

Sustainability Management in the Social Dimension

Summary of the Key Performance



Social Policy and Practice

The Company has human right policy that places importance on and respects basic human right that individuals should have by adhering to guidelines for employees and workers according to labor laws, rules, regulations, and requirement relating to Thai and foreign workers. In addition, the Company emphasizes and respects human dignity, rights, freedom, and equality without discrimination due to differences in physical appearance, race, nationality, religion, gender, language, age, education, and social status. To ensure that the Company runs business of the Company Group with strict respect and practice according to human right law, the Company determines the policy and practice in human right to prevent violation of human right in every activities of the corporate business, especially with employees and business partners.



Visit the website for more information at the Company's website

<https://www.uac.co.th/storage/content/corporate-governance/policy/human-rights-policy-th.pdf>

Social Performance

Employees and Workers

The Company has monitored and assessed work performances according to laws, rules, and regulations in relation to human rights and treatment with workers in an equal and fair way. The Company has appointed the “Welfare Committee in the Workplace” according to the Labor Protection Act B.E. 2541 (1998) in all business areas in order to be a channel for control, supervision, consultation, and complaints among the Company and employees about welfares, benefits, or changes in different rules and regulations which affects the employees.

The Company has practiced according to the human right principle ranging from employment to care for all employees and personnel to get organizational engagement as the same family. In 2023, the Company’s key performance in employees is as follows.

Employment

Regular Employees	The Number of Employees (Person)	
	Male	Female
UAC Global Public Company	70	51
Subsidiaries	59	7
Disabled Employees	0	0
Notes	<p>The Company has made a contribution to the Empowerment for Person with Disabilities Fund in the amount of 119,720 baht in accordance with the Act on the Promotion and Development of the Quality of Life of Persons with Disabilities B.E. 2550 (2007) and its amendments. The Company employs persons with disabilities in accordance with Section 33 and promoting careers in accordance with Section 35, determining that persons with disabilities will be employed in a ratio of 1 to 100 persons between normal and disabled persons in order to be a part in providing equal opportunities in accordance with the human rights policy.</p> <p>* Compared to the number of employees of UAC Global PCL only because the subsidiary has fewer employees than the criteria for making contributions.</p>	


Violation of Human Rights and Labor Complaints

Arrangement of the training Course in Business and Employee Ethics
100% employee participation with passing scores more than of **80%**


In 2024, the Company **did not** do any violation of human rights and did not use labor of children under 18 years old. In the Company’s employment and the partners’ employment, there **were not** any labor complaints.

The Company has appointed the Welfare Committee in the Workplace in 2023 in accordance with the Labor Protection Act B.E. 2541 (1998) in all business areas with the terms of 2 years from May 1, 2023 to April 30, 2025.


In 2024, the performance of the welfare committee was in proposing and approving the amendment of the existing welfare for the better as follows:




1
Right for a maximum of 12 days of vacation.



2
Dental welfare of 2,000 baht per year (in addition to social security)



3
Increase the treatment limit for outpatients (OPD)



4
Increase the accommodation allowance for traveling to work

Workforce Planning and Recruitment

Workforce planning and recruitment was performed both inside and outside of the Company. Effective and timely human resource management is necessary and important for supporting expansion of the current business group. The Company determines strategies and plans in personnel recruitment by planning risk management of the organization

Operational Guidelines

1. The Company determines the organizational structure, workforce planning, employment model, recruitment, selection, appointment, and work transfer for screening capable employees suitably qualified to the job positions.
2. The Company has the policy in employment recruitment that timely responds to each division. In addition, the Company publicizes vacant job positions, and implement active job application through Job Fair / Job Post on online media and different channels.
3. The Company coordinates with the targeted universities to access job applicants according to the demand of the organizations, and visits the universities as special lecturers or organizes activities to give the Company's information and job descriptions to students.



Performance in Personnel Recruitment

Indicators	2024	2023	2022
Successful employment rate as planned (%)	92.26	90.27	90.4
Period of new employee recruitment (Day)	Within 45 days	Within 45 days	Within 45 days
Rate of new employment (Person)	31	21	4

Employee Training

The Company continuously develop courses for employee development to create work professionals, knowledge and understanding in management, and skills and abilities necessary for increasing work effectiveness and coping with changes. Executives and employees at all levels are prepared to have necessary knowledge, ability, and skills in coverage with basic knowledge, functional skills, managerial / soft skills, leadership skills, and digital skills as well as attitudes and behaviors to be ready for coping with new changes arising in the future. In 2023, The Company arranged in-house and public employee training courses as follows.





Employee Training and Development Project

The Company has divided the types of employee development programs as follows:

1. Executive Programs: To develop and enhance leadership skills for personnel in the organization by focusing on enabling trainees to manage teams, make effective decisions, and lead the organization to success.

Examples of the programs

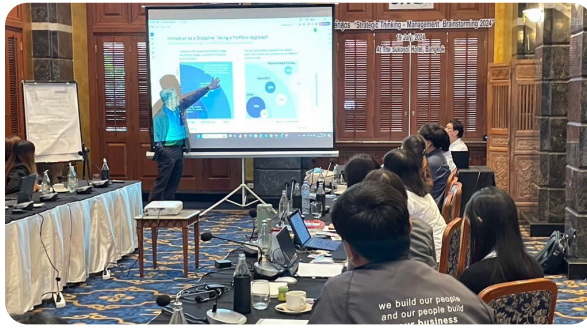
- 1.1 The Ultimate Legal Business Management for Corporate Leaders
- 1.2 Net Zero CEO Leadership Program
- 1.3 Executive Energy Program (EEP)
2. Internal Training Programs: To develop and enhance skills, knowledge, engagement, safety and capabilities of employees within the organization by focusing on creating work efficiency and in line with the organization's quality indicators and goals.

Examples of programs

- 2.1 Teambuilding 2024: The Engagement Team Building, 117 trainees
- 2.2 WE R UAC Program, Class 9, 16 trainees
- 2.3 The Leadership as a Coach, 33 trainees
- 2.4 Effective Communication, 23 trainees
- 2.5 Basic First Aid, 71 trainees
- 2.6 Basic Firefighting, and Firefighting and Fire Evacuation Drill, 71 trainees
- 2.7 ISO Standards in Organization, 108 trainees
- 2.8 Business Continuity Management (BCM), 98 trainees
- 2.9 Happy Money (Nurturing Well-being), 61 trainees
- 2.10 Power BI for Business Analysis, 8 trainees
3. External Training Programs: To enhance employees' knowledge, skills and new perspectives through learning from external experts by focusing on development in various areas.

Examples of the programs

- 3.1 IT Compliance, Class 11, 1 trainee
- 3.2 Approaches for Reducing Carbon Footprint and Energy Consumption for Moving Towards a Carbon-Free Society, 2 trainees
- 3.3 Basic Indonesian Language, 3 trainees
- 3.4 Carbon Footprint for Organization (CFO), 1 trainee
- 3.5 Strategic Supply Chain Management Workshop, 2 trainees



Benefits of training development can add value to the Company as follows:

- **Positive impacts on the organization:** Employees with more skills and knowledge can work more efficiently, allowing the organization to reduce costs and increase revenue.
- **Strengthening competitive advantages:** Having employees who are continuously trained helps the organization to be flexible and adaptable to changes in the market, leading to competitive advantages.
- **Corporate leadership development:** Training helps prepare executives and senior employees to have good management skills, allowing the Company to handle problems and challenges professionally.
- **Employee retention and attraction:** When the organization emphasizes employee training, employees are happy and feel that the organization cares about their development. Therefore, employees do not only change jobs but they also help attract talented people into the organization.
- **Creating good organizational cultures:** When all employees receive continuous training and development, systematic learning and development cultures are created, leading to good performance in the long term.

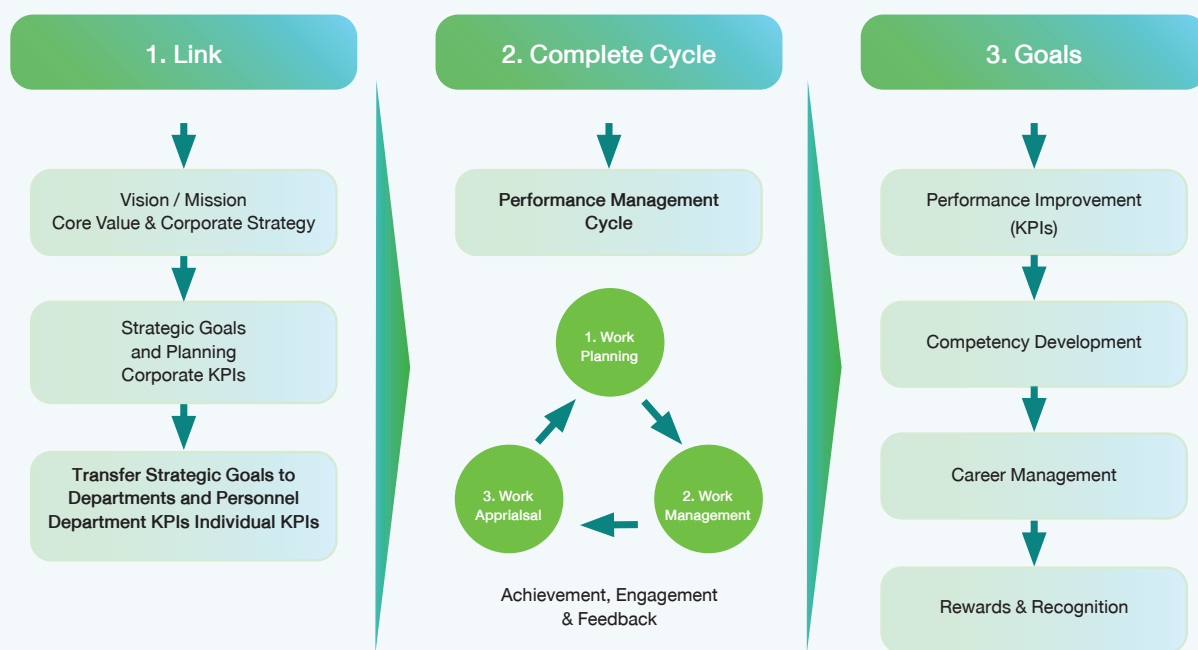
Evaluation and Compensation Management

The Company is committed with sustainable growth of all business groups according to the Company's core value by effectively driving the organization together with core competency to develop employees' knowledge and abilities, and promote job advancement for the employees to operate work effectively with happiness in work operation, and good quality of life

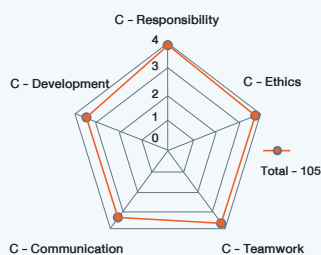


Performance Appraisal

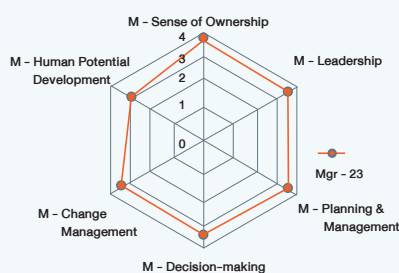
The Company focuses on employee care and has the procedures for performance appraisal with transparency, fairness, and concrete criteria. The results of performance appraisal are analyzed for continuously organizing activities for employee potential development.



Total Core Competency

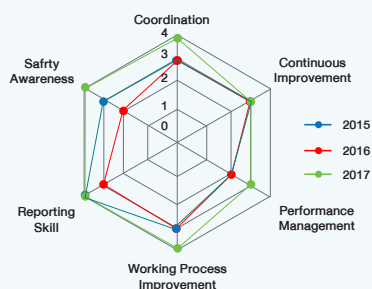


Managepetency - VP -Manager



Results for Developing Personnel or the Organization

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Results for Creating Employee Job Advancement or Growth

Special Criteria for Work Promotion (High Potential and Fast Track)

The Company has criteria for considering employee promotion according to career management together with specific necessary for higher position, suitable personality, and leadership skills for selection qualified employees to take higher positions.

Compensation Management

The Company has the policy for managing employee wages and compensation to be suitable with duties and responsibility as well as to motivate and retain qualified personnel to have encouragement for working more effectively. Therefore, job evaluation was performed with all positions in order to define job grades and salary structures for concrete payment of wages and compensation.

Appropriate compensation management at each level is an important part to create engagement and move to high-performing organization. In each year, the Company conducts a benchmarking survey of compensation and welfare among similar industries and the overall market in providing fair compensation for the employees.

Creation of Employee Engagement

The company surveys opinions about employee engagement and happiness every year in order to use the obtained opinions for developing and improving different welfare and benefits of the employees. Moreover, the Company attempts to create better employee engagement. According to the survey results in 2024, the overall engagement score was at 87%. The survey results are divided into 3 parts as follows.



Employee Retention (Talent Group / Retention)

The Company emphasizes in taking care of the employees at all levels, and promotes employee participation because all employees are considered as an important part to drive the organization forwards. Promotion of employee engagement leads to better effective performance of the employees. A channel is arranged for the employees to give advices or opinions with the focus on the employees to work happily in a long term. The Company set the targeted turnover rate every year not more than the average values of industry.

Employee Care Framework

The Company has an Employee Care Framework to set important guidelines according to the sustainability approach, and to drive the organization effectively with the Company's Core Value, WE R UAC in order to create a good and efficient working environment. This framework consists of many important factors as follows:

- 1. Creation of a safe environment:** Having safe environment, both physically and mentally, is an important foundation for employees to feel confident and motivated to work.
- 2. Promotion of health and well-being:** Support physical and mental health, such as organizing health promotion projects and ethics promotion projects, etc.
- 3. Skill and ability development:** Organize training and developing skills necessary for work, including encouraging employees to learn and grow in their own careers.
- 4. Communication and listening:** Create communication channels that allow employees to express their opinions, and listen to opinions from management freely, such as conducting an annual employee engagement survey twice a year.
- 5. Creation of motivation and recognition:** Create a reward and recognition system for employees who perform work well in order to motivate employees to work with their fullest potential, such as giving awards for length of service, etc.

Welfares and Benefits

1. Health insurance and accident insurance
2. Dental care
3. Provident fund
4. Annual health check-up
5. Things for visiting sick employees
6. Employee uniform
7. House rent of the employee
8. Long service reward
9. Allowance
10. Travel allowance for off-site work

Performance in 2024

The Company set the targeted turnover rate not more than the average values of industry i.e., the turnover rate not more than 10%.

Year	Turnover Rate		
	Market Survey (%)	Petro, Oil, Energy (%)	UAC (%)
2024	11	13	4.29
2023	10.90	9.60	8.70
2022	11.60	11.80	5.26

Activities for Creating Happiness and Employee Engagement (Happy Workplace)

The Company has the policy for employee health promotion by focusing on the employees to get good physical and mental health to be the basis for promoting a happy organization based on the principles of good organizational health (Happy Workplace). The activities are organized as follows.

Health Promotion Activities (Happy Body)



Annual health check-up activity, Activities for various exercise to collect the calories scores to meet the target of the organization (Corporate KPIs)

Ethics Promotion Activity (Happy Soul)



Training activity in ethics and moral teaching for guiding way of life, Thod Kathin

Activities to promote kindness and taking care one another (Happy Heart)



Give long service rewards to the employees with 10 years / 15 years / 20 years / 25 years of services.,
Things for visiting the employee who is sick or gave birth.

Activities to promote kindness and taking care one another (Happy Heart)



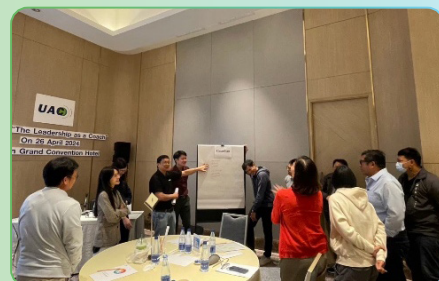
Give long service rewards to the employees with 10 years / 15 years / 20 years / 25 years of services.,
Things for visiting the employee who is sick or gave birth.

Financial Promotion Activity (Happy Money)



Happy Money training activity for financial planning by SET,
To educate about finance, saving, debt management, and provident fund, Management for loan sources from reliable financial institutions to reduce the employee's debt and expense burdens.

Knowledge and Skill Promotion Activities (Happy Brain)



Promote employee trainings to increase knowledge and self-development.

Activities to promote love, unity, and generosity to community (Happy Society)



Promote the employees to participate in healing nearby communities CSR activities with the surrounding communities of each plant.

Family Promotion Activities (Happy Family)



Marriage allowance, Ordination allowance, Death allowance, Allowance for accident insurance (in case of death), Fire allowance

Occupational Safety, Health, and Environment

With commitment, the Company has operated business in compliance with the safety & operation excellence policy. Therefore, the Company sets safety values of “E2E” (Education, Enforcement, Emergency Plan Response) to become an organization with zero accident.

- The Petroleum Production Plant was assessed for renewal of the occupational health and safety management system certificate (ISO 45001:2018) from the ISO Management System Certification Institute (MASCI) on October 9 – 11, 2023.

Occupational Safety, Health Activities 2024

The Company is aware that effective and safe production is an important factor for creating stakeholders' confidence in the production process. Therefore, the Company is strict in safety management among the employees and contractors by considering in communities and environment around the plants. The Company sets the guidelines for prevention of accidents or serious accidents such as arranging emergency response rehearsal at the Petroleum Production Plant and the Biogas Power Production Plant from Energy Crops for producing electric currents at the incidental site, and EMC/HO help center according to laws of the Department of Labor Protection and Welfare. In addition, emergency cases were simulated and rehearsed according to the procedures, emergency response manual, and fire-prevention plan.

Emergency Response Rehearsal Activities According to the Emergency Response Plan



Training Activities in Work Safety for the Employees and Contractors



First-aid Training Activities



Educate students Activities



Annual Health Check-up Activity



Health and Safety in the Workplace

With commitment, the Company has operated work in accordance with the Safety & Operation Excellent Policy, leading to the safety values of “E2E” (Education, Enforcement, Emergency Plan Response) in order to become the zero accident organization.

Indicators	Target	Success
Health check-up of new employees before starting work	100%	100%
Annual health check-up of regular employees	100%	100%
The number of employee & contractor occupational deaths	0 case	0 case
The number of employee & contractor injury-related disability	0 case	0 case
The number of employee & contractor injury-related organ loss	0 case	0 case
Accidents from gas or chemical leaks	0 time	0 time
Lost time injury frequency rate (LTIFR)	0%	100%