease Rate: ODR (person per one million hours worked)		0	0	0	

Number and Severity Levels of Accidents – The Company's Contractors and Outsourced Workers

Reporting Scope		2022		
		Male	Female	Total
Total hours worked of employees	Head Office (hour)	158,055.04	117,538.50	275,593.54
	Operating area construction project (hour)	1,855,738.25	93,314.58	1,949,052.83
	Total (hour/year)	2,013,793.29	210,853.08	2,224,646.37
Number of incidents causing employee injuries	Head Office (time/year)	1	0	1
	Operating area construction project (time/year)	0	0	0
	Total (time/year)	1	0	1
Number of incidents resulting in employee lost time injuries (including fatalities)	Head Office (time/year)	1	0	1
	Operating area construction project (time/year)	0	0	0
	Total (time/year)	1	0	1
Number of employees injured from work-related incidents, classified by severity level:	- First Aids (person/year)	0	0	0
	- Recordable work-related injuries (person/year)	1	0	1
	- High-consequence (person/year)	0	0	0
	- The number of fatalities as a result of work-related injury (person/year)	0	0	0
Total leave days taken by injured employees (day/year)		2	0	2
Injury Rate: IR (time per one million hours worked)		0.50	0	0.45
Injury Frequency Rate: IFR (time per one million hours worked)		0.50	0	0.45
Lost Time Injury Frequency Rate: LTIFR (person per one million hours worked)		0.50	0	0.45
Rate of recordable work-related injury (person per one million hours worked)		0.50	0	0.45
Rate of high-consequence work-related injuries (person per one million hours worked)		0	0	0
Rate of fatalities as a result of work-related injury (person per one million hours worked)		0	0	0
Lost Day Injury Rate: LDIR (day per one million hours worked)		0.99	0	0.90

The Company's Contractors and Outsourced Workers

	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	160,917.93	111,307.33	272,225.26	164,542.56	103,007.55	267,550.11	150,283.02	103,867.23	254,150.25
	1,623,489.50	145,912.50	1,769,402.00	1,441,255.36	47,122.02	1,488,377.38	840,689.77	46,669.72	887,359.49
	1,784,407.43	257,219.83	2,041,627.26	1,605,797.92	150,129.57	1,755,927.49	990,972.79	150,536.95	1,141,509.74
	0	0	0	0	0	0	0	0	0
	3	0	3	0	0	0	0	1	1
	3	0	3	0	0	0	0	1	1
	0	0	0	0	0	0	0	0	0
	3	0	3	0	0	0	0	0	0
	3	0	3	0	0	0	0	0	0
	0	0	0	0	0	0	0	1	1
	2	0	2	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
	1	0	1	0	0	0	0	0	0
	6,070	0	6,070	0	0	0	0	0	0
	1.68	0	1.47	0	0	0	0	6.64	0.88
	1.68	0	1.47	0	0	0	0	0	0
	1.68	0	1.47	0	0	0	0	0	0
	1.68	0	1.47	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
	0.56	0	0.49	0	0	0	0	0	0
	3,401.69	0	2,973.12	0	0	0	0	0	0

Total Accidents - UU PCL's Employees (Disclosure 403-8, 403-9, 403-10:2018)

Reporting Scope		2022			
		Male	Female	Total	
Number of Employees	Total (person)	86	55	141	
Total hours worked of employees	Total (hour)	161,166.91	101,167.30	262,334.21	
Number of incidents causing employee injuries	Total (time/year)	0	0	0	
Number of incidents resulting in employee lost time injuries (including fatalities)	Total (time/year)	0	0	0	
Number of employees injured from work-related incidents, classified by severity level:	- First Aids (person/year)	0	0	0	
	- Recordable work-related injuries (person/year)	0	0	0	
	- High-consequence (person/year)	0	0	0	
	- The number of fatalities as a result of work-related injury (person/year)	0	0	0	
Total leave days taken by injured employees (day/year)		0	0	0	
Injury Rate: IR (time per one million hours worked)		0	0	0	
Injury Frequency Rate: IFR (time per one million hours worked)		0	0	0	
Lost Time Injury Frequency Rate: LTIFR (person per one million hours worked)		0	0	0	
Rate of recordable work-related injury (person per one million hours worked)		0	0	0	
Rate of high-consequence work-related injuries (person per one million hours worked)		0	0	0	
Rate of fatalities as a result of work-related injury (person per one million hours worked)		0	0	0	
Lost Day Injury Rate: LDIR (day per one million hours worked)		0	0	0	
Total sick leave hours by location	Head Office (hour)	857.30	1,166.20	2,023.50	
	Operating area (hour)	2,813.10	1,711.80	4,524.90	
	Total (hour)	3,670.40	2,878.00	6,548.40	
Total sick leave hours by type	General sick leave (hour)	3,670.40	2,878.00	6,548.40	
	Sick leave due to work-related injury (hours)	0	0	0	
	Sick leave due to occupational disease (hours)	0	0	0	
Absentee Rate (AR) calculated from sick leave taken by employees only	Head Office (%)	1.85	2.02	1.94	
	Operating area (%)	2.35	3.55	2.70	
Number of occupational diseases		0	0	0	
Occupational Disease Rate: ODR (person per one million hours worked)		0	0	0	

Number and Severity Levels of Accidents – UU PCL's Contractors and Outsourced Workers

Reporting Scope		2022			
		Male	Female	Total	
Total hours worked of employees	Head Office (hour)	990.50	2,961.50	3,952.00	
	Operating area construction project (hour)	457,077.10	41,249.70	498,326.80	
	Total (hour/year)	458,067.60	44,211.20	502,278.80	
Number of incidents causing employee injuries	Head Office (time/year)	0	0	0	
	Operating area construction project (time/year)	0	0	0	
	Total (time/year)	0	0	0	
Number of incidents resulting in employee lost time injuries (including fatalities)	Head Office (time/year)	0	0	0	
	Operating area construction project (time/year)	0	0	0	
	Total (time/year)	0	0	0	
Number of employees injured from work-related incidents, classified by severity level	- First Aids (person/year)	0	0	0	
	- Recordable work-related injuries (person/year)	0	0	0	
	- High-consequence (person/year)	0	0	0	
	- The number of fatalities as a result of work-related injury (person/year)	0	0	0	
Total leave days taken by injured employees (day/year)		0	0	0	
Injury Rate: IR (time per one million hours worked)		0	0	0	
Injury Frequency Rate: IFR (time per one million hours worked)		0	0	0	
Lost Time Injury Frequency Rate: LTIFR (person per one million hours worked)		0	0	0	
Rate of recordable work-related injury (person per one million hours worked)		0	0	0	
Rate of high-consequence work-related injuries (person per one million hours worked)		0	0	0	
Lost Day Injury Rate: LDIR (day per one million hours worked)		0	0	0	


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GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed		31	Revenue and Operating Expenses of the East Water Group			
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GRI 205 Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption		37			
	205-2	Communication and training about anti-corruption policies and procedures		32, 39	The East Water Group's Permanent employees and contracted employees as the policy takers, and the Group's suppliers as it is an important issue that more than one stakeholder groups are interested in.		
	205-3	Confirmed incidents of corruption and actions taken		32			
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GRI 300 Environmental Standard Series							
GRI 3 Material Topics 2021	Energy						
	3-3	Management of material topics		28-29			
GRI 302 Energy 2016	302-1	Energy consumption within the organization		67-71			✓
	302-2	Energy consumption outside of the organization		67-71			
	302-3	Energy intensity		70-71	The operating areas in 3 provinces i.e., Rayong, Chon Buri, and Chachoengsao because the Company's core processes cover those areas, including the use of electricity in the Head Office (East Water Building).	Request for omission of checking information of UU PCL.	✓
	302-4	Reduction of energy consumption		68			
	302-5	Reductions in energy requirements of products and services		70			
GRI 3 Material Topics 2021	Water						
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GRI 303 Water 2018	303-1	Interactions with water as a shared resource		54-62, 124	Report only the operations in the EWG's operating areas.		
	303-2	Management of water discharge-related impacts		41			

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GRI 303 Water 2018	303-3	Water withdrawal		41, 58, 61, 124, 126	Wastewater treatment and Reclaimed water business (41, 126), Raw water business (58, 124), Office building, Pump Station, Staff residence (61)	Request for omission of checking information of tap water business, industrial water business, wastewater treatment business, and reclaimed water business.	✔
	303-4	Water discharge		41, 61	Report only for Wastewater treatment and Reclaimed water business, and Tap Water Usage at Office building, Pump Station, Staff residence.		
	303-5	Water consumption		41, 61, 124	Report only for Wastewater treatment and Reclaimed water business, Raw water business, and Tap Water Usage at Office building, Pump Station, Staff residence.		
GRI 3 Material Topics 2021	Emissions						
	3-3	Management of material topics		28-29			
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions		74	Report only the operating areas including electricity energy usage of the EWG Head Office (East Water Building).		✔
	305-2	Energy indirect (Scope 2) GHG emissions		74			✔
	305-3	Other indirect (Scope 3) GHG emissions		74			
	305-4	GHG emissions intensity		75			✔
	305-5	Reduction of GHG emissions		68-69, 73			
	305-6	Emissions of ozone-depleting substances (ODS)		72	The Company does not have any operations that result in significant emissions of ozone-depleting substances (ODS).		
	305-7	Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and other significant air emissions		72	The Company has no operations that cause significant emissions of nitrogen oxides (NO _x), sulfur oxides (SO _x).		
GRI 3 Material Topics 2021	Waste 2020						
	3-3	Management of material topics		28-29			
GRI 306 Waste 2020	306-1	Waste generation and significant waste-related		76-77			

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GRI 306 Waste 2020	306-2	Management of significant waste-related impacts		76-77			
	306-3	Waste generated		76-77			
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GRI 401 EMPLOYMENT 2016	401-1	New employee hires and employee turnover		133, 137	Report of EWG's employees		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		92	Report of EWG's employees		
	401-3	Parental leave		134, 138	Report of EWG's employees		
GRI 3 Material Topics 2021	Occupational Health and Safety						
	3-3	Management of material topics		28-29			
GRI 403 Occupational-health-and-safety 2018	403-1	Occupational health and safety management system		97			
	403-2	Hazard identification, risk assessment, and incident investigation		97			
	403-3	Occupational health services		100			
	403-4	Worker participation, consultation, and communication on occupational health and safety		99			
	403-5	Worker training on occupational health and safety		100, 142			
	403-6	Promotion of worker health		100			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		97, 100			
	403-8	Workers covered by an occupational health and safety management system		97, 146-153			
	403-9	Work-related injuries		97, 146-153	Permanent and contracted employees including subcontractor employees only for the projects with procurement contracts.	Request for omission of all subcontractors' absentee rate data set because it is not material to the business operation.	

GRI Standard	Disclosure		Page number		Reporting Scope	Omission Note	External Assurance
			AR	SR			
GRI 403 Occupational-health-and-safety 2018	403-10	Work-related ill health		97, 146-153			
GRI 3 Material Topics 2021	Training and Education						
	3-3	Process to determine material topics		28-29			
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee		140	Report of only the Company's Employees		
	404-2	Programs for upgrading employee skills and transition assistance programs		83, 140-145			
	404-3	Percentage of employees receiving regular performance and career development reviews		82, 91			
GRI 3 Material Topics 2021	Diversity and Equal Opportunity						
	3-3	Process to determine material topics		28-29			
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		132, 136			
	405-2	Ratio of basic salary and remuneration of women to men		134, 138			
GRI 3 Material Topics 2021	Local Communities						
	3-3	Management of material topics		28-29			
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		105, 107	Operations in the Company's construction projects.		
	413-2	Operations with significant actual and potential negative impacts on local communities		105			
GRI 3 Material Topics 2021	Customer Health and Safety						
	3-3	Management of material topics		28-29			
GRI 416 Local Communities 2016	416-1	Assessment of the health and safety impacts of product and service categories		46-50			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		47, 51			



INDEPENDENT ASSURANCE OPINION STATEMENT

2025 – Eastern Water Resources Development and Management Public Company Limited – Sustainability Report

The British Standards Institution is independent to Eastern Water Resources Development and Management Public Company Limited (hereafter referred to as EASTW in this statement) and has no financial interest in the operation of EASTW other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of EASTW only for the purpose of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by EASTW. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to EASTW only.

Scope

The scope of engagement agreed upon with EASTW includes the following:

- 1) The assurance covers the whole report and focuses on systems and activities during the 2025 calendar year at EASTW with the following materiality:
 - GRI 302-1: Energy consumption within the organization
 - GRI 302-3: Energy intensity
 - GRI 303-3: Water withdrawal
 - GRI 305-1: Direct (Scope 1) GHG emissions
 - GRI 305-2: Energy indirect (Scope 2) GHG emissions
 - GRI 305-3: Other indirect (Scope 3) GHG emissions
 - GRI 305-4: GHG emissions intensity
 - GRI 403-9: Works-related injuries
- 2) The evaluation of the nature and extent of EASTW's adherence to all four AA1000 AccountAbility Principles and the reliability of specified sustainability performance

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information in this report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement.

Opinion Statement

We conclude, that the Sustainability Report Review provides a fair view of Sustainability report programs and performances during 2025. We believe that the sustainability report's economic, social, and environmental performance indicators are accurate and supported by robust internal verification processes.

Based on our work described in the verification report, nothing has come to our attention that causes us to believe that data and information stated in the Reporting Organization's Sustainability Report is not correctly presented or with omission, in any material respects or that Inclusivity, Materiality Responsiveness and Impact based on AA1000 criteria are not correctly addressed.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that EASTW's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI Standards, were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to EASTW's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on EASTW's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out below:



Inclusivity

This report has reflected a fact that EASTW is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers EASTW's inclusivity issues.

Materiality

EASTW publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the EASTW's material issues.

Responsiveness

EASTW has implemented a practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for EASTW is developed and provides the opportunity to further enhance EASTW's responsiveness to stakeholder concerns. In our professional opinion the report covers the EASTW's responsiveness issues.

Impact

EASTW has demonstrated a process on identifying impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. In our professional opinion the report covers the EASTW's impacts.

GRI-reporting

EASTW provided us with their self declaration of compliance within GRI Standards (Comprehensive). Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index are reported, partially reported or omitted. In our professional opinion the self-declaration covers the EASTW's social responsibility and sustainability issues.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

This Sustainability Report is the responsibility of the EASTW's Vice President, Corporate Sustainability Development as declared in her responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.



Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, GRI, ISO14001, ISO14064-1, ISO20400 and experience on the SRA Assurance service provisions. BSI is a leading global standards and assessment body founded in 1901.

For and on behalf of BSI:

Parnuwat Usapein

Parnuwat Usapein, Lead Assurer

For and on behalf of BSI:

Kuldhaj Bunbongkarn, Managing Director Assurance, Thailand



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