

A vertical decorative pattern on the left side of the page, consisting of a repeating geometric design of interlocking triangles and lines. The colors transition from light green at the top to light blue, then purple, and finally red at the bottom.

MANAGEMENT DISCUSSION AND ANALYSIS

**For the fourth quarter of 2025
and the year period ended 31 December 2025**

Industry Overview

In 2025, Thailand's plastic packaging industry is entering a critical era of structural transition, primarily driven by the BCG Economy Model which prioritizes sustainability and maximum resource efficiency. While demand for packaging in the food, beverage, and e-commerce sectors continues to expand due to the recovery of domestic consumption and tourism, operators face multifaceted challenges. These include the strict enforcement of the plastic scrap import ban effective from the beginning of 2025, and the push for the Extended Producer Responsibility (EPR) law, which holds manufacturers accountable for the entire packaging lifecycle—from design to waste management. These factors are compelling the industry to accelerate investment in high-quality recycled plastic resin technologies and the development of Mono-materials to enhance recyclability in line with international standards. Furthermore, the export market must contend with stringent environmental trade measures, such as the EU's Carbon Border Adjustment Mechanism (CBAM). Consequently, competition this year is no longer focused solely on price or volume; rather, it centers on gaining a competitive advantage through bioplastic innovation and carbon footprint reduction. This shift is essential to maintain a global customer base and align with the behavior of modern consumers who place a high value on eco-friendly products.

Business Overview

In 2025, Thailand's flexible packaging industry is fully entering a state of innovation-driven competition, buoyed by the expansion of the ready-to-eat (RTE) processed food sector and the growth of e-commerce, both of which demand lightweight packaging capable of extending product shelf life. However, operators in this segment face immense pressure to transition material structures from traditional, hard-to-recycle multi-layer films to mono-material flexible packaging. This shift is essential to align with environmental regulations and international sustainability standards.

Regarding production costs, the volatility of plastic resin prices and freight costs remains a significant risk factor impacting gross profit margins. Consequently, supply chain collaboration to establish collection and sorting systems for flexible packaging under circular economy principles has become key to retaining Multinational Corporation (MNC) clients, who target 100% recyclable packaging between 2025 and 2030. This dynamic is driving a comprehensive industry transformation, shifting the role of manufacturers from mere commodity providers to full-fledged Sustainability Strategic Partners.

Company Performance Summary

For the operating results for the year ended 31 December 2025, Unique Plastic Industry Public Company Limited and its subsidiaries remained committed to achieving sustainable growth despite challenges arising from external factors, including volatility in raw material costs and prevailing economic conditions. The Group places strong emphasis on conducting business responsibly toward society and the environment in a tangible manner. This is achieved through investments in modern production technologies to enhance operational efficiency, reduce waste, and improve energy conservation. At the same time, the Company continues to enhance the quality of life and capabilities of its personnel, while strengthening strategic relationships with customers and business partners based on transparency and mutual growth. These initiatives support the Group's core strategies and reinforce its capability to conduct business sustainably.

Operating Performance (Three-Month)

<i>Statement of Comprehensive Income</i> (Million Baht)	<i>Consolidated Financial Statements</i>			<i>Separate Financial Statements</i>		
	Q4/2025	Q4/2024	Change	Q4/2025	Q4/2024	Change
Revenues from sales	735.01	771.10	-4.68%	592.27	608.04	-2.59%
Cost of sales	(622.45)	(684.05)	-9.00%	(497.15)	(540.37)	-8.00%
Gross profit	112.56	87.05	29.31%	95.12	67.67	40.56%
Other income	2.10	0.83	153.82%	4.70	3.29	43.20%
Profit before expenses	114.66	87.88	30.48%	99.82	70.96	40.68%
Selling expenses and distribution costs	(13.31)	(13.59)	-2.00%	(9.71)	(9.40)	3.34%
Administrative expenses	(47.89)	(57.19)	-16.27%	(41.13)	(51.03)	-19.40%
Reversal (recognise) expected credit losses	(6.84)	(7.68)	-10.90%	(4.16)	(6.33)	-34.23%
Profit from operations	46.62	9.42	395.07%	44.82	4.20	967.67%
Finance costs	(10.35)	(12.97)	-20.17%	(9.05)	(11.16)	-18.93%
Profit before income taxes	36.27	(3.55)	-1121.35%	35.77	(6.96)	-613.45%
Income taxes	(6.75)	4.24	-259.12%	(6.32)	3.59	-275.80%
Net profit for the period	29.52	0.69	4167.46%	29.45	(3.37)	-973.48%
Other comprehensive income	-	(3.53)	-100.00%	-	(3.49)	-100.00%
Total comprehensive income for the period	37.60	23.84	57.75%	22.43	26.70	-16.00%
- Owners of the parent	29.52	(2.84)	1137.81%	29.45	(6.86)	529.17%
- Non-controlling interests	-	-	-	-	-	-

Operating Performance for the Year Ended 31 December 2025

<i>Statement of Comprehensive Income</i> (Million Baht)	<i>Consolidated Financial Statements</i>			<i>Separate Financial Statements</i>		
	31 Dec 2025	31 Dec 2024	Change	31 Dec 2025	31 Dec 2024	Change
Revenues from sales	3,063.77	3,157.78	-2.98%	2,463.33	2,553.19	-3.52%
Cost of sales	(2,618.83)	(2,752.78)	-4.87%	(2,101.58)	(2,238.28)	-6.11%
Gross profit	444.94	405.00	9.86%	361.75	314.91	14.88%
Other income	12.56	8.32	50.86%	45.45	29.81	52.50%
Profit before expenses	457.50	413.32	10.69%	407.20	344.72	18.13%
Selling expenses and distribution costs	(53.70)	(49.21)	9.11%	(36.55)	(32.80)	11.43%
Administrative expenses	(182.43)	(184.13)	-0.92%	(156.51)	(154.24)	1.48%
Reversal (recognise) expected credit losses	(3.94)	5.88	-167.09%	(10.82)	5.38	300.99%
Profit from operations	217.43	185.86	16.98%	203.32	163.06	24.69%
Finance costs	(44.81)	(50.63)	-11.49%	(39.17)	(42.90)	24.69%
Profit before income taxes	172.62	135.23	27.64%	164.15	120.16	36.62%
Income taxes	(22.31)	(15.72)	41.91%	(16.58)	(15.69)	5.70%
Net profit for the period	150.31	119.51	25.77%	147.57	104.47	41.26%
Other comprehensive income	-	(3.53)	-100.00%	-	(3.49)	-100.00%
Total comprehensive income for the period	150.31	115.98	29.60%	147.57	100.98	46.14%
- Owners of the parent	150.31	115.98	29.60%	147.57	100.98	46.14%
- Non-controlling interests	-	-	-	-	-	-

Revenue of the Company and Its Subsidiaries

The Company reported total revenues of Baht 3,063.77 million and Baht 3,157.78 million, representing decreases of 2.98% and 3.52%, respectively, compared with the same period of the previous year. The decline was mainly attributable to a reduction in the average selling price per unit, following the decrease in raw material prices. However, sales volume increased compared with the same period of the previous year.

Gross Profit of the Company

The Company recorded gross profit of Baht 444.94 million and Baht 361.75 million, representing increases of 9.86% and 14.88%, respectively, compared with the same period of the previous year. The gross profit margins were 14.52% and 14.69%, respectively. The improvement was mainly attributable to higher sales volume and a decrease in cost of goods sold.

Net Profit Attributable to Owners of the Company

The Company reported net profit of Baht 150.31 million and Baht 147.57 million, representing increases of 25.77% and 41.26%, respectively, compared with the same period of the previous year. The net profit margins were 4.89% and 5.88%, respectively. The improvement was mainly attributable to higher sales volume, lower cost of goods sold, and a reduction in finance costs.

Operating Performance (Three-Month)

Sales Revenue (Million Baht)	Consolidated Financial Statements			Separate Financial Statements		
	Q4/2025	Q4/2024	Change	Q4/2025	Q4/2024	Change
Revenue from consumer products	285.63	327.90	-12.89%	135.32	158.02	-14.37%
Revenue from film for flexible packaging	220.61	230.84	-4.43%	220.61	230.84	-4.43%
Revenue from heavy duty sacks	126.38	123.67	2.19%	126.38	123.67	2.19%
Revenue from industrial general bags	96.05	83.06	15.64%	98.03	84.11	16.55%
Revenue from others	6.34	5.62	12.87%	11.93	11.40	4.67%
Total revenue	735.01	771.09	-4.68%	592.27	608.04	-2.59%

Operating Performance for the Year Ended 31 December 2025

Sales Revenue (Million Baht)	Consolidated Financial Statements			Separate Financial Statements		
	31 Dec 2025	31 Dec 2024	Change	31 Dec 2025	31 Dec 2024	Change
Revenue from consumer products	1,194.13	1,246.90	-4.23%	561.04	602.90	-6.94%
Revenue from film for flexible packaging	966.82	1,062.80	-9.03%	966.81	1,062.80	-9.03%
Revenue from heavy duty sacks	507.73	473.82	7.16%	507.73	473.82	7.16%
Revenue from industrial general bags	353.70	346.76	2.00%	359.49	355.57	1.10%
Revenue from others	41.39	27.50	50.51%	68.26	58.10	17.46%
Total revenue	3,063.77	3,157.78	-2.98%	2,463.33	2,553.19	-3.52%

Revenue

For the three-month period ended 31 December 2025, the Company reported total revenue of Baht 735.01 million, a decrease of Baht 36.08 million or 4.68% compared with the same period of the previous year. The decline was mainly attributable to a decrease in the average selling price per unit, although sales volume

increased by 2.90% compared with the same period of the previous year. The primary impact resulted from lower raw material prices. The business segment that recorded the highest growth compared with the same period of the previous year was the heavy-duty packaging film segment.

For the year ended 31 December 2025, the Company reported total revenue of Baht 3,063.77 million, a decrease of Baht 94.00 million or 2.98% compared with the same period of the previous year. The decrease was mainly due to a reduction in the average selling price per unit, although sales volume increased compared with the same period of the previous year. This was primarily affected by lower raw material prices. The business segments that recorded the strongest growth compared with the same period of the previous year were the heavy-duty packaging film segment and the consumer packaging bags segment.

Operating Performance (Three-Month)

<i>Cost of Sales</i> (Million Baht)	<i>Consolidated Financial Statements</i>			<i>Consolidated Financial Statements</i>		
	Q4/2025	Q4/2024	Change	Q4/2025	Q4/2024	Change
Cost of consumer products	(258.15)	(298.34)	-13.47%	(124.98)	(148.04)	-15.58%
Cost of film for flexible packaging	(185.61)	(208.46)	-10.96%	(185.61)	(208.46)	-10.96%
Cost of heavy duty sacks	(97.50)	(96.57)	0.97%	(97.50)	(96.57)	0.97%
Cost of industrial general bags	(75.35)	(72.35)	4.15%	(77.33)	(73.39)	5.36%
Cost of others	(5.84)	(8.33)	-29.85%	(11.73)	(13.91)	-15.60%
Total cost of sales	(622.45)	(684.05)	-9.00%	(497.15)	(540.37)	-8.00%

Operating Performance for the Year Ended 31 December 2025

<i>Cost of Sales</i> (Million Baht)	<i>Consolidated Financial Statements</i>			<i>Consolidated Financial Statements</i>		
	31 Dec 2025	31 Dec 2024	Change	31 Dec 2025	31 Dec 2024	Change
Cost of consumer products	(1,075.76)	(1,118.49)	-3.82%	(525.07)	(562.22)	-6.61%
Cost of film for flexible packaging	(823.02)	(928.84)	-11.39%	(823.58)	(928.84)	-11.33%
Cost of heavy duty sacks	(394.79)	(384.73)	2.62%	(394.79)	(384.73)	2.62%
Cost of industrial general bags	(289.83)	(296.16)	-2.14%	(295.06)	(304.97)	-3.25%
Cost of others	(35.43)	(24.56)	44.19%	(63.08)	(57.52)	9.65%
Total cost of sales	(2,618.83)	(2,752.78)	-4.87%	(2,101.58)	(2,238.28)	-6.11%

Cost of Sales

For the three-month period ended 31 December 2025, the Company reported total cost of sales and services of Baht 622.45 million, a decrease of Baht 61.60 million or 9.00% compared with the same period of the previous year. The decrease was in line with the decline in revenue, as well as improvements in internal operational efficiency and cost management.

For the year ended 31 December 2025, the Company reported total cost of sales and services of Baht 2,618.83 million, a decrease of Baht 133.95 million or 4.87% compared with the same period of the previous year. The decrease was mainly attributable to the decline in revenue and improved internal efficiency in cost management.

Selling and Administrative Expenses

For the three-month period ended 31 December 2025, the Company reported selling and administrative expenses of Baht 61.20 million, a decrease of Baht 9.58 million or 13.53% compared with the same period of the previous year. The decrease was mainly attributable to lower sales promotion expenses, reduced employee benefit expenses, and lower repair and maintenance costs.

For the year ended 31 December 2025, the Company reported selling and administrative expenses of Baht 236.12 million, an increase of Baht 2.78 million or 1.19% compared with the same period of the previous year. The increase was mainly due to higher employee benefit expenses and higher transportation costs in line with increased sales volume, partially offset by lower repair and maintenance expenses.

Finance Costs

For the three-month period ended 31 December 2025, the Company reported finance costs of Baht 10.35 million, a decrease of 20.17% compared with the same period of the previous year. The decrease was mainly attributable to lowering interest rates and more efficient management of loan utilization.

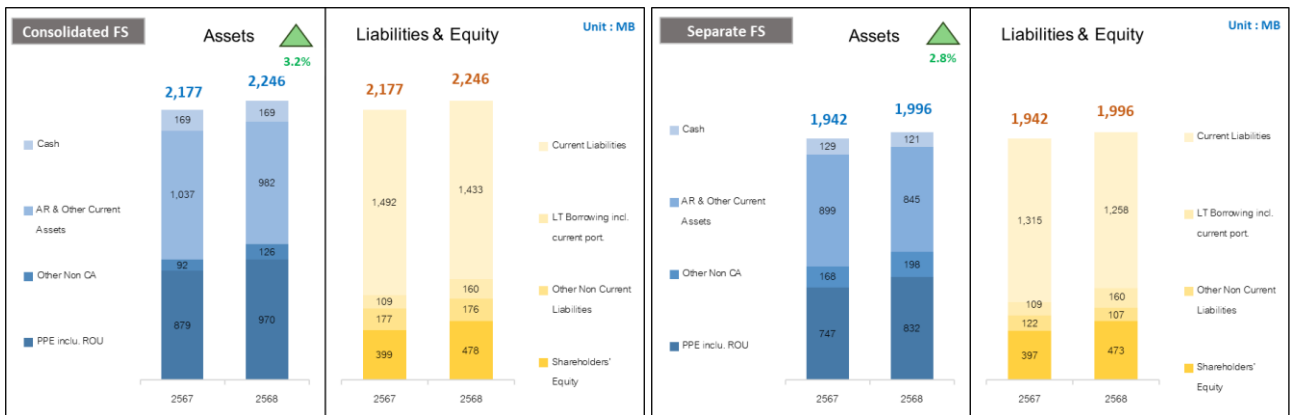
For the year ended 31 December 2025, the Company reported finance costs of Baht 44.81 million, a decrease of 11.49% compared with the same period of the previous year. The decrease was mainly attributable to lowering interest rates and the partial repayment of short-term borrowings.

Net Profit

For the three-month period ended 31 December 2025, the Company reported net profit of Baht 29.52 million, representing an increase of 4,167.46% compared with the same period of the previous year, with a net profit margin of 4.00%. The improvement was mainly attributable to higher sales volume, lower cost of goods sold, and reduced finance costs.

For the year ended 31 December 2025, the Company reported net profit of Baht 150.31 million, representing an increase of 25.77% compared with the same period of the previous year, with a net profit margin of 4.89%. The improvement was mainly attributable to higher sales volume, lower cost of goods sold, and reduced finance costs.

Financial Position Analysis



Assets

As of 31 December 2025, the Company reported total assets of Baht 2,246.21 million, representing an increase of Baht 68.92 million or 3.17% compared with 31 December 2024. The increase was mainly attributable to the increase in property, plant and equipment.

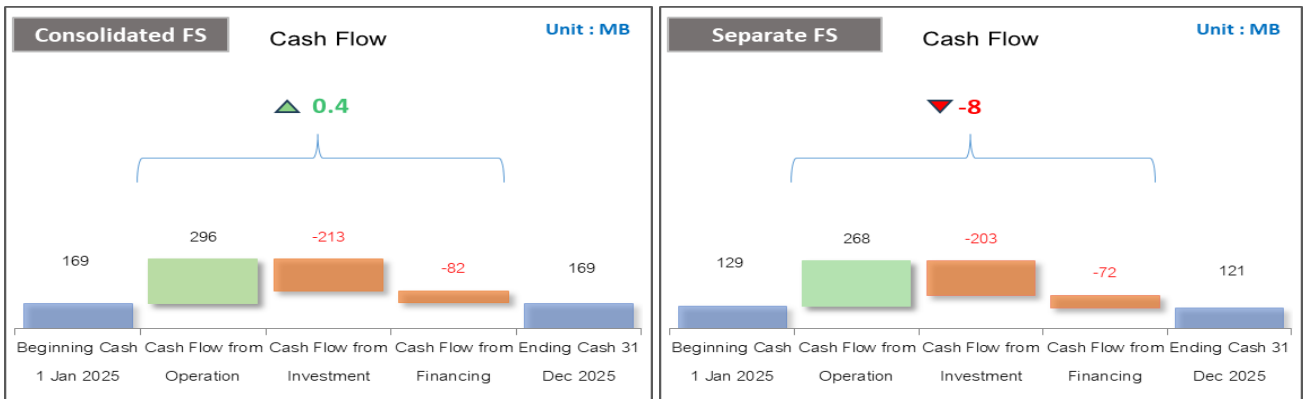
Liabilities

As of 31 December 2025, the Company reported total liabilities of Baht 1,768.63 million, representing a decrease of Baht 9.39 million or 0.53% compared with 31 December 2024. The decrease was mainly attributable to lower short-term borrowings and a reduction in trade payables, partially offset by an increase in long-term borrowings.

Equity

As of 31 December 2025, the Company reported total shareholders' equity of Baht 477.59 million, representing an increase of Baht 78.31 million or 19.61% compared with 31 December 2024. The increase was mainly attributable to the net profit for the year 2025, partially offset by the dividend payment for the year 2024 amounting to Baht 72.00 million.

Analysis of Cash Flow Activities



Net Cash from Operating Activities

The Company generated Baht 296.02 million, primarily from operating profit and non-cash items.

Net Cash Used in Investing Activities

The Company used Baht 212.99 million, primarily for investments in machinery and equipment to support business growth.

Net Cash from Financing Activities

The Company used Baht 82.20 million, mainly for repayment of short-term borrowings, repayment of lease liabilities, and dividend payments.

Key Financial Ratios

<i>Key Financial Ratios</i>	<i>Consolidated</i>		<i>Separate</i>	
	<i>Financial Statements</i>		<i>Financial Statements</i>	
	31 Dec 2025	31 Dec 2024	31 Dec 2025	31 Dec 2024
Current Ratio	0.78	0.79	0.74	0.77
Inventory Turnover	5.90	6.19	5.85	6.11
Gross Profit Margin (%)	14.52	12.83	14.69	12.33
Operating Profit Margin (%)	7.07	5.87	8.10	6.31
EBITDA Margin (%)	11.61	10.11	12.46	10.31
Net Profit Margin (%)	4.89	3.77	5.88	4.04
Return on Equity (ROE) (%)	49.59	50.96	46.77	44.08
Return on Assets (ROA) (%)	9.83	8.85	10.32	8.75
Interest Coverage Ratio	7.97	6.32	7.98	6.21
Debt Service Coverage Ratio	0.30	0.26	0.29	0.24