# BST

## Moving Forward with Transformation to Advance ESG

# BST Group

# Sustainable Development Report 2024

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## MDs Message

Although Thailand accounts for less than 1% of global greenhouse gas emissions, it ranks among the top ten countries most vulnerable to the effects of climate change. This is evidenced by the severe flooding in Northern Thailand in 2024, the worst such event in many years, primarily caused by the La Niña phenomenon, which resulted in unusually heavy rainfall and lower temperatures nationwide. This statistic highlights the challenge Thailand faces in balancing economic growth with environmental sustainability. In the years to come, efforts to reduce greenhouse gas emissions and transition to cleaner energy sources will be essential.

Recognizing the impact of these changes, **BST Group** has integrated climate change considerations into its core business strategy. It has also incorporated various sustainability issues into its management framework to comprehensively address and respond to the changes occurring in the environmental, social, and governance dimensions, ensuring effective implementation across key sustainability aspects in accordance with its ESG Policy and ESG Roadmap.

In the past year, **BST Group** received a Platinum medal from EcoVadis, a sustainability rating company. The Platinum medal signifies a sustainability assessment result in the Top 1% or 99th percentile of all evaluated companies. This demonstrates our commitment to operating sustainably and our readiness to enhance our operations to support our intention to conduct business fairly and transparently in all situations with good corporate governance, no harm to anyone, anytime, upholding human rights, social and stakeholders' responsibility, while sustainably conserving resources, the environment, and energy.

As a result of key initiatives in 2024, **BST Group** achieved the following in the areas of Environment, Social, and Governance. Environment: Energy consumption rate, greenhouse gas emission rate, and water withdrawal rate were reduced beyond targets. There were no written environmental complaints from neighboring factories and communities. Social: There were no work-related injuries or illnesses resulting in lost time. Community and customer satisfaction scores increased. The company received the CSR-DIW Continuous Award 2024 from the Department of Industrial Works, Ministry of Industry, for promoting corporate social responsibility and sustainable relationships with society and communities. Governance: **BST Group** complied with relevant government laws and private sector regulations. The company promoted organizational ethics and anti-corruption practices, with 100% of employees completing ethics testing. Further details are available in the full report.

This 2024 Sustainability Report provides concrete information on **BST Group**'s sustainable business practices. This year, we have aligned our Sustainability Report with the GRI Standards framework. This framework not only serves as a sustainability reporting guideline but also as a management tool to enhance our sustainability development.



Supachol Nithivasin

Managing Director

Chatree Chuenchomsakun

Managing Director

# Contents

# 1. BST Group

[GRI 2-1] [GRI 2-2] [GRI 2-6]

Bangkok Synthetics Co., Ltd. (BST) was established in 1991 to develop a C4 business in Thailand from mixed C4 feedstock supplied by Olefin plants under the second stage of the national petrochemical industrial development program initiated by the Thai Government. BST began commercial operations in 1995.

BST remains committed to keeping abreast of technological development. In 1998 BST expanded its production capacity to meet the increasing demand in the petrochemical industry. As part of BST forward integration, BST Elastomers Co., Ltd. (BSTE) was established in 1996 to produce and commercialize Styrene Butadiene Rubber (SBR). BSTE's facility is in Map Ta Phut Industrial Estate on the same site as the BST Plant (Site I).

To further extend its C4 Business forward BST acquired the Nitrile based dipping latex business of DOW Reichhold Specialty Latex in 2008. BST is developing its latex business as a new investment area in the Map Ta Phut Industrial Estate (Site II) and commenced operation in Feb-2013.

Currently, the company has completed construction of its second NBR Latex expansion project, which is expected to begin commercial operation in 2025. All existing production plants have flow diagrams as follows.
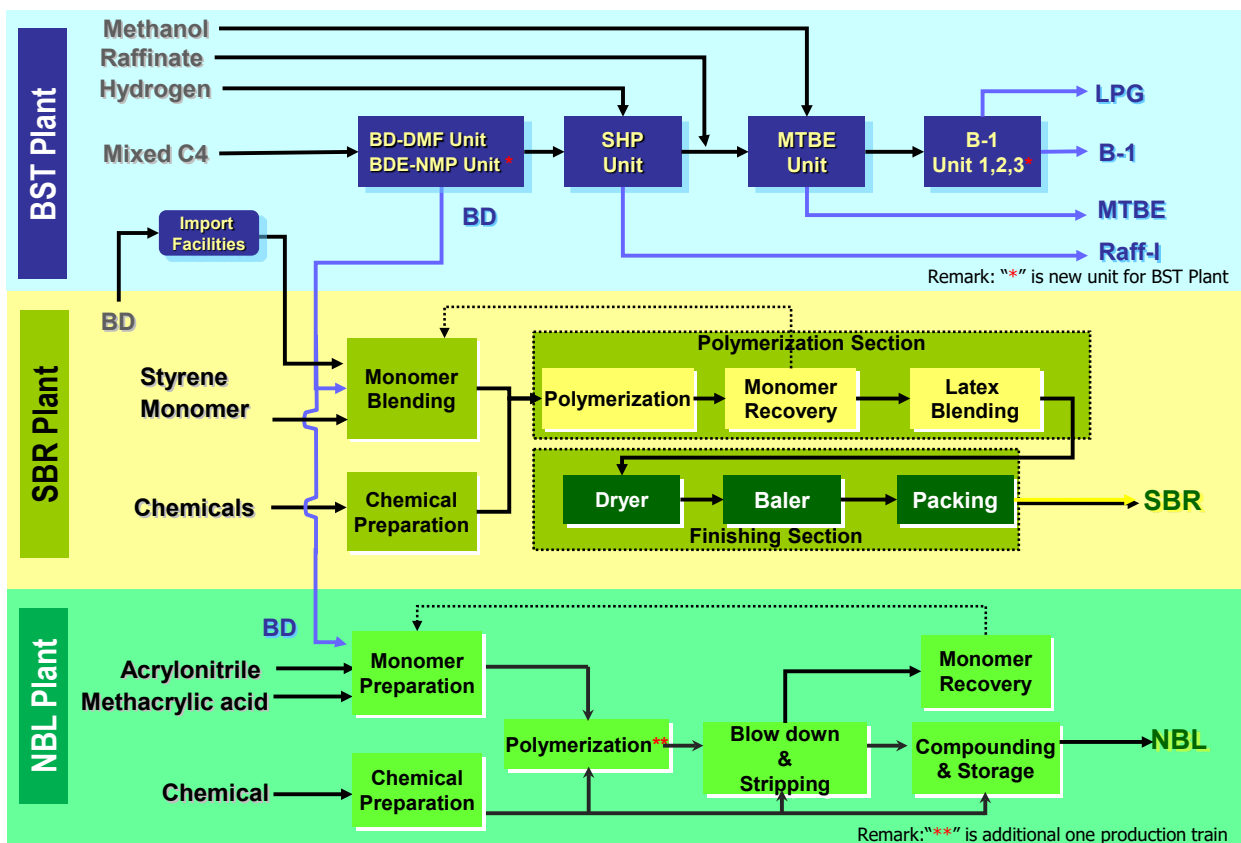


Currently, **BST Group** consists of two companies: Bangkok Synthetics Co., Ltd. and BST Elastomers Co., Ltd., with a total of three production plants under their management, as follows:

**1. Bangkok Synthetics Co., Ltd. has two plants.**

**a. BST Plant located at Site I** and produces the following products from Mixed C4.

    i. 1,3 Butadiene or BD is a raw material for synthetic rubber or latex.
    ii. MTBE or Methyl Tertiary Butyl Ether is Antiknock agent in benzene.
    iii. Butene-1 or B-1 is an additive to improving the properties of polyethylene.
    iv. Raffinate-1 is sold to TMMA to produce Methyl Methacrylate (MMA).
    v. C4-LPG or Liquified Petroleum Gas is fuel or feedstock for olefins.

**b. NBL Plant located at Site II**. (New 2nd NBL Plant also located at Site II)

BST provides acrylonitrile butadiene latex that is specially designed for use in dipping applications; NBR Latex has a balance of properties that match well with a variety of glove applications including examination gloves, industrial gloves, and household gloves.

**2. BST Elastomers Co., Ltd. (BSTE)**

Styrene-butadiene rubber (SBR) synthetic rubber is used as an important raw material in the production of car tires, sports equipment (rubber balls, golf balls), rubber equipment and parts in automobiles, etc. The production of synthetic rubber by the company will be an important part in driving and supporting the development of the country's industrial sector to become a source of raw materials for downstream industries, especially the production of automobiles and the petrochemical industry.

BST Elastomers Company Limited is considered a subsidiary of Bangkok Synthetics Company Limited. The head office is located at the same location, at Park Silom Building, 25th Floor, Bangkok. The management structure of **BST Group** is the central part for both companies, which have departments that supervise important business operations as follows:



BST Group Organization Chart

## 2. Our Sustainable Development Concept

[GRI 2-2], [GRI 2-9], [GRI 2-13]

Current business operations are rapidly impacted by changes in the economic system, market conditions, and customer demands. In particular, stakeholder expectations require organizations to demonstrate responsibility towards the economy, society, and environment. To address these impacts, **BST Group** has adopted the concept of sustainable development, which includes three key dimensions to consider for business growth and sustainability: Environment, Social, and Governance. This means conducting business with transparency, while simultaneously developing society and caring for the environment.

To support the integration of the above approaches into a core part of its management framework to comprehensively address and respond to changes occurring in all three dimensions continuously, and to incorporate them as a key part of the company's business strategy, **BST Group** has established a Sustainable Development Governance Structure. This structure comprises the Sustainable Development Committee and various steering committees as follows:



Organizational chart:
- กรรมการผู้จัดการ
  - คณะกรรมการการพัฒนาอย่างยั่งยืน / Sustainable Development Committee
    - คณะกรรมการขับเคลื่อน ด้านสิ่งแวดล้อม / Environment Steering Committee
    - คณะกรรมการขับเคลื่อน ด้านความปลอดภัยและอาชีวอนามัย / Safety and Occupational Health Steering Committee
    - คณะกรรมการขับเคลื่อน ด้านความรับผิดชอบต่อสังคม / Social Response Steering Committee
    - คณะกรรมการขับเคลื่อน ด้านบรรษัทภิบาล / Governance Steering Committee

### Roles and Responsibilities of the Sustainable Development Committee

[GRI 2-10], [GRI 2-11], [GRI 2-12], [GRI 2-14], [GRI 2-24]

The Sustainable Development Committee plays a role in approving policies, strategies, and guidelines for implementation, as well as targets on sustainability issues. The Managing Director serves as the Chairman, and all Department Managers participate as committee members to monitor and review the performance of driving each dimension at least once a quarter. Their roles and responsibilities are as follows:

### Roles and Responsibilities of the Chairman and the Sustainable Development Committee

1. Define the organization's key sustainability policies, strategies, operational guidelines, and targets that are in line with the company's sustainability issues.
2. Drive and support sustainable development initiatives through the relevant steering committees in each area to align with the company's strategies.
3. Monitor and review sustainable development performance, promote, support appropriate resources and personnel to ensure that sustainable development operations occur throughout the organization and are aligned in the same direction.
4. Recommend and support to address operational obstacles, improve strategies, policies, and management processes for sustainability.
5. Provide and approve an annual sustainability report, including the organization's key sustainability issues.

### Sustainable Development Steering Committee

The Company has selected senior executives based on their qualifications and appropriate potential to hold the positions of Chairman and Vice Chairman of the Sustainable Development Steering Committee in each area for a term of two years, and appointed the relevant Division Managers whose regular duties correspond to the implementation of that area as committee secretaries in each area. In addition, all Department Managers are assigned to participate as steering committee members in the areas in which they are involved to provide support and ensure full, consistent, and appropriate implementation. The steering committee in each area will meet at least once a month to monitor the results of operations according to the relevant key sustainability issues, indicators, and progress of action plans, both short-term and long-term.

**Roles and Responsibilities of the Sustainable Development Steering Committees**

1. Consider developing policies, key sustainability issues in each area, strategies, goals, and operational guidelines that are consistent with the organization's strategic plan and guidelines set by the Sustainable Development Committee, taking into account the impact of stakeholders and in line with the Sustainable Development Goals to be presented to the Sustainable Development Committee for approval and endorsement.
2. Establish integrated operational guidelines and standards to be used in driving implementation in accordance with international principles.
3. Monitor internal and external developments and adjust operational plans to keep pace with the current situation.
4. Closely monitor key performance indicators, sustainable development performance in the dimensions of responsibility, including communicating sustainable development operations throughout the organization.
5. Establish necessary sub-committees for driving sustainable development as needed.
6. Monitor and oversee the results of operations in accordance with the policies, strategies, and plans under responsibility, and support operations to be in line with the set targets at least once a month.
7. Report the results of sustainable development in the area of responsibility to the Sustainable Development Governance Committee once a quarter, and review and approve the sustainability report.

**The Approaches and Related Sustainability Issues:**

1. **Environmental Steering Committee Approach:** "Committed to caring for the environment, conserving natural resources and energy, and using resources wisely and sustainably." **Related Sustainability Issues:** Greenhouse gas emission reduction and energy management, waste and non-usable material management, water withdrawal management, air quality management (VOC), circular economy, consideration of ecosystems and biodiversity.
2. **Safety and Occupational Health Steering Committee Approach:** To operate in accordance with the safety vision of "No harm to anyone, anytime." **Related Sustainability Issues:** Occupational health and safety at work, and process safety management.
3. **Social Responsibility Steering Committee Approach:** "Respect human and labor rights, while being responsible to society and promoting participation with stakeholders." **Related Sustainability Issues:** Human and labor rights, product safety, employee care and skills development, community support and participation, and sustainable supply chain management.
4. **Governance Steering Committee Approach:** "Conduct business correctly and transparently in all situations with good corporate governance." **Related Sustainability Issues:** Good corporate governance and business ethics, compliance with relevant laws and regulations, anti-fraud and corruption, and information security management system.

❱ **Material Topics**
[GRI 3-1] [GRI 3-2] [GRI 3-3]

**Steps in Assessing Key Sustainability Issues**

1. **Understand the organization's context:** The Company gathers sustainability issues by understanding the organizational context, considering stakeholder expectations, policies, missions, including business strategies and global sustainability trends, economic, social, and environmental challenges, as well as comparing key sustainability issues of companies in the same industry and sustainability assessment topics from various institutions.
2. **Identify actual and potential impacts:** The Company identifies the impacts of the collected sustainability issues, whether actual or potential, whether positive or negative impacts on the economy, environment, stakeholders, including the human rights of stakeholders, both in the short and long term, covering all related activities throughout the supply chain.
3. **Assess the significant impacts:** Then, both positive and negative impacts are assessed for significance, using the assessment of severity and likelihood. The severity is considered from the scale, scope, and irremediable character of the impact.
4. **Prioritize the most significant impacts for reporting:** The Company prioritizes the assessment results and verifies the assessment results with the stakeholder representatives to ensure that no important issues are overlooked. Then, it is presented to the Sustainable Development Committee for approval and endorsement to disclose the assessment results of key sustainability issues along with the Company's goals, strategies, and performance in the Sustainability Report.

**Prioritization of Key Sustainability Issues in Environment, Social, and Governance (ESG), along with Risks, Opportunities, and Reported Content**

| Key Sustainability Issues | Risks and Opportunities, | Stakeholders | Reported Content | Page |
|---|---|---|---|---|
| **Environment** | | | | |
| Greenhouse gas emission reduction and energy management | There are projects to improve production efficiency to reduce energy consumption and greenhouse gas emissions. In addition, there are projects related to clean energy or Renewal Energy to follow the GHG Roadmap and be consistent with Thailand's and the world's goals. | Shareholders Employees Communities Customers Business Partners | • GHG emission and energy management<br>• Environmental Performance | 13-15<br><br>33-35 |
| Air quality management | There is a risk of monitoring the concentration of volatile organic compounds (BD concentrations) in the community, which may be caused by the Company's activities, and may be affected by stricter air quality legislation. | Shareholders Employees Communities Customers Business Partners Government Agency | • Systematic management controls volatile organic matter of all sources<br>• Environmental Performance | 16<br><br><br>33-35 |
| Water Management | Managing water withdrawal in the production process to maximize efficiency and support the reduction of the increasing demand for water in the region, with a target set until 2030. | Shareholders Employees Communities | • Water Withdrawal<br>• Environmental Performance | 15<br>33-35 |
| Circular Economy | Customer Demand for Circular Material (ISCC+) | Shareholders Customers | • Towards sustainability for bio-based and renewable raw materials | 16 |
| **Social** | | | | |
| Process Safety Management | There is a risk of continued safety incidents in the production process, as well as old production equipment, piping systems, and safety devices. | Shareholders Employees Communities | • Occupational Safety and Health Management<br>• Safety and Occupational Health Performance | 18-20<br><br>36 |
| Occupational Health and Safety | There are systems and policies and operations for ISO45001, as well as assessments of personal hazards, forced labor, working environment and occupational health to ensure that employees and contractors have a good working environment, occupational health, and safety. | Employees Business Partners | • Occupational Safety and Health Management<br>• Safety and Occupational Health Performance | 18-20<br><br>36 |
| Labor and Human Rights | Respect labor and human right of our stakeholders, with policies, guidelines, and examples of practices in place. In addition, we have consistently maintained our certification under the Thai Labor Standard (TLS 8000) annually, as well as supporting and supervising business partners to be sustainable alongside us. | Employees Business Partners | • Labor and Human Rights<br>• Sustainable Supply Chain Management<br>• Labor and Human Right, Governance, and Sustainable Procurement Performance | 21-22<br>25<br><br>38-41 |
| Support and Participate in community development. | There are policies, plans, activities, and budgets to support throughout the year to create value with the community, as well as to gain trust and be accepted as part of the community, in particular, the project of the Mobile Medical Unit to take care of community health and the project to co-brain, co-draft, and create goodness for the public benefit of the community. | Communities | • Community and Social Engagement<br>• Corporate Social Responsibility Performance | 23-24<br><br>41 |
| Management Sustainable Supply Chain | The Company has a sustainable procurment policy with goals and practices that improve sustainability with business partners in the supply chain according to the prescribed guidelines. | Business Partners | • Sustainable Supply Chain Management<br>• Summary of Sustainable Procurement Practices | 25<br><br>40 |
| Product Quality and Safety | Customers are satisfied and confidence in the use of products and services by continuously repurchasing (based on the satisfaction score of quality and service). In addition, there are policies and guidelines regarding occupational health and safety from product usage for customers. | Customers | • Product Quality and Safety<br>• Product Stewardship Performance | 23<br>37 |
| Care and Improve employee skills | Retaining potential employees and developing their knowledge and abilities to improve the Company's operations and attract new talented employees to join the Company. | Employee | • Employee Skill Development<br>• Labor and Human Right Performance | 21<br><br>38-39 |
| **Governance** | | | | |
| Anti-Corruption | The Company has an anti-fraud and corruption policy and extends anti-fraud and anti-corruption to business partners in the supply chain to increase confidence and transparency in business operations to stakeholders. | Shareholder Employee Community Customer Business Partners | • Governance<br>• Governance Performance | 26-27<br>41 |
| Information Security Management | There is still a risk of leakage of important information. However, there are guidelines in place to support responding to IT emergencies. To respond to the situation that occurs in a timely manner. | Shareholder Employee Community Customer Business Partners | • Governance<br>• Governance Performance | 26-27<br>41 |

◗ **Related Sustainable Development Policies**
[GRI 2-23], [GRI 2-24]

**BST Group** places great importance on sustainable development, considering it a core objective in its business operations. This encompasses environmental (E), social (S), and governance (G) management. The ESG (Environmental, Social, and Governance) Policy serves as a master policy covering key sustainability issues and targets to be used as a framework for operations. In 2024, in line with Thailand's goals, the company announced its fourth update to its medium-term and long-term targets, with the following details:

## BST Group
## ESG Master Policy

**Scope and Governance of the Policy**
This policy applies to the business operations of Bangkok Synthetics Co., Ltd. in the Mixed C₄ and Synthetic Latex Rubber, and BST Elastomers Co., Ltd. in the Synthetic Rubber business. It is the responsibility of executives at all levels and in all departments to promote, communicate, and encourage all employees and business partners to participate and develop an awareness of sustainable development. They are also responsible for working together to achieve the set targets for environmental, social, and governance management. This policy is governed and overseen by the Sustainable Development Committee and is reviewed at least annually

**4th Amendment**
• Revised the GHG emission reduction target (Scope 1 and 2) from 20% to 30% by 2030 compared to 2019 to align with Thailand's target.
• This announcement replaces the ESG Policy announcements under BST Announcement No. 60/2566 and BSTE Announcement No. 34/2566.

### Environment (E)
1. Aim for "Carbon Neutrality" within 2050 by 30% reduction of greenhouse gas emissions of Scope 1 and 2 within 2030 in comparison with 2019.
2. Reduce energy consumption by 20% within 2030 in comparison with 2019
3. Reduce water withdrawal by 25% within 2030 in comparison with 2019.
4. Continue the zero hazardous and non-hazardous waste to landfill and increase waste utilization by 100% by 2030.
5. Strengthen VOCs emission control to better than standard.
6. Reduce and control environmental impact with zero pollution incident impact to communities and nearby plants.

### Social (S)
1. Intend to have no injury and occupational disease of employees and business partners from any work-related incident.
2. Respect human right of every individual, ensure equitable treatment to all without discrimination and intention for no labor and human right violations at all the time.
3. Conduct product risk assessment throughout its lifecycle and provision of 100% communication on the latest Safety Health and Environment information of all products within 2025 to ensure no incident from adverse impact on health and safety for employee, business counterpart customers and concern stakeholders and reduce the impact on the environment.
4. Promote and encourage all suppliers and business partners to comply with the company's sustainable development which consists of environmental, social, and governance practices.
5. Engage the management and employees at all levels in participating in CSR activities by 100% to develop community enterprises to be strong in order to have better quality of life and sustainable income for the community and having community satisfaction level more than 92%.

### Governance (G)
1. Conduct the business in accordance with "BST Group - Code of Conduct" by communication and training all employees with 100% pass the Ethic test in order to understand the code of conduct and implement it properly to ensure no unethical incident and no corruption and fraud incident.
2. Conduct the business legally including complying with related regulatory and requirements including information security with no violation incident of related legal and regulatory.

Under the master policy, **BST Group** has announced sustainable development policies related to environmental, social, and governance aspects to support sustainable development. There is clear oversight, annual policy reviews, and implementation by relevant parties, as shown in the table below:

| Environmental Policy | Social Policy | Governance Policy |
|---|---|---|
| • Safety, Occupational Health, Environment and Energy Policy | • Safety, Occupational Health, Environment and Energy Policy<br>• Labor and Human Rights Policy<br>• Employee and Employment Policy<br>• Sustainable Procurement Policy | • Anti-Fraud and Corruption Policy<br>• Policy for Good Governance and Business Operations<br>• Information Security Policy<br>• Information Technology System Policy<br>• |
| Policy Governance by Environmental Steering Committee | Policy Governance by Occupational Safety and Health Steering Committee and Social Responsibility Steering Committee | Policy Governance by Governance Steering Committee |

All relevant policies are published on the website. https://www.bst.co.th/en/sustainability

In order to drive and support the effectiveness of the Sustainable Development Policy, **BST Group** has developed an ESG Roadmap with strategies to actively support each sustainability issue to be effective in accordance with the target set continuously from 2023 to 2030 .

An important part of the ESG Roadmap is the GHG Roadmap to 2030 with clear guidelines to support the global warming in line with Thailand's goals. It is one of the important aspects of management and one of the company's business strategies.

ESG Roadmap to 2030 for **BST Group** are published on the website. https://www.bst.co.th/en/sustainability

### ◗ BST Group Code of Conduct

[GRI 2-23], [GRI 2-24], [GRI 205-2]

To ensure that business operations are conducted correctly and transparently, **BST Group** has applied its relevant sustainable development policies in the environmental, social, and governance areas to the principles and practices for employees and the company, along with examples. This is compiled into the organization's Code of Conduct, or **BST Group** Code of Conduct, divided into the following related topics and policies:

| Code of Conduct Topic | Related Policy |
|---|---|
| 1  Labor and Human Rights and Labor | Labor and Human Rights Policy |
|  | Employee and Employment Policy |
| 2  Environment, Health and Safety | Safety, Occupational Health, Environment and Energy Policy |
| 3  Anti-Corruption | Anti-Fraud and Anti-Corruption Policy |
| 4  Gifts and Receptions |  |
| 5  Conflict of Interest |  |
| 6  Political action |  |
| 7  Treatment of data and assets | Information Security Policy |
| 8  Information Disclosure and Communication | Information Technology System Policy |
| 9  Transactions of the Company | Policy for Good Governance and Business Operations |
| 10 Overseas Business and International Trade |  |
| 11 Trade Competition |  |
| 12 Anti-Money Laundering |  |

**BST Group** requires all employees to strictly adhere to the organization's code of conduct, which is an integral part of building a strong organizational culture and mitigating potential negative impacts from key sustainability issues, as well as preventing violations of the organization's code of conduct. The goal is for all employees to receive communication, training, and pass the ethics test 100% to ensure understanding of the organization's code of conduct and its correct implementation. There will be no tolerance for incidents related to violations of the organization's code of conduct, with the following key operations in 2024:

| | Code of Conduct Communication | Governance Method |
|---|---|---|
| **In BST Group** | • **New Employees:** Training and Ethics Tests<br>• **Current employees:** Training and completion of the basic ethics test annually.<br>• **Executives:** Training and taking the annual high-level ethics test<br>• **Employees and executives must pass 100% of the ethics test.** | • Acknowledging corporate governance policies and disciplinary measures through the MS Form system.<br>• There is a system for receiving complaints and whistleblowing on unethical acts for employee. |
| **for Business Partners** | • Communicate the Code of Conduct for Business Partners to use as a common practice.<br>• Business partners signed 100% of the Supplier Code of Conduct. | • There is a system for receiving complaints and whistleblowing on unethical acts for business partners. |

## ❱ Linking the UN Sustainable Development Goals (Sustainable Development Goals, SDGs)
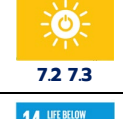
[GRI 2-23]

Convinced that the business sector plays a key role in the realization of the United Nations Sustainable Development Goals (SDGs), **BST Group** consider linking the SDGs to its operations to drive achieving UN Sustainable Development goals. There are operations and connections with the SDGs and seventeen main goals with order of relevant goals as follows:

**The SDGs are highly relevant and aligned with BST Group's key targets.**

| High Relevant Goal | BST Group Related to SDGs | Related BST Group Activities |
|---|---|---|
| **3 GOOD HEALTH AND WELL-BEING** 3.4 3.5 3.6 3.9 | Promote a safe work culture consistent with the vision "No harm to anyone, anytime" and cares for the health and safety of employees and stakeholders. and covers all related activities, whether production, service, or transportation | • Occupational health and safety standards ISO 45001<br>• Promote Safety Culture<br>• Employee health and safety care<br>• Mobile Medical Unit for communities |
| **8 DECENT WORK AND ECONOMIC GROWTH** 8.2 8.3 8.5 8.7 8.8 | Conduct businesses according to human rights and labor principles and focus on quality employment, equal and fair | • Thai labor standards. (TLS 8001-2010 basic level)<br>• Labor and human rights Activities<br>• Employee development<br>• Community Enterprises |
| **9 INDUSTRY, INNOVATION AND INFRASTRUCTURE** 9.4 9.5 | Apply technology in every business activity to increase efficiency, add business value with increase long-term competitiveness, and to promote comprehensive and sustainable industrial development | • Seeking technology to reduce environmental impact.<br>• Sustainable Procurement<br>• Product stewardship |
| **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** 12.2 12.4 12.5 12.7 | Conduct business by increasing efficiency in using resources in a worthwhile manner and reduce the impact on the environment to a minimum. | • Environmental Standard ISO14001<br>• Water management<br>• Waste and Air quality management.<br>• Sustainable Procurement<br>• Circular Economy |
| **13 CLIMATE ACTION** 13.1 13.3 | Accelerate adaptation to deal with global warming by paying attention to reducing greenhouse gas emissions, which is an important international issue. Including cooperation and support for both the public and private sectors in dealing with global warming problems. | • GHG Roadmap to 2030<br>• Carbon footprint certification<br>• Eco-factory certification |

## SDGs secondary and other related priorities

| Secondary Relevant Goal | BST Related to SDGs and our activities | Other Relevant Goal | BST Related to SDGs and our activities |
|---|---|---|---|
| **5 GENDER EQUALITY** 5.5 | From labor and human right policy that accept diversity and difference, equality, and the role of women, which are the basis for living with and growing sustainably. | **1 NO POVERTY** 1.1 1.2 | Aiming to improve the quality of life and eradicate poverty through providing knowledge and developing necessary skills for careers through continuous community enterprise projects. |
| **6 CLEAN WATER AND SANITATION** 6.3 6.4 6.6 | Focus on improving wastewater quality, reducing the release of hazardous chemicals and hazardous substances. Increase water use efficiency and cooperate with the government sector in solving water shortage problems. | **4 QUALITY EDUCATION** 4.1 4.3 4.4 4.5 | Promote education at all levels through continuous scholarship support for employees' children and youth in the community. |
| **7 AFFORDABLE AND CLEAN ENERGY** 7.2 7.3 | Develop production processes to use energy efficiently, including promoting projects to use renewable and renewable energy to reduce greenhouse gas emissions according to the GHG Roadmap. | **10 REDUCED INEQUALITIES** 10.1 10.2 10.3 | Aiming at developing communities and society by generating income for the community by continuously promoting community enterprises. and providing employment opportunities and using community products and services is important |
| **14 LIFE BELOW WATER** 14.1 14.2 | Treat wastewater before releasing it according to law and is committed to protecting, restoring, and maintaining the coastal ecosystem with projects to release aquatic species and continuously collect beach trash every year. | **11 SUSTAINABLE CITIES AND COMMUNITIES** 11.6 | Create a good environment and create value from used household oil by joining a network to drive a project to systematically manage used household cooking oil. |
| **16 PEACE AND JUSTICE** 16.5 | Respect and follow the law, including supervising business operations correctly and transparently in all situations with the principles of good governance by adhering to the organization's code of conduct. | **15 LIFE ON LAND** 15.1 15.2 15.4 | Aiming to reduce environmental impacts through increasing green space to restore the ecosystem by collaborating with government agencies and communities to plant trees and restore forests through continuous reforestation projects. |

# ◗Key Sustainability Performance According to ESG Index in 2024

**BST Group**'s internal operations have established an annual Sustainable Development Index, or ESG Index, which sets indicators each year based on the ESG Policy and ESG Roadmap. Each indicator specifies which relevant department is responsible for its oversight. Additionally, weights and scoring criteria are assigned based on the highest and lowest targets set, which are then used to calculate a combined index for executives and employees to participate clearly in driving sustainable development.

The results of key sustainable development operations according to the ESG Index and linked to the SDGs Goals in 2024 can be summarized as follows:

## Environment

**Reduce absolute greenhouse gas emissions**

**28.70%**
Achieve the 2024 target

**Policy:** 30% reduction of greenhouse gas emissions of Scope 1 and 2 within 2030 in comparison with 2019.

**Reduce energy consumption rate**

**15.69%**
Achieve the 2024 target

**Policy:** Reduce energy consumption by 20% within 2030 in comparison with 2019

**Reduce water withdrawal rate**

**31.60%**
Achieve the 2024 target

**Policy:** Reduce water withdrawal by 25% within 2030 in comparison with 2019

**Percentage of waste to landfill**

**0%**
Achieve the 2024 target

**Policy**: No hazardous and non-hazardous waste to landfill

**Control all VOCs emission 4 0 % better than Thai regulation**

**100%**
Achieve the 2024 target

**Policy**: Strengthen VOCs emission control to better than standard.

**Environmental Compliant Level 2 up**

**0**
Achieve the 2024 target

**Policy:** Reduce and control environmental impact with zero pollution Incident impact to communities and nearby plants.

## Social

**Lost time injury and occupational illness & disease frequency rate**

**0**
Achieve the 2024 target

(Cases/1,000,000 Hours Worked by employee and contractor)
**Policy:** no injury and occupational disease of employees and business partners from any work-related Incident

**Injury severity rate**

**0**
Achieve the 2024 target

(Days/1,000,000 Hours Worked of employee and contractor)
**Policy:** no injury and occupational disease of employees and business partners from any work-related Incident

**Occupational illness & disease rate**

**0**
Achieve the 2024 target

(Cases/1,000,000 Hours Worked of employee and contractor)
**Policy:** no injury and occupational disease of employees and business partners from any work-related Incident

**Incident of labor and human right violations Level 2 up**

**0**
Achieve the 2024 target

**Policy:** Respect the human rights of every individual, ensure equitable treatment to all without discrimination and intention for no labor and human right violations at all the time

**Incident from product stewardship Level 2 up**

**0**
Achieve the 2024 target

**Policy:** Ensure no Incident from adverse impact on health and safety for employees, business counterpart customers and concern stakeholders and reduce the impact on the environment.

**Community satisfaction**

**89.3%**
Achieve the 2024 target

**Policy:** develop community enterprises to be strong in order to have a better quality of life and sustainable income for the community and have community satisfaction level more than 92%.

## Governance

**Unethical Incident and Corruption/fraud Incident Level 2 up**

**0**
Achieve the 2024 target

**Policy:** No unethical Incident and no corruption and fraud Incident

**Percent of employees pass the Ethic test**

**100%**
Achieve the 2024 target

**Policy:** Communicate and train all employees with 100% pass the Ethic test to understand the code of conduct and implement it properly

**Incident of violations of relevant laws and regulations Level 2 up higher**

**0**
Achieve the 2024 target

**Policy:** No incident of violations of relevant laws and regulations.

**Incident related to Information security Level 2 up**

**2**
Not Achieve the 2024 target

**Policy:** No incident of Information Security.

**Note**: The definition of incident level 2 or higher is set out in Appendix 1 of this document.

# 3 Environment Dimension

## ◗ GHG Emission and Energy Management

[GRI 305-5]

At the COP 29 conference, Thailand drove forward its National Greenhouse Gas Emission Reduction Action Plan to achieve its Nationally Determined Contributions (NDCs), aiming to reduce greenhouse gas emissions by 2030. The country expects to reduce emissions by 43% from the target of 30%-40%, or equivalent to 222 million tons of carbon dioxide equivalent.

Similarly, **BST Group** has set a target to achieve "carbon neutrality" by 2050. The company has established a medium-term target to reduce greenhouse gas emissions by 30% by 2030, compared to the Business-As-Usual (BAU) baseline in 2019.

### BST Group's performance in 2024:
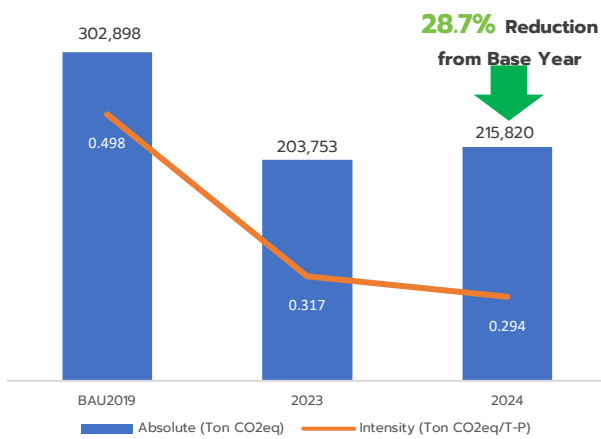


1) The Scope 1 and 2 greenhouse gas emission intensity rate per ton of product was 0.294 tons of carbon dioxide equivalent per ton of product, continuously decreasing from the 2019 baseline year.
2) The Scope 1 and 2 greenhouse gas emissions amounted to 215,820 tons of carbon dioxide equivalent, representing a 28.70% reduction compared to the Business-As-Usual (BAU) baseline in 2019.

However, Scope 1 and 2 greenhouse gas emissions increased compared to 2023 due to a 14% increase in product production compared to 2023.

Note: 1) The 2023 data use the greenhouse gas emissions value certified by the Thailand Greenhouse Gas Management Organization (TGO) under the Corporate Carbon Footprint (CFO) scheme on November 26, 2024. This certification covers Scope 1 and 2 greenhouse gas emissions resulting from the organization's various activities during 2023, totaling 203,753 tons.
2) The 2024 data is calculated using the same methodology as the 2023 data certified in item 1.

### GHG Roadmap
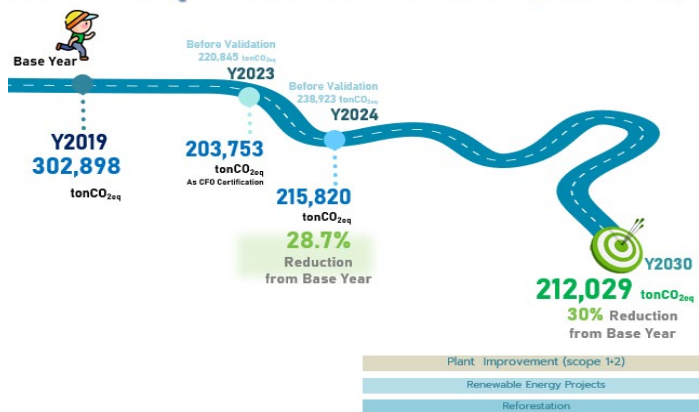


The Company aims to manage energy use and administer climate change management with a short-term goal and a mid-term goal to reduce greenhouse gas emissions by 30% by 2030 and a long-term goal towards "Carbon Neutrality" by 2050, the Company is determined to reduce both direct and indirect greenhouse gas emissions in line with Thailand's goals and remains committed to jointly addressing the issue of climate change, which is an important national and global agenda. Therefore, there are various project approaches that will support the achievement of the goals. The Company has plans to study and plans for developing projects to increase efficiency and effectiveness in the production process to a higher level for the GHG Roadmap as follows:

• Improving energy efficiency and the efficiency of machinery in the production process.
• Studying the introduction of modern technologies to improve energy efficiency.
• Increasing the proportion of renewable energy and clean energy use to reduce the use of fossil-derived energy, such as Floating Solar Solution, Solar Rooftop, and Solar Farm.
• Natural carbon sequestration projects, such as planting trees, etc.
• Studying carbon dioxide capture and storage technologies.

For 2024, **BST Group** has made improvements to increase energy efficiency in the production process. Combustion Efficiency and Machine Efficiency, which have major greenhouse gas emission reduction projects. as follows

⬗ **Combustion Efficiency Projects**

- **BD2 Hycarbon Scrubber (BST) Installation Project:** The installation of the BD2 Hycarbon Scrubber unit is to reduce the loss of raw materials from hydrocarbon discharge to the Thermal oxidizer by returning the hydrocarbons to the production unit. Hydrocarbon loss reduction is equivalent to reducing greenhouse gas emissions by 8,419 tons of carbon dioxide equivalent per year.
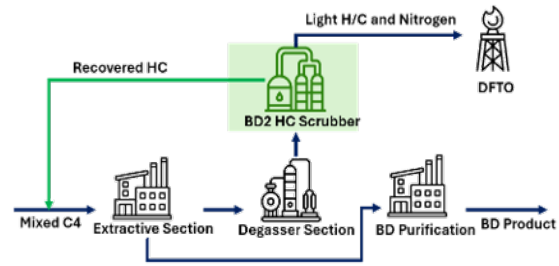


- **Project to Study and Adjust the Amount of Natural Gas in the Combustion Process of Air Treatment System Thermal Oxidizer (Tox)** conducts studies and adjusts the amount of natural gas into the Tox system, while the system can still operate and completely burned as designed, such as temperature or other related conditions, which can reduce greenhouse gas emissions by 163 tons of carbon dioxide equivalent per year.

⬗ **Energy Efficiency Projects, such as (Project Details on the next page)**
- Min Flow Line Installation Project to Reduce Steam Consumption at Site 1
- Electricity Consumption Reduction Project for Cooling Tower Unit Fans
- Steam Consumption Reduction Project for Band Dryer (BSTE)
- Steam Consumption Reduction Project for Deaerator (NBL)

In addition, **BST Group** has a policy to promote the reduction of greenhouse gases in all activities of the Company and also supports studies on greenhouse gas emission reduction in the product transport sector and studies on alternative energy use in future transport.

## Energy Management in Production

**BST Group** is committed to using energy to the fullest extent to maximize its benefits. By improving energy efficiency, reducing losses at all stages, inspecting and maintaining equipment in the production process, and also supporting the reduction of greenhouse gas emissions from the production process.

### Strategy and Management

1. Choose a low-energy production technology for a new production process.
2. For the current production process. It is produced in the mode with the highest energy efficiency.
3. Monitor monthly energy and resource consumption trends with continuous management plans.

### BST Group's Energy Management Performance in 2024

In 2024, the energy consumption rate was reduced by 15.69% compared to the base year 2019 according to the target in 2024 and is still in line with the targets set out in the ESG Roadmap, which includes major energy consumption reduction projects in 2024 as follows:

▪ **Min Flow Line Installation Project to Reduce Steam Consumption at Site 1**
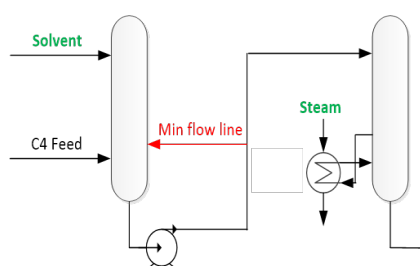


The unit wanted to reduce the rate at which the solution was fed to the distillation tower, but this was not possible due to pump limitations, so the unit installed a Min Flow Line to control the required ratio of the distillation solution and resulted in a satisfactory reduction in steam consumption.

**Performance** Reducing steam consumption represents a reduction of 68,288 gigajoules per year. It can also help reduce greenhouse gas emissions. 1,553 tons of CO2eq per year

- **Electricity Consumption Reduction Project for Cooling Tower Unit Fans, Plant Site 1**
  By increasing the temperature of the outlet coolant from 28.5 °C to 29.5 °C, the cooling system fan operation can be reduced without affecting the production process.
  **Performance**: Reduced electricity consumption by 1,228,441 kWh, which is equivalent to reducing greenhouse gas emissions. 684 tons of CO2eq per year

- **Project to Reduce Steam Consumption in Air Deaerator (NBL) Plant Site 2**
  A deaerator is an equipment for separating and removing oxygen by using heat from steam. The dissolved oxygen control value for the latex production process (Set Point) in the production formula was studied and changed without affecting the production process.
  **Performance** Reduce steam consumption by 5,105 tons of steam or as energy.Decline 14,989 gigajoules per year This is to reduce greenhouse gas emissions. 966 tons of CO2eq per year.

- **Steam Consumption Reduction Project for Band Dryer (BSTE) Plant Site 1**
  By controlling the %Volatile Matter value after leaving the band dryer, the steam consumption was reduced.
  **Performance** Reduce steam consumption 707 tons is equivalent to reducing greenhouse gas emissions 123 tons of carbon dioxide equivalent per year

❱ **Water Withdrawal**
[GRI 303-1], [GRI 303-2]

From the policy to develop areas in three provinces (Chachoengsao, Chonburi, Rayong) into Eastern Economic Corridor (EEC) areas, which allow investment and tourism in new communities to grow and result in increased demand for water as well as Climate change affects the amount of water in water sources in the eastern region. **BST Group**, as the private sector, supports the government sector. By setting a policy to reduce the amount of water withdrawal for use by 25% by 2030 compared with 2019.

Water Withdrawal is the pulling of water for use in various activities from any water source or from any river basin, both permanent and temporary.

**Strategy and Management**
1. Increase the efficiency of water use in the production process.
2. Treat wastewater to meet standard quality.
3. Continuously monitor trends in water use, including planning in the event of water shortages.

**BST Group performance in 2024**

**BST Group** was able to reduce the rate of water withdrawals by 31.60 percent compared with the base year 2019 remains align with ESG Roadmap. The important water use reduction project is as follows:

- **Project to Replace Air Evaporator with a Limit Switch System at Site 1**
  The air evaporator is a cooling device that uses raw water for cooling. Studies have shown that replacing the existing air evaporator with a new model equipped with a limit switch system for water retention and reuse within the air evaporator system will reduce the loss of raw water, which is currently used and discharged into the drain. This will be achieved by retaining water and recirculating it within the new air evaporator system.
  **Results:** Raw water usage was reduced by 18,110 cubic meters per year compared to before the improvement.

- **Project to Reduce Water Makeup in the Cooling Water System at Site 2**
  A study was conducted, and the cooling water system's circulation cycle gradually increased while closely monitoring the water quality to ensure no negative impact on overall water quality. This resulted in a reduction of water makeup into the cooling system.
  **Results:** Total water usage was reduced by 3,817 cubic meters per year compared to before the improvement.

❱ **Waste Management**
[GRI 306-1] [GRI 306-2]

**BST Group** has strategies and actions as follows.
1. Transfer of Waste to Licensed Operators
2. Research and Implementation of Waste Utilization Methods

**BST Group's performance in 2024:**

Zero Waste to landfill and waste management is reused for other purposes or burning for energy, such as mixed fuel alternative fuels, etc.

### ❯ Systematic management controls volatile organic matter of all sources

**BST Group** is committed to managing and implementing projects to control air pollution both in-outside plant areas and surrounding communities to meet laws, regulations, and international standards. We focus on closed systems and the use of technology to reduce air pollution emissions, as well as cooperation with the government and other petrochemical industry to manage this issue. Their air pollution management strategies include:

1. Apply Best Available Technology to reduce VOCs problems
   - Installation of Direct Fired Thermal Oxidizer (DFTO) both BST Site 1 and Site 2 to treat volatile organic compounds (VOCs) during normal production conditions.
   - Project of installation of wastewater stripping column to separate 1,3 Butadiene and recycle to process and send wastewater for further treatment.
2. Implement as a pilot group project to comply with the Code of Practice for plant maintenance to reduce and minimize VOCs emissions during turnaround or shut down from 2020.

In addition, **BST Group** has projects to reduce the emission of more important volatile organic substances in the new NBL plant are as follows:
   - The New Direct Fired Thermal Oxidizer (DFTO) for new NBL plant has been installed and started trial operation at the end of 2024, which will continue to operate from 2025 onwards.
   - The project to install a volatile organic matter tank as a pressure vessel and connect the vapor collection pipe to the raw material recovery unit as a closed system to reduce VOCs
   - Installation of a volatile organic separation distillation tower (Acrylonitrile) to reduce VOCs by reintroducing it into the production process

**BST Group's performance in 2024:**

Able to control the release of volatile organic compounds from all sources (VOCs Fugitive Concentration) 40% better than the standard according to Thai law, complete with all equipment.

### ❯ Towards sustainability for bio-based and renewable raw materials
[GRI 306-1] [GRI 306-2]

**BST Group** is also focused on the circular economy as a key driver of sustainable business growth. This involves managing resources more efficiently, including recycling resources and materials to reduce waste generation and move towards a zero-waste model.

On May 22, 2024, Bangkok Synthetics Co., Ltd. received ISCC PLUS certification for the second year for its use of renewable raw materials. The scope of this certification covers the Collecting Point and Specialty Chemical Plant, specifically for Bio-butadiene, Bio-circular butadiene, and Circular butadiene.

On August 12, 2024, BST Elastomers Co., Ltd. received ISCC PLUS certification for the first time. This certification covers the Processing Unit and its use of renewable raw materials in the production of synthetic rubber, specifically for Bio Rubber, Bio-circular Rubber, and Circular Rubber (Styrene Butadiene Rubber).

ISCC PLUS is a sustainability certification for bio-based and renewable raw materials under the ISCC EU certification scheme. The ISCC Plus standard is now widely used.

# 4 Social Dimension

[GRI 2-29] [GRI 207-3] [GRI 403-7] [GRI 413-2]

**BST Group** promotes stakeholder engagement with the following guidelines for each stakeholder group:

| Stakeholders | Objective of engagement | The ESG needs and expectations of stakeholders | Existing Engagement Approach by BST Group |
|---|---|---|---|
| **Shareholder** | • Disclose essential information and the Company's performance | • Disclosure of company performance and new projects to see continuous development and progress of the organization. | • Hold shareholders' meeting once per year (usually held once per quarter) |
| | • Get opinions and suggestions for the company's development. | • The organization's strategic plan aligned with sustainable development. | • Report on the performance of the company through the shareholders' meeting |
| **Employee** | • Communicate performance, directions, and movements | • Communicate valuable information about the company movements. <br> • A channel for employees to present their opinions about the organization and to acknowledge their problems and lead to solutions. | • MDs Talk to listen employees' voices at least two times a year. <br> • Staff Meeting Activities once a quarter. <br> • Communicate news to employees through various internal communication channels, e.g., Email, Line Group (BST Family), Facebook, BST Intranet (BST Connect), Public Relations Board, Plant Monthly Meeting. |
| | • Developing employee skills & capability | • To acquire skill and increase employee potential to be consistent with the company direction | • Training according to the Training Matrix to meet the needs of that position. <br> • Project to develop the Key Talent group, Leadership group, and develop work skills. |
| | • Understand employee needs and facilitate employees to work happily | • Received good care from the company | • Provide activities to create relations with employees and their families, such as Family Day, employee club, etc. <br> • Engagement Survey 1 time per year <br> • Disseminating information to create awareness of health care, through various communication channels, including internal meetings, email, LINE group (BST Family). Intranet (BST Connect) |
| **Business Partner** | • Promote and oversee the safety and work environment of business partners. | • Support knowledge to take the environment, society, and good governance into account to elevate the business partners, minimize operational and reputational risks. | • Build confidence with ISO 14001 and ISO 45001 certifications. <br> • Provide training on occupational health, safety, and environment. <br> • Collaborate with logistic service companies providing domestic transportation services to install GPS and link signals to SCG Logistic Command Center (LCC) to monitor drivers' driving behavior 24 hours during transportation. |
| | • Create value in the business partner including following the guidelines for sustainable development. | • Support and elevate business partners to develop and work efficiently. <br> • Share knowledge and new trends that may affect business partners performance | • BST Group supplier code of conduct <br> • Announce Sustainable Procurement Policy in 2022 <br> • Contracts signed with business partners included clause of Environmental, Governance, Labor, and Human Rights |
| **Customers** | • Promote and support businesses in line with sustainable development guidelines. | • Expect the company to comply with sustainable development guidelines such as Zero Emission, Ecovadis Sustainability Assessment, implement ISCC Plus certification, etc. | • Build confidence with ISO 14001 and ISO 45001 certifications. <br> • Participate in activities or sustainability performance assessments requested by customers or Ecovadis. <br> • Communicate update safety, health, and environment information for all products (Product Stewardship) <br> • Develop business continuity management system (Business Continuing Management |
| | • Create channels for customers for complaints and feedback. | • Channels for making complaints, suggestions, or comment | • Complaints and feedback channels to sales representatives and conduct a customer satisfaction survey every year. <br> • Communication center to receive complaints about safety, occupational health, and the environment. |
| **Communities and nearby plants** | • Live as a part of the community, respecting the rights and the community environment | • Maintain plant operation standards to prevent impacts on surrounding communities and the environment | • Listen to the communities' opinions, including clarifying initiative-taking measures on the environment to the community periodically. <br> • System for receiving complaints with a communication center to receive complaints 24 hours |
| | • Participating in and improving the quality of life and creating happiness for the community | • Participate in improving the quality of life by promoting community enterprise to create career or sustainable income | • Listen to communities' needs via BST Group meet community activities. <br> • The management and employees participate in community activities. <br> • Support a visit of the Relations and Environment Committee together with the community to improve the quality of life (tripartite) |
| | | • Create public areas that benefit most people in the community. | • Support the project think, join, and create goodness. <br> • Promote earning income through various community enterprises. <br> • Promote community health through the mobile medical unit project. |
| | | • Engaging and building a good relationship with the community | • Join the MPR Group to support initiative-taking information dissemination and Promote Relations between the company and communities |
| **Government Agency** | • Conduct business comply with law and regulations | • Strictly follow the law | • Communicate and get feedback from government agencies, both informal and official, such as tripartite committee, etc. |
| | • Participate and give our opinions on regulations and practices | • Cooperate with government agencies to support various activities. | • Participate and share opinions for regulations and laws that the government is currently in force or about to be enforced |
| | • Cooperate and support various activities with the government sector. | • Disclose information transparently and properly | • Participate in government activities such as White Flag, Green Star, Eco Factory |
| | | • Create participation and build good relations with the government | • Join the MPR group to support initiative-taking information dissemination and promote relations between the company and the government |
| **Mass Media** | • Communicate information through local media | • Communicate information through local media | • Disseminate BST Group business news and information regularly. <br> • Publish the annual sustainability report on the company website. |
| | • Engage and build good relations with the media | • Engage and build good relations with the media | • Join the MPR group to support initiative-taking information dissemination and promote relations between the company and the media |
| **NGOs** | • Disclose information transparently and properly | • Disclose information transparently and properly | • Create cooperation through various forums such as the PMC committee. <br> • Publish the annual sustainability report on the company website. |
| | • Listen to opinions and suggestions from civil society. <br> • Build partnerships to drive and advance issues related to sustainability | • Listen to opinions and suggestions from civil society. <br> • Build partnerships to drive and advance issues related to sustainability | • Participate to demonstrate sustainable development ideas through the Federation of Thai Industries |

MPR (Map Ta Phut Public Relation) is the Club of public relations of the company in Map Ta Phut area and nearby areas.

## ❱ Occupational Safety and Health Management

[GRI 403-1], [GRI 403-7]

**BST Group** is striving to become a world-class organization by moving beyond a traditional safety culture to an interdependent one. Their philosophy is that "our safe work will keep our colleagues safe," emphasizing the importance of safety in production and the well-being of employees and business partners. They are committed to fostering a safe working environment and have the following operational strategies:

**Operational Strategies:**

**BST Group** utilizes the ISO 45001:2018 Occupational Health and Safety Management System and Process Safety Management (PSM) to drive their safety management efforts. They continuously develop and improve in the following areas:

1. **Promoting a Safety Culture: BST Group** fosters a strong safety culture among all employees, encouraging operational discipline and proactive safety observation. This includes empowering employees at all levels to identify and address potential hazards.
2. **Enhancing Safety Standards:** The company is committed to raising the bar for Process Safety Management (PSM) standards, as well as standards for safe travel and transportation. This involves continuous improvement and implementation of best practices.
3. **Contractor Safety Regulations: BST Group** has established clear regulations for contractors, outlining safety responsibilities for all personnel, including both employees and contractors. This ensures everyone understands their role in maintaining a safe work environment.
4. **Leak Prevention and Emergency Response: BST Group** focuses on minimizing the risk of leaks and has developed effective emergency response plans for potential spills, covering the entire value chain of the company. This includes regular drills and training to ensure preparedness.
5. **Proactive Inspection and Maintenance:** To ensure the reliability of production equipment, piping systems, and safety devices, especially those that have been in use for an extended period, **BST Group** implements proactive inspection and maintenance programs. This helps prevent incidents and maintain a safe operating environment.

**BST Group's Hazard Identification, Risk Assessment, and Incident Investigation Process**

[GRI 403-2]

**BST Group** has a well-defined process for hazard identification and risk assessment that covers production processes, work procedures, and the related occupational health and safety environment for both employees and contractors. Methods such as "What if," FMEA (Failure Mode and Effects Analysis), and HAZOP (Hazard and Operability Study) are employed, ensuring comprehensive coverage of all company activities. Key aspects of this process include:

1. **Hazard and Risk Assessment and Mitigation:** Hazards and risks are assessed, and improvement measures are implemented to reduce and control them to acceptable levels. The assessment of the 4Ms (Man, Machine, Method, Material) is reviewed annually or whenever changes occur to any of the 4Ms, the working environment, or operating methods.
2. **Non-Routine Task Risk Assessment:** A dedicated hazard identification and risk assessment process exists for non-routine tasks, covering all activities and work areas. This includes establishing preventive and control measures for these operations.
3. **Risk Communication and Incident Reporting:** Risks and safety information are communicated as required by the work permit system.

**BST Group** mandates that any individual witnessing an incident must immediately report it to their direct supervisor or a higher level of management. This triggers the process of appointing an investigation committee to determine the root cause. The committee then identifies corrective and preventive actions to prevent recurrence and tracks their implementation through the Incident Response Investigation Tracking system.

**Work-related Health Management** [GRI 403-3]

**BST Group** conducts Health Risk Assessments performed by occupational health engineers and occupational medicine doctors. These assessments cover all of the Company's operational activities to

determine appropriate control measures and mitigate health risks. Furthermore, regular monitoring and measurement of the working environment are conducted. This includes measuring the intensity of light, sound, heat, air and dust, and chemical concentrations in work areas and comparing them against relevant safety standards.



Noise Monitoring

Heat Monitoring

Air/Chemical Monitoring
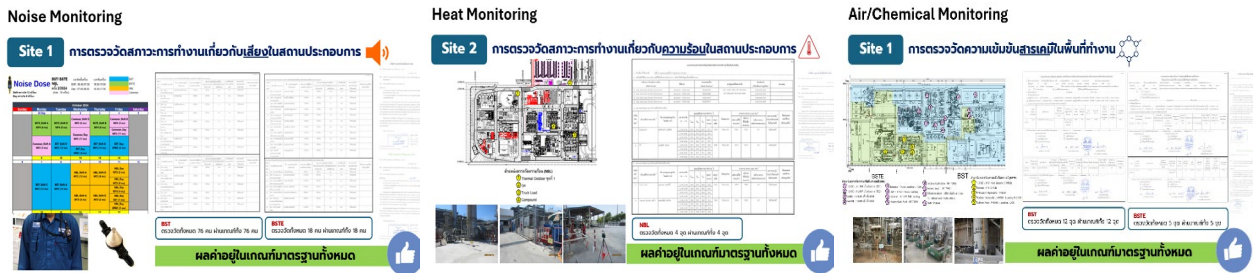
## Participation, Consultation and Communication on Occupational Health and Safety [GRI 403-4]

**BST Group** has established an Occupational Safety, Health, and Working Environment Committee, as required by law. The committee comprises management representatives and employee representatives from all departments and is required to meet at least once per month. These meetings serve as a platform for communication, consultation, improvement initiatives, and information exchange between employers and employees. The goal is to continuously and regularly improve and monitor progress in occupational safety and health.

## Occupational Health and Safety Training [GRI 403-5]

**BST Group** develops training plans, monitors training execution according to those plans, and maintains training records for all employees. Safety and health training is provided for employees and business partners before they commence work or whenever they change job roles. The training courses offered are tailored to the specific hazards and risks associated with the work or activities performed. Examples of training include initial fire training, first aid training, chemical safety training, and safe work practices in confined spaces. Furthermore, the Company regularly conducts employee training and emergency response drills to prepare for various emergencies, such as fire or chemical spill incidents.
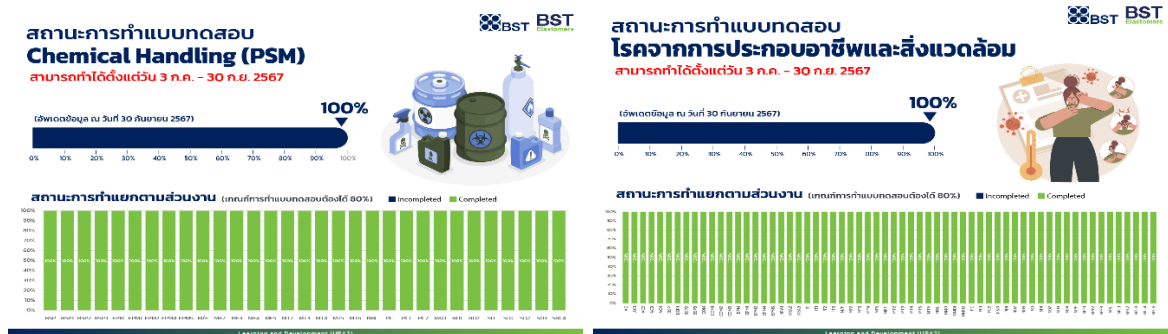


## Health Promotion [GRI 403-6]

**BST Group** places significant emphasis on health and medical services, extending beyond occupational health to include general well-being. Their approach includes:

- **On-site Medical Care:** The Company infirmary provides primary medical care and emergency treatment to employees and visitors. It is staffed by full-time nurses 24 hours a day, and occupational medicine doctors provide consultations and advice for 8 hours per week.
- **Annual Health Checkups and Health Promotion: BST Group** conducts annual health checkups for employees and organizes health promotion initiatives.
- **Mental Health Support:** Training programs are provided to promote mental health awareness and well-being for both employees and executives.
- **Wellness Programs:** The Company supports various sports and recreation clubs (e.g., running, football, darts, and music). Facilities and exercise equipment are also provided as part of this wellness program.

## Occupational Safety and Health Projects and Achievements in 2024

**0**

*Zero*

- Safety Incident Level 3 or higher
- Lost time Injury or illness from work Incident
- Number of days lost due to injuries and illnesses
- Motor Vehicle Accident
- Transport Accidents

**100**

*Percent*

- Safety observation for everyone
- Safety Network Project to communicate and improve safety with colleagues
- Organize safety and occupational health training as planned.
- Projects and activities to promote health, safety and occupational health as planned

## Occupational Safety and Health Promotion Project



## Health Promotion Activities



## Public Relations to Promote Safety and Other Occupational Health

### ◗ Labor and Human Right
[GRI 408-1]

**BST Group** places significant importance on respecting the human rights and labor rights of all stakeholders. Recognizing the value of diverse perspectives and upholding social equality, the company has established labor and human rights policy and practices, including the prohibition of child labor, and forced labor. **BST Group** is also committed to promoting comprehensive human rights and labor initiatives.

### Employee Skill Development [GRI 404-2]

**BST Group** is committed to providing employees at all levels with ongoing training and development integrated with their work. This allows employees to learn and practice skills necessary for performing their duties correctly, systematically, and continuously. The company supports career advancement and business development/expansion through the following human resource development guidelines:

**Structured Training and Development:** Development and training are provided through a structured learning process based on a Training Matrix, supplemented by On-the-Job Training delivered by supervisors or subject matter experts. This blended approach facilitates learning and skill enhancement.

**External Expertise and Knowledge Sharing:** Sharing sessions are conducted by external speakers (In-house Training: External Trainer) to broaden employees' knowledge and keep them abreast of current trends and competitive landscapes, particularly in the context of Digital Transformation.

**Succession Planning:** A robust Succession Planning Management process is in place to ensure business continuity in key positions within the Company.

**Talent Management:** The Talent Group project identifies and develops high-potential employees to achieve exceptional results aligned with organizational goals. This program focuses on developing leadership skills and preparing individuals for key positions across all functional areas, ensuring a pipeline of qualified candidates.

**Continuous Improvement:** **BST Group** fosters a culture of Continuous Improvement to elevate performance standards. This is achieved through Focus Improvement activities within the organization, facilitating knowledge sharing and further development, fostering employee pride.

**Collaboration with Educational Institutions:** **BST Group** collaborates with public and private educational institutions to provide students with practical training opportunities, both short-term and long-term.

### Negotiation [GRI 2-30], [GRI 407-1]

The Company provides opportunities for communication between management, employees, and contractors regarding benefits negotiations. This is facilitated through a Welfare Committee, whose employees are representatives. 100% of employees are covered under a collective bargaining agreement.

### Labor Human and Right Projects and Achievements in 2024

**BST Group** has been certified under the Thai Labor Standards 8001-2010 Basic Level by the Department of Labor Protection and Welfare, with certification results published on the Department's website. This achievement underscores the Company's commitment to employee well-being through clear and fair management practices, considered essential for sustainable business operations.

**BST Group** has implemented several key initiatives to enhance human rights and labor practices for its employees:

- **Recruit (Attract & Engage):** This project focuses on building and managing the Company's employer brand to attract new talent and cultivate long-term employee engagement. By creating a positive and connected experience for current and prospective employees, **BST Group** highlights its unique value proposition. This is achieved through various channels, including the company's digital platform, social media presence, and direct engagement with candidates at educational institutions and job fairs.
- **Redesign (Performance & Development):** The Performance Management system has been redesigned to improve employee productivity by setting clear, aligned goals that contribute to both individual and organizational success. This enables employees to understand their roles and expectations while developing their skills and abilities for effective performance and career growth (Talent Journey). A dedicated Career Development committee implements the Succession & Retirement Plan, ensuring a pipeline of talent ready to fill key positions.

- **Reskills (Competency & Learning):** The Competency & Learning Framework defines the essential skills, behaviors, and knowledge required for effective job performance. It also identifies learning and development opportunities to support employees in acquiring new skills and abilities for career advancement.
- **Retain (HR ESG & Well-being): BST Group** is committed to the HR ESG (Environmental, Social, and Governance) strategy, recognizing its importance for sustainable business. HR plays a vital role in implementing this strategy, including developing policies on equality and social equity. Employee feedback is actively solicited through initiatives like "Way of Work" and MDs Line Walks. Employee benefits and welfare policies are regularly reviewed and updated through the "Well-being" project to enhance employee satisfaction and engagement.
- **Technology (HR Efficiency):** Technology is used to improve and streamline HR management processes, covering various areas such as recruitment, development, employee data management, and performance evaluation.

## HRA Focus & Action Plans



To further strengthen employee engagement and morale, **BST Group** offers various welfare programs, including:

**Employee Wellness Survey:**
The Company conducts an Employee Wellness Survey to analyze the needs of employees across different generations and locations. This data is then used to tailor and improve welfare programs to better meet employee needs.
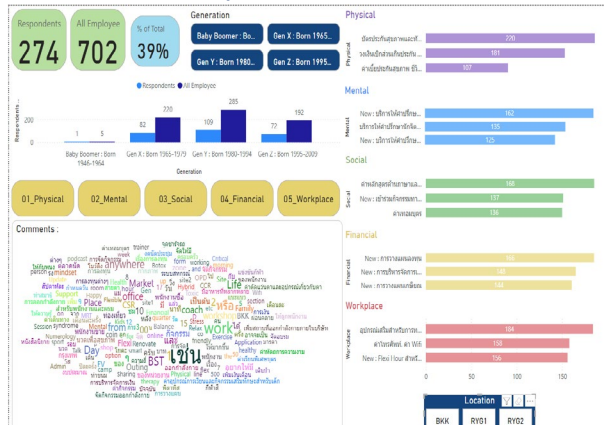
**Expanded Flexible Benefits:**
The range of flexible benefits has been expanded to include both physical and mental health support, making them more relevant to employees' individual circumstances.

## ❯ Product Quality and Safety

[GRI 3-3]

Beyond fulfilling its contractual obligations with customers, **BST Group** adheres to a Code of Business Ethics, striving to satisfy and reassure customers by providing high-quality products and services. The Company is committed to accurately communicating occupational safety and health information related to its products and services, ensuring timely delivery, and maintaining open communication channels to build customer confidence.

**Strategies:**

1. **Continuous Improvement: BST Group** continuously develops and improves the quality of its products and services to meet evolving customer needs.
2. **Product Safety and Health:** The Company assesses risks throughout the product lifecycle and communicates product safety and health information, including appropriate warnings, in compliance with relevant regulations and laws.
3. **Customer Complaint Handling and Product Recall:** A clear procedure is in place for receiving and addressing customer complaints. **BST Group** also has established processes to support product recalls, ensuring accountability and maintaining customer trust.
4. **Customer Satisfaction Measurement:** Annual customer satisfaction surveys and assessments are conducted. The resulting feedback is used to further develop and improve products and services.

## ❯ Community and Social Engagement

[GRI 413-1]

**BST Group** places significant importance on community and social engagement. The Company has established a social responsibility policy and appointed a working group to drive as a guideline. "Business operations aimed at achieving sustainable growth, while focusing on Community and Social Engagements. **BST Group** is committed to continuously fulfilling health, safety, and environmental responsibilities both internally and externally, emphasizing employee participation throughout the organization."

**Strategies:**

1. **Community Engagement and Feedback: BST Group** actively listens to community feedback to foster participation and identify issues of community interest.
2. **Community Projects:** The Company engages with the community through various projects focused on environmental, social, and governance (ESG) aspects.
3. **Employee Involvement: BST Group** encourages and facilitates the involvement of all employees, from management to staff, in social responsibility activities.

## Community and Social Activities in 2024

### Highlight CSR on Environment [GRI 203-1]

**::Aquatic Animal Release Project 2024::**
**BST Group** organized an aquatic species release activity with a group of companies in Map Ta Phut Industrial Estate to increase marine and coastal resources in Rayong Province (for the 22nd consecutive year) at Ban Phla – Phla Beach Small Boat Fishery Group. Ban Chang District, Rayong Province

**:: Do not Throw Away Project 2024::**
The objective is to jointly create a good environment and create value from household used oil by participating in a network to drive the project to systematically manage household used cooking oil. For the well-being of the community and sustainable environmental protection.
In 2024, 31 communities participated in delivering oil, amounting to 7,346 liters of oil, equivalent to 124,882 baht in return to the community.

**::Reforestation Project 2024::**
**BST Group** collaborates with government agencies and communities to plant trees in community forests. Ban Noen Samray Ban Chang District, Rayong Province This is calculated as absorbing 3,800 greenhouse gases Kilogram of carbon dioxide equivalent and restore the Ban Chang community forest to a beautiful green natural area. There is a path to study and learn about nature and it can also be a place of recreation in the future.

## Highlight CSR on Social [GRI 203-1]

**::Scholarship Program::**
**BST Group** has implemented a scholarship program of 15,000 baht each in thirty-eight communities with a total value of 570,000 baht to ease the educational burden for families in the community in Map Ta Phut Municipality, which has been running for sixteen consecutive years.

**::Joint Thinking, Drafting, and Creating Goodness::**
**BST Group** has implemented twenty projects with a total value of 400,000 baht, in which our executives in charge of the community (B2C) and employees living in the community are the most likely to present projects that are beneficial to the public or groups of individuals.

**::Mobile Medical Unit Expo Project::**
**BST Group** conducted the B S T Mobile Medical Unit Expo from August 7-27, 2024, for a total of 13 days to proactively check the health of community members in Map Ta Phut Municipality in collaboration with the Office of Public Health and Environment. Map Ta Phut Municipality at the Public Health Service Center in Map Ta Phut Municipality This event was well received with more than 2,700 participants.





## Highlight CSR on Governance [GRI 203-1]

**::BST Group Community Meeting Project No. 1/2024::**
(Community Dialogue)
Objective to present information on the Company's operations. In various areas, including general information, extension projects, occupational safety, health and environmental information. The event was held from March 1-12, 2024.

**::BST Group Community Meeting Project No. 2/2024::** (Open House)
The purpose is to present general information about the business, process system information, occupational safety, health and environmental information human resources information and community relations activities by conducting open house activities open your heart open to new things for the community to visit the factory. On July 19, 2024, more than 400 people participated in the event, including 41 communities in Map Ta Phut Municipality, 11 schools, and the Public Relations and Environment Committee.

**::Mass Relations and Environment Committee Meeting::**
Public Relations and Environment Committee Meeting Project in the Bangkok Synthetics Group Co., Ltd is to present the results of the implementation of the action plan for prevention, correction and monitoring of environmental quality, as well as to strengthen the understanding of environmental management to the public and the community and stakeholder groups by holding meetings twice a year.





## Community Satisfaction Survey

[GRI 413-1]

**BST Group** conducts an annual CSR satisfaction survey, which was administered by an external party in 2023. The survey includes community leaders, government agencies, and neighboring factories. **According to the 2024 CSR Satisfaction Survey, BST Group received higher satisfaction levels than in 2023, with 82.75% satisfaction from the community and 93.64% from community leaders.**
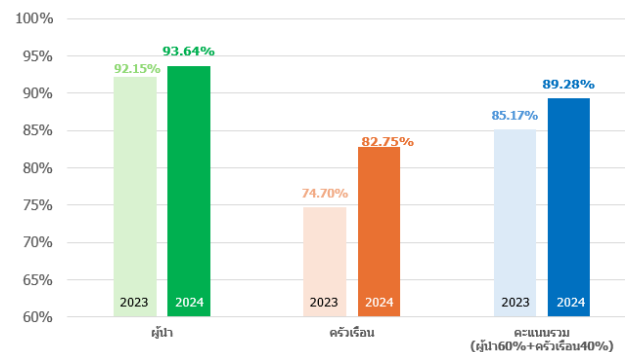
## ❱ Sustainable Supply Chain Management

[GRI 409-1] [GRI 408-1]

**BST Group** prioritizes supply chain management to ensure its business partners operate in accordance with sustainable procurement policies and practices. The management guidelines are as follows:

**Management Approach:**

1. **Ethical and Transparent Procurement:** Procurement activities are conducted with honesty and transparency, complying with all relevant regulations and laws. A channel is also provided for business partners to report any concerns.
2. **Supplier Code of Conduct (SCOC) Compliance: BST Group** encourages and monitors suppliers and business partners to adhere to the Supplier Code of Conduct (SCOC).
3. **ESG Risk Assessment:** ESG risks associated with business partners are assessed, and high-potential ESG suppliers are monitored to ensure compliance with acceptable risk levels.
4. **Sustainable Partnerships: BST Group** develops relationships with potential business partners, particularly in the ESG field, and collaborates with them to operate in accordance with sustainable development guidelines.
5. **Green Supply Chain:** The Company aims to create a green industry throughout its supply chain by supporting suppliers and business partners who operate sustainably and environmentally responsibly, with consideration for social and economic factors.

**Performance in 2024:**

To support sustainable sourcing policies, **BST Group** has developed a system and criteria for assessing the ESG risks of its suppliers.

This assessment process revealed no high-risk suppliers. However, eighty-four suppliers were identified as having moderate risk. To promote green industry throughout the supply chain, these moderate risk suppliers (both producers and non-producers) were encouraged to obtain Green Industry Level 2 certification, or equivalent certification, from the Ministry of Industry. **The performance results of these moderate risk suppliers have been certified as Green Industry Level 2 or higher for thirty-five manufacturing suppliers and equivalent certification for forty-nine non-manufacturing suppliers.**

The ESK risk assessment also identified 202 suppliers with moderate and low risk who were asked to conduct self-assessments, and sixteen suppliers did not meet the required criteria.

**BST Group** plans to develop and support these sixteen suppliers to achieve compliance in future engagements.

**Supplier's Self-assessment Result**

| Score | Grade | Supplier |
|-------|-------|----------|
| 84 - 100 | A | 124 |
| 67 - 83 | B | 32 |
| 50 - 66 | C | 30 |
| 0 - 49 | D | 16 |
| | | **202** |

**เกณฑ์การตรวจประเมิน (Audit criteria) :**

Grade : A/B/C  ไม่ต้องประเมิน (Self Audit) ไปอีก 3 ปี (ยกเว้นเปลี่ยน Risk Level ที่สูงขึ้น)
Grade : D  ต้องปรับปรุงให้ได้อย่างน้อย C ขึ้นไป > ภายใน 12 เดือน

84 - 100%  = A ผ่านการตรวจประเมินในระดับพอใจมาก (Passed with very satisfaction score)
67 - 83%  = B ผ่านการตรวจประเมินในระดับพอใจ (Passed with satisfaction score)
50 - 66%  = C ผ่านการตรวจประเมินในระดับพอใช้ (Passed)
0 - 49%  = D ไม่ผ่านการตรวจประเมิน (Not passed)

# 5 Governance Dimension

[GRI 2-25] [GRI 2-26]

**BST Group** is committed to conducting business with integrity and transparency in all circumstances, guided by the principles of good governance. The implementation of corporate governance, encompassing policies, systems, and governance practices, is detailed below:

| | Code of Conduct and Anti-fraud and Anti-Corruption | Operational Governance |
|---|---|---|
| **Policy** | • **BST Group** conducts business with integrity and transparency, adhering to its corporate code of conduct (**BST Group** - Code of Conduct). All employees are required to receive communication and training in **BST Group** - Code of Conduct and must pass a 100% ethics test to demonstrate their understanding and commitment to their principles.<br>• **BST Group** is committed to preventing any incidents of violations of the corporate code of conduct, as well as incidents related to fraud and corruption. | • **BST Group** conducts business in strict compliance with all applicable laws, standards, regulations, and requirements, including those related to data security. The Company maintains a zero-tolerance policy for any violations of relevant laws and regulations, as well as any breaches of data security. |
| Concerns | • All employees and business partners | • All employees |
| **Governance** | • The Corporate Governance Steering Committee reviews relevant policies, as well as details of the Code of Ethics and Guidelines, to be kept up to date.<br>• All employees must be aware of the Anti-Fraud and Anti-Corruption Policy and other relevant policies in the manner set forth by the Company.<br>• All employees and executives have passed the Corporate Ethics Training by passing the Ethics Test 100% of the time.<br>• Communicate the Code of Conduct for Business Partners to use as a common practice. The business partners signed the Company's Code of Conduct. 100%<br>• Arrange for knowledge sharing on anti-corruption.<br>• Assess risks related to fraud and corruption.<br>• Assess and monitor Business Assurance | • Implement the e-Compliance system to supervise operations. Legal Compliance Assessment Preparation of a plan to improve the evaluation results, compliance with the requirements of the law. Monitoring the status of the assessment and reporting the summary of the results of compliance with legal requirements to the management.<br>• Compliance Audit by Internal Audit<br>• Information Security Audit<br>• Phishing Simulation Test<br>• Organized training on the safe use of information technology systems by all employees who have passed the test (IT Security Awareness Training) |
| **Incident Reporting** | • There is a system for receiving complaints and reporting of unethical case as well as incidents related to fraud and corruption for Employees<br>• There is a system for receiving complaints and reporting of unethical case as well as incidents related to fraud and corruption for Business Partners | • There is a system for receiving complaints and whistleblowing violations of rules or regulations for employees.<br>• There is a system to report the incident of non-compliance with laws or regulations. |

## Key Actions in 2024

▶ **Acknowledgment of Corporate Governance Policy through Electronic System**



In 2024, several corporate governance policies have been updated to ensure that all employees are fully communicated. Therefore, a policy acknowledgment system has been established through an electronic system. In addition, all employees are also monitored to be aware of these policies

### ❱ Corporate Governance Training

#### Code of Conduct Training

**BST Group** provides training for employees to learn and take ethics tests. Ethics Test on the Code of Ethics from 11 November to 6 December 2024. The exam is divided into 2 levels, namely general employees and executive level.

**The test results** are in line with the target by employees passing the ethics test 100% for both employees and management.



#### Personal Data Protection Training

**BST Group** provides training for employees on basic knowledge and necessary measures regarding personal data protection and takes exams at a specified period of time every 2 years.

**The test results** are in line with target by 100% of employees passed the test.



#### IT Security Training

**BST Group** organized IT security training from October 21 to November 21, 2024, to provide knowledge and understanding to employees and jointly make information technology systems secure from threats. They take a test to measure the results every year.

**The test results** are in line with target by 100% of employees passed the test.



### ❱ Monitoring and verification

#### Phishing Simulation Testing

During 12 to 18 December 2024, Phishing Attack Simulation was conducted to test employees to be aware of cyber threats on a regular basis every year by sending phishing emails with interesting content and collecting information about employees' behavior towards cyber threats.

**The test results are better than in 2023.**
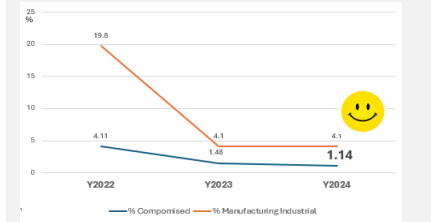


#### Cyber Security Assessment

**BST Group** conducted an annual cyber security assessment of the organization, with Microsoft taking over the assessment on October 4, 2024, and finalizing the report on December 12, 2024.

**The test results are better than in 2023.**
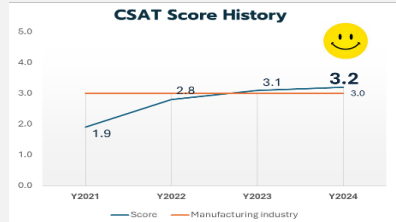


#### Comprehensive Audit

**BST Group** conducted the audits to ensure that the business is conducted correctly and transparently every year. In 2024, there are important audits as follows:

- Business Assurance Audit at the Maintenance Function
- Audit the security of confidential information in 29 Information 12 areas
- Compliance Audit with laws and regulations in terms of company contract, the use of electronic signatures and legal work.

**The results of the audits did not reveal any major deficiencies.**

### ❱ Promotion of public relations related to various aspects of the Code of Conducts

#### Human Rights and Equality



#### Receiving and Gifting



#### Other Code of Conducts

# 6 Pride of Sustainable Development in 2024

## BST Group Receives Platinum Medal from EcoVadis

On May 10th, 2024, EcoVadis awarded **BST Group** a Platinum Medal for its Sustainability Assessment. Furthermore, Bangkok Synthetics (Group) achieved a sustainability rating of 81/100, placing it in the 99th percentile, for its performance in environmental, labor and human rights, ethics, and sustainable procurement.



A percentile ranking of ninety-nine means that the company's sustainability score is in the top 1% or higher than 99% of all companies ranked by EcoVadis (based on the ranking at the time of the announcement).

EcoVadis is a global provider of holistic sustainability ratings, covering a wide range of management systems related to environmental impact, human rights and labor practices, ethics, and sustainable procurement. Each company is evaluated on material issues relevant to its size, industry, and location.

## BST Group received CSR- DIW Continuous Award 2024



On December 13rd, 2024, the Bangkok Synthetics Group (**BST Group**) received a trophy and certificate for the "Promoting Industrial Plants to be Socially and Community Responsible in a Sustainable Way" project for 2024 (CSR-DIW Continuous Award 2024). The award was presented by the Department of Industrial Works, Ministry of Industry, at the Challenger Building, Impact Muang Thong Thani, Nonthaburi Province. All three companies within **BST Group** demonstrated adherence to the seven core themes and nine practical criteria of the award, which are fundamental to operations that earn acceptance from communities, society, and stakeholders, promoting sustainable coexistence.

## BST Group received Environmental Governance and Safety Award 2023



On August 19th, 2024, **BST Group** received the award of Environmental Governance and Safety 2022 (**Green Star Award**) three awards: (**Gold Star Award**) three awards, a total of six awards.

The Environmental Governance and Safety Awards are given to organizations that maintain environmental management standards in terms of safety and social responsibility at an excellent level. This award organized by the Industrial Estate Authority of Thailand (IEAT) to promote participation in environmental and safety of industrial sectors and encourage entrepreneurs to have good governance, environment, and safety in business operations.

## BST Group received the Green Industry Level 4 certification.



On September 23rd, 2024, **BST Group** received the Green Industry Level 4 certification (Green Culture) at the Makkhawanrangsan Room, 3rd Floor, Army Club (Vibhavadi), Bangkok. This award recognizes **BST Group**'s commitment to continuously improving its production processes and environmental management practices, fostering an environmentally friendly business culture that has become an integral part of the organization. **BST Group** is also dedicated to operating with social responsibility, both internally and externally, to achieve sustainable development. This achievement is a result of the collective efforts of all employees who are committed to building a better future. **BST Group** is determined to continue its development to become a leader in environmentally friendly industries.

**BST Group has passed the assessment and received certification of Thai Labor Standards (Basic Level) for the year 2024.**



On August 30th, 2024, **BST Group** was certified and listed as a business establishment that has passed the consideration for the self-declaration of Thai labor standards in accordance with the Thai standard requirements (TLS 8001-2010). The listing is available on the website of the Bureau of Labor Standards Development, Basic Level, specifically on page 2, entries 37 and 38. This certification has been maintained for the eighth consecutive year.

This achievement aligns with national standards and serves to enhance the company's reputation, increasing recognition and credibility among government agencies and external organizations. It also demonstrates the company's commitment to employee care through clear and fair management practices, including workplace safety, and highlights its social responsibility in the area of labor.

This brings benefits to the organization, society, and the environment, contributing to sustainable business practices and improving the quality of life for employees, increasing trade opportunities and productivity.

**BST Group Receives Eco Factory Award**



On September 30th, 2022, **BST Group** received the Eco Factory award. The award was presented by the Thailand Institute of Sustainable Water and Environment, the Federation of Thai Industries, and the Industrial Estate Authority of Thailand at the BITEC Bangna Exhibition and Convention Center during the Eco Innovation Forum 2022, under the theme "ECO Journey to Carbon Neutrality."

The Eco Factory award recognizes and promotes environmentally friendly business practices. It highlights the commitment to developing and improving production processes, as well as environmental management, based on social and community responsibility around the factory for sustainable development.

The Eco Factory certification, issued on June 6th, 2022, is valid until June 5th, 2025.

**BST Group received recognition in the pilot project to manage the discharge of 1,3-butadiene and benzene.**

Following **BST Group**'s expression of intent to participate in the MOU for cooperation on the pilot project to manage the discharge of 1,3-butadiene and benzene by government agencies, the company implemented measures in accordance with the best practices of the Code of Practice (COP) for volatile organic compound management, as guided by the Department of Industrial Works.

These measures included reporting the use of flares, controlling volatile organic compound emissions during shutdowns, and controlling emissions from storage tanks. Implementation began in November 2018. Currently, the measures under the Code of Practice (COP) for volatile organic compound management have been officially announced as "Ministry of Industry regulations for controlling volatile organic compound emissions (3 regulations, effective May 1st, 2023)."

On June 14th, 2023, the Industrial Estate Authority of Thailand held a ceremony to present certificates of recognition to companies that participated and cooperated in the pilot project by implementing the Code of Practice (COP) for five years. All three **BST Group** factories received certificates of recognition, demonstrating their compliance with measures to control volatile organic compound emissions that could impact the environment. The company has strictly adhered to the COP principles, upholding good governance, complying with the law, and prioritizing environmental goals in accordance with the ESG principles that are central to the company's policies.

**BST Group received Thailand Labor Management Excellence Award 2024**

**BST Group** received awards for outstanding establishments in labor relations and welfare for the year 2024. This recognition comes as per the announcement from the Department of Labor Welfare and Protection, dated June 26th, 2024, regarding the results of the selection process for outstanding establishments in labor relations and welfare.

Specifically, **BST Group** received the following awards:

- **Awards of Honor for Outstanding Establishments in Labor Relations and Welfare (Small-Sized, Non-Union Category): Ranks 194 and 214.**

- **Award for Outstanding Establishments in Labor Relations and Welfare (Small-Sized, Non-Union Category): Rank 3**.

*(Note: The accompanying image depicts the award ceremony from 2023.)*

## 7  BST Group's Membership in Sustainable Development Organizations in 2024

[GRI 2-28]

**BST Group** is a member of various organizations, both public and private, to jointly promote the development of operations in corporate governance, economic, social, and environmental aspects. It also participates in working groups and joins various activities/projects to support operations in accordance with sustainable development guidelines, as follows:

| Environmental | Social | Governance |
|---|---|---|
| ▪ **THAILAND RESPONSIBLE CARE® (RCMCT)**<br>▪ **Office of the National Water Resources** | ▪ Personnel Management Association of Thailand<br>▪ Safety and Health at Work Promotion Association of Thailand (under the patronage of Her Royal Highness Princess Maha Chakri Sirindhorn) | ▪ Federation of Thai Industries<br>▪ The Petroleum Institute of Thailand<br>▪ Thai Rubber Glove Manufacturers Association<br>▪ Malaysian Rubber Glove Manufacturers Association (MARGMA) |

## Appendix:

### ◗ Environment Performance

| | Unit | 2019 (2562) | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|---|---|
| **1. GHGs Scope 1 and 2** | tonCO2eq | 302,898 | 350,738 | 324,573 | 203,753* | **215,820*** | GRI 305-1 |
| | | | | | (CFO cer.) | | |
| a) GHG Scope 1* | tonCO2eq | 8,955 | 24,274 | 21,156 | 21,995 | **24,844** | GRI 305-1 |
| b) GHG Scope 2* | tonCO2eq | 293,943 | 326,464 | 303,417 | 181,758 | **190,976** | GRI 305-2 |
| c) GHG Scope 3** | tonCO2eq | n.a. | n.a. | n.a. | 691,874 | **759,551** | GRI 305-3 |
| d) GHG Emission Intensity (Scope 1+2) | tonCO2eq /T-P | 0.498 | 0.522 | 0.534 | 0.317 | **0.294** | GRI 305-4 |
| e) GHG Emission Intensity (Scope 1+2+3) | tonCO2eq /T-P | n.a. | n.a. | n.a. | 1.391 | **1.328** | GRI 305-4 |
| Reduction of GHG absolute compared with the business-as-usual (BAU) base year 2019 | | | 0.0% | 0.0% | 32.7% | **28.70%** | |
| Reduce the GHG emission rate compared with the business-as-usual (BAU) base year 2019 | | | 0.00% | 0.00% | 36.35% | **40.96%** | |
| **2. Energy Consumption (2.1 + 2.2)** | GJ | 2,587,376 | 2,734,214 | 2,541,188 | 2,455,411 | **2,638,274** | GRI 302-1e |
| **2.1 Non-renewable Energy (a + b)** | | | | | | | GRI 302-1a, GRI 302-5 |
| a) Electrical Energy | GJ | 405,341 | 527,936 | 513,224 | 518,459 | **559,415** | GRI 302-1a, GRI 302-5 |
| b) Heat Energy | GJ | 2,182,034 | 2,206,278 | 2,027,964 | 1,936,952 | **2,078,859** | GRI 302-1a, GRI 302-5 |
| **2.2 Renewable Energy** | GJ | 0 | 0 | 0 | 0 | **0** | GRI 302-1b, GRI 302-5 |
| **2.3 Energy Intensity** | GJ/T-P | 4.26 | 4.07 | 4.18 | 3.81 | **3.59** | GRI 302-3 |
| **2.4 Energy Reduction** | GJ | 0 | 0 | 0 | 0 | **0** | GRI 302-4 |
| Energy Intensity reduction compared the business-as-usual (BAU) base year 2019 | | | 4.32% | 1.81% | 10.40% | **15.69%** | |
| **3. Water Withdrawal (3.1 + 3.2)** | Mm3 | 2.30 | 2.02 | 1.90 | 1.90 | **1.90** | GRI 303-3 |
| **3.1 Water Withdrawal by Source from All Area** | | | | | | | |
| a). Surface Water | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| b). Ground Water | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| c). Water from raw materials | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| d). Third-Party Water or Tap Water | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 2.30 | 2.02 | 1.90 | 1.90 | **1.90** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| **3.2 Water Withdrawal by Source from Area with Water Stress** | | | | | | | GRI 303-3 |
| a). Surface Water | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| b). Ground Water | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| c). Water from raw materials | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| d). Third-Party Water or Tap Water | | | | | | | GRI 303-3 |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-3 |
| Water Reduction compared with the business-as-usual (BAU) base year 2019 | | | 12.36% | 17.68% | 18.11% | **17.36%** | |
| Water Intensity reduction compared to the business-as-usual (BAU) base year 2019 | | | 20.65% | 17.70% | 22.68% | **31.60%** | |

\* The 2023 data use the greenhouse gas emissions value certified by the Thailand Greenhouse Gas Management Organization (TGO) under the Corporate Carbon Footprint (CFO) scheme on November 26, 2024. This certification covers Scope 1 and 2 greenhouse gas emissions resulting from the organization's various activities during 2023, totaling 203,753 tons. The 2024 data is calculated using the same methodology as the 2023 data certified.
\*\* Scope 3 greenhouse gas calculation and report are based on the GHG Protocol including Category 1 : Purchased Goods and Services, Category 3 : Fuel-and Energy-Related Activities, Category 4 : Upstream Transportation and Distribution, Category 5 : Waste Generated in Operations, Category 6 : Business travel, Category 7 : Employee commuting, Category 9 : Downstream Transportation and Distribution, Category 13 : Downstream leased assets, Category 14 : Franchises and Category 15 : Investments

## Environment Performance (Continued)

| | Unit | 2019 (2562) | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|---|---|
| **4. Water Discharge (4.1+4.2)** | Mm3 | 0.93 | 0.98 | 1.10 | 1.19 | **1.21** | **GRI303-4** |
| **4.1 Water Discharge by Destination from All Area** | | | | | | | GRI 303-4b |
| a). Surface Water | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| b). Ground Water | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| c). Sea Water | Mm3 | 0.93 | 0.98 | 1.10 | 1.19 | **1.21** | GRI 303-4b |
| d). Third-Party Water Sent for Use to Other | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| **4.2 Water Discharge by Destination from Area with Water Stress** | | | | | | | GRI 303-4b |
| a). Surface Water | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| b). Ground Water | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| c). Sea Water | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| d). Third-Party Water Sent for Use to Other | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4b |
| **4.3 Water Discharge by Freshwater and Other Water from All Area** | | | | | | | GRI 303-4c |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4c |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.93 | 0.98 | 1.10 | 1.19 | **1.21** | GRI 303-4c |
| • BOD | ton | 2.83 | 2.89 | 3.50 | 3.96 | **2.10** | |
| • COD | ton | 46.09 | 45.15 | 53.86 | 53.46 | **60.73** | |
| • TSS | ton | 6.87 | 16.19 | 9.57 | 10.71 | **12.27** | |
| **4.4 Water Discharge by Freshwater and Other Water from Area with Water Stress** | | | | | | | GRI 303-4c |
| • Freshwater TDS < 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4c |
| • Other Water TDS > 1,000 mg/l | Mm3 | 0.00 | 0.00 | 0.00 | 0.00 | **0.00** | GRI 303-4c |
| Number of violations of legal environmental obligations/regulations | Cases | 0 | 0 | 0 | 0 | **0** | |
| **5. VOCs emission** | | | | | | | |
| VOCs Fugitive Concentration better than Thai standard 40% all equipment | % | 100% | 100% | 100% | 100% | **100%** | GRI 305-7 |
| Oxides of Nitrogen | kg | n.a. | n.a. | n.a. | n.a. | **3,381** | GRI 305-7 |
| **6. Hazardous Waste Generation (6.1+6.2+6.3)** | kg | 1,171,476 | 1,170,419 | 957,535 | 1,056,262 | **3,593,023** | GRI 306-3 (2020) |
| **6.1 Waste from normal production** | Kg | 1,171,476 | 1,170,419 | 957,535 | 1,056,262 | **947,031** | |
| **6.2 Waste from special activities such as major maintenance** | kg | n.a. | n.a. | n.a. | n.a. | **1,194,976** | |
| **6.3 Waste from other activities** | kg | n.a. | n.a. | n.a. | n.a. | **1,451,016** | |
| **a) Diverted from Disposal within BST Group** | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Reuse | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Recycled | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Other Recovery | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Treatment | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| **b) Diverted from Disposal – Outside BST Group** | kg | n.a. | n.a. | n.a. | n.a. | **1,304,727** | GRI 306-4 (2020) |
| • Reuse | kg | n.a. | n.a. | n.a. | n.a. | **106,953** | GRI 306-4 (2020) |
| • Recycled | kg | n.a. | n.a. | n.a. | n.a. | **655,456** | GRI 306-4 (2020) |
| • Other Recovery | kg | n.a. | n.a. | n.a. | n.a. | **101,088** | GRI 306-4 (2020) |
| • Treatment | kg | n.a. | n.a. | n.a. | n.a. | **441,230** | GRI 306-4 (2020) |
| **c) Directed to Disposal** | kg | n.a. | n.a. | n.a. | n.a. | **2,288,296** | GRI 306-5 (2020) |
| • Incinerated with Energy Recovery | kg | n.a. | n.a. | n.a. | n.a. | **2,281,596** | GRI 306-5 (2020) |
| • Incinerated without Energy Recovery | kg | n.a. | n.a. | n.a. | n.a. | **6,700** | GRI 306-5 (2020) |
| • Other Disposal | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-5 (2020) |
| • Landfilled | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-5 (2020) |
| **6.4 Hazardous Waste in the Storage at the End of the Year** | kg | n.a. | n.a. | n.a. | n.a. | **0** | |

## Environment Performance (Continued)

| | Unit | 2019 (2562) | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|---|---|
| **7. Non-hazardous Waste Generation (7.1•7.2•7.3)** | kg | 230,055 | 273,270 | 220,430 | 394,440 | **1,245,881** | GRI 306-3 (2020) |
| **7.1 Waste from normal production** | Kg | 230,055 | 371,995 | 341,465 | 394,440 | **395,540** | |
| **7.2 Waste from special activities such as major maintenance** | Kg | n.a. | n.a. | n.a. | n.a. | **115,782** | |
| **7.3 Waste from other activities** | kg | n.a. | n.a. | n.a. | n.a. | **734,559** | |
| **a) Diverted from Disposal within BST Group** | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Reuse | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Recycled | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Other Recovery | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| • Treatment | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| **b) Diverted from Disposal – Outside BST Group** | kg | n.a. | n.a. | n.a. | n.a. | **1,242,501** | GRI 306-4 (2020) |
| • Reuse | kg | n.a. | n.a. | n.a. | n.a. | **668,982** | GRI 306-4 (2020) |
| • Recycled | kg | n.a. | n.a. | n.a. | n.a. | **257,669** | GRI 306-4 (2020) |
| • Other Recovery | kg | n.a. | n.a. | n.a. | n.a. | **315,850** | GRI 306-4 (2020) |
| • Treatment | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-4 (2020) |
| **c) Directed to Disposal** | kg | n.a. | n.a. | n.a. | n.a. | **3,380** | GRI 306-5 (2020) |
| • Incinerated with Energy Recovery | kg | n.a. | n.a. | n.a. | n.a. | **3,380** | GRI 306-5 (2020) |
| • Incinerated without Energy Recovery | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-5 (2020) |
| • Other Disposal | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-5 (2020) |
| • Landfilled | kg | n.a. | n.a. | n.a. | n.a. | **0** | GRI 306-5 (2020) |
| **7.4 Hazardous Waste in the Storage at the End of the Year** | kg | n.a. | n.a. | n.a. | n.a. | **0** | |
| **8. Environmental Incidents** | | | | | | **0** | |
| Number of incidents affecting the environment (Level 2 up Cases)* | Cases | 0 | 2 | 0 | 0 | **0** | |

* Level 2 up means receiving a written complaint from a neighboring plant. or receiving verbal or written complaints from government agencies or communities environmental (smell, smoke) or noise from abnormal events of chemical or energy leaks (by verification)

# Safety and Occupational Health Performance

| Safety and Occupational Health in Workplace | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|
| Workers Covered by an Occupational Health and Safety Management System | | | | | |
| • Person | 636 | 660 | 695 | 709 | GRI 403-8 |
| • % | 100 | 100 | 100 | 100 | GRI 403-8 |
| Workers Covered by Such a System That Has Been Internally Audited | | | | | |
| • Person | 636 | 660 | 695 | 709 | GRI 403-8 |
| • % | 100 | 100 | 100 | 100 | GRI 403-8 |
| Workers Covered by Such a System That Has Been Audited or Certified by an External Party | | | | | |
| • Person | 636 | 660 | 695 | 709 | GRI 403-8 |
| • % | 100 | 100 | 100 | 100 | GRI 403-8 |
| Hours Worked (Million Hours Worked) | 2.55 | 3.68 | 7.39 | 6.05 | GRI 403-9 |
| • Employee | 1.36 | 1.29 | 1.49 | 1.53 | GRI 403-9 |
| • Contractor | 1.19 | 2.39 | 5.90 | 4.52 | GRI 403-9 |
| Total Recordable Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Works) | 1.57 | 0.82 | 0.41 | 0.00 | |
| • Employee | 0.74 | 0.78 | 0.00 | 0.00 | |
| • Contractor | 2.52 | 0.84 | 0.51 | 0.00 | |
| Fatality Work-Related Injury and Occupational Illness& Disease Rate (Cases/1,000,000 Hours Works) | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Employee | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Contractor | 0.00 | 0.00 | 0.00 | 0.00 | |
| **Safety Incident in Workplace** | | | | | |
| Total Number of Recordable Work-Related Injury (Cases) | 4 | 3 | 3 | 0 | GRI 403-9 |
| • Employee | 1 | 1 | 0 | 0 | GRI 403-9 |
| • Contractor | 3 | 2 | 3 | 0 | GRI 403-9 |
| Total Recordable Work-Related Injury Rate (Cases/1,000,000 Hours Works) | 1.57 | 0.82 | 0.41 | 0.00 | GRI 403-9 |
| • Employee | 0.74 | 0.78 | 0.00 | 0.00 | GRI 403-9 |
| • Contractor | 2.52 | 0.84 | 0.51 | 0.00 | GRI 403-9 |
| Number of Fatality Work-Related Injury (Persons) | 0 | 0 | 0 | 0 | GRI 403-9 |
| • Employee (Male : Female) | 0:0 | 0:0 | 0:0 | 0:0 | GRI 403-9 |
| • Contractor (Male : Female) | 0:0 | 0:0 | 0:0 | 0:0 | GRI 403-9 |
| Fatality Work-Related Injury Rate (Cases/1,000,000 Hours Works) | 0.00 | 0.00 | 0.00 | 0.00 | GRI 403-9 |
| • Employee | 0.00 | 0.00 | 0.00 | 0.00 | GRI 403-9 |
| • Contractor | 0.00 | 0.00 | 0.00 | 0.00 | GRI 403-9 |
| Number of High-Consequence Work-Related Injury (Cases) | 0 | 0 | 0 | 0 | GRI 403-9 |
| • Employee | 0 | 0 | 0 | 0 | GRI 403-9 |
| • Contractor | 0 | 0 | 0 | 0 | GRI 403-9 |
| High-Consequence Work-Related Injury Rate (Cases/1,000,000 Hours Works) | 0.00 | 0.00 | 0.00 | 0.00 | GRI 403-9 |
| • Employee | 0.00 | 0.00 | 0.00 | 0.00 | GRI 403-9 |
| • Contractor | 0.00 | 0.00 | 0.00 | 0.00 | GRI 403-9 |
| Lost Time Injury Frequency Rate (Cases/1,000,000 Hours Works) | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Employee | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Contractor | 0.00 | 0.00 | 0.00 | 0.00 | |
| Severity Work-Related Injury Rate (Days/1,000,000 Hours Works) | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Employee | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Contractor | 0.00 | 0.00 | 0.00 | 0.00 | |
| **Occupational Health Incident in Workplace** | | | | | |
| Number of Recordable Occupational Illness & Disease (Cases) | 0 | 0 | 0 | 0 | GRI 403-10 |
| • Employee | 0 | 0 | 0 | 0 | GRI 403-10 |
| • Contractor | 0 | 0 | 0 | 0 | GRI 403-10 |
| Number of Fatality Occupational Illness & Disease (Cases) | 0 | 0 | 0 | 0 | GRI 403-10 |
| • Employee | 0 | 0 | 0 | 0 | GRI 403-10 |
| • Contractor | 0 | 0 | 0 | 0 | GRI 403-10 |
| Severity Occupational Illness & Disease (Lost Days/1,000,000 Hours Works) | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Employee | 0.00 | 0.00 | 0.00 | 0.00 | |
| • Contractor | 0.00 | 0.00 | 0.00 | 0.00 | |

## ❯ Safety and Occupational Health Performance (Continued)

| | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|
| Number of Accidents, Injuries and Occupational Illness & Disease from work (Level 2 up Cases) * | 4 | 3 | 3 | 0 | |
| Number of Chemicals Spillage (Level 2 up Cases) ** | 1 | 1 | 2 | 1 | GRI 306-3 (2016) |
| Quantity of Chemicals Spillage (Level 2 up) (Kilograms) ** | 1,400 | 1,400 | 1,701 | 3,000 | GRI 306-3 (2016) |

* Level 2 up means any injury or illness which is caused by an incident in the work or business of the company that requires medical treatment by a doctor or result in work stoppage, disability, or death.

** Level 2 or higher means leaks of flammable chemicals or gases above the Material Release Threshold Quantities (TQ) or leaks of non-hazardous materials (except air, nitrogen, water, steam, condensate) that more than 5,000 kgs or a fire or explosion in the company area and resulted in entering the emergency control plan level 2 (according to the crisis management plan).

## ❯ Product Stewardship Performance

| | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|
| Communication on the latest Safety Health and Environment information of all products to all stakeholders (%) | n.a. | n.a. | 100% | 100% | |
| %Product that assessed the Health and Safety Impact | n.a. | n.a. | 33% | 67% | GRI 416-1 |
| %Assessed Product and communicated Safety Health and Environment Information correctly */** | n.a. | n.a. | 33% | 67% | GRI 416-1 |
| Product Liability Incident Level 2 or higher**/*** (Number) | 0 | 0 | 0 | 0 | GRI 416-2 |

n.a. - Not available

* The Company provides relevant information about its products or services through various media and on product labels, using clear, accurate, and easy-to-understand language. This includes providing warnings in accordance with relevant regulations and laws, as well as providing information on the safe use and disposal of products. [GRI 417-1]

** Regarding information and labeling of products and services, marketing communications, including advertising, sales promotion, and sponsorships [GRI 417-2, 417-3]

*** Product Liability Incident Level 2 or higher is Incident caused by our products in the area of customers or stakeholders that resulting an injury or illness which requires medical treatment or resulting in death, disability, or have an impact to the environment in the area of customers or stakeholders or more than those areas.

## ◗ Labor and Human Right Performance

| | unit | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|---|
| **Employee Information** | | | | | | |
| **Number of Employees** | Person | 636 | 660 | 695 | **706** | GRI 2-7 |
| ● By location (H.O.: Site 1 : Site 2) | % | 13 : 55 : 32 | 13 : 52 : 35 | 13 : 49 : 38 | **13 : 49 : 38** | GRI 2-7 |
| ● By working hours (Office hour : Shift : Flexible hour) | % | 53 : 47 : 0 | 42 : 45:13 | 42 : 45 : 13 | **45 : 42 : 13** | GRI 2-7 |
| ● By on site or Hybrid workplace | % | 78 : 22 | 74 : 26 | 75 : 25 | **74 : 26** | GRI 2-7 |
| ● By Gender (Female : Male) | % | 30 : 70 | 31 : 69 | 30 : 70 | **31 : 69** | GRI 2-7 |
| ● Manufacturing Function : Support Function | % | 78 : 22 | 77 : 23 | 78 : 22 | **77 : 23** | GRI 2-7 |
| ● By Employee Level (Management : Professional : Semi-professional) | % | 4 : 37 : 59 | 4 : 40 : 56 | 4 : 41 : 55 | **4 : 42 : 54** | GRI 2-7 |
| ● By Age group (Under 30 yr : 30-50 yr : over 50 yr) | % | 24 : 69 : 7 | 24 : 68 :8 | 28 : 64 :8 | **28 : 62 : 10** | GRI 2-7 |
| **Female share of total workforce** | | | | | | GRI 405-1 |
| ● Manufacturing Function : Support Function | % | 14 : 16 | 15 : 16 | 15 : 15 | **15 : 16** | GRI 405-1 |
| ● Female in Top management | % | 2 | 2 | 1 | **1** | GRI 405-1 |
| ● Female in Middle management | % | 16 | 19 | 15 | **20** | GRI 405-1 |
| ● Female in management position in revenue-generating function | % | 2 | 4 | 4 | **5** | GRI 405-1 |
| **Number of New Employees** | Person | 105 | 63 | 63 | **37** | GRI 2-7, GRI 401-1a |
| ● New Employees of total workforce | % | 16 | 10 | 9 | **5** | GRI 2-7, GRI 401-1a |
| ● By Gender (Female : Male) | % | 44 : 56 | 43 : 57 | 38 : 62 | **41 : 59** | GRI 2-7, GRI 401-1a |
| ● By Employee Level (Management : Professional : Semi-professional) | % | 1 : 61 : 38 | 0 : 52 : 48 | 0 : 44 : 56 | **0 : 49 : 51** | GRI 2-7, GRI 401-1a |
| ● By Age group (Under 30 yr : 30-50 yr : over 50 yr) | % | 76 : 22 : 2 | 82 : 18 : 0 | 87 : 13 :0 | **84 : 16 : 0** | GRI 2-7, GRI 401-1a |
| **Number of Employee Turnover** | Person | 42 | 45 | 31 | **27** | GRI 401-1b |
| ● Employee Turnover of total workforce | % | 7 | 7 | 4 | **4** | GRI 401-1b |
| ● By Gender (Female : Male) | % | 67 : 33 | 40 : 60 | 58 :42 | **30 : 70** | GRI 401-1b |
| ● By Employee Level (Management : Professional : Semi-professional) | % | 10 : 64 :26 | 9 : 58 : 33 | 3 : 68 :29 | **7 : 41 : 52** | GRI 401-1b |
| ● By Age group (Under 30 yr : 30-50 yr : over 50 yr) | % | 33 : 57 : 10 | 38 : 51 : 11 | 36 : 58 : 6 | **48 : 37 : 15** | GRI 401-1b |
| **Number of Voluntary Resignation** | Person | 38 | 40 | 25 | **23** | GRI 2-7 |
| ● Employee Voluntary Resignation of total workforce | % | 6 | 6 | 4 | **3** | GRI 2-7 |
| ● By Gender (Female : Male) | % | 68 : 32 | 40 : 60 | 40 : 60 | **26 : 74** | GRI 2-7 |
| ● By Employee Level (Management : Professional : Semi-professional) | % | 0 : 71 : 29 | 3 : 65 :32 | 0 : 68 :32 | **4 : 35 : 61** | GRI 2-7 |
| ● By Age group (Under 30 yr : 30-50 yr : over 50 yr) | % | 37 : 63 : 0 | 42 : 55 : 3 | 40 : 60 : 0 | **57 : 39 : 4** | GRI 2-7 |
| **Proportion of participation in Labor Organizations** | % | 100 | 100 | 100 | **100** | |
| **Return to work after Parental Leave** | | | | | | GRI 2-7, GRI 401-3 |
| ● Number of female employees taking maternity leave | Person | 4 | 3 | 3 | **1** | GRI 2-7, GRI 401-3 |
| ● Number of female employees return to work after maternity leave | Person | 4 | 3 | 3 | **1** | GRI 2-7, GRI 401-3 |
| ● Number of male employees taking parental leave | Person | 14 | 12 | 11 | **9** | GRI 2-7, GRI 401-3 |
| ● Number of male employees return to work after parental leave | Person | 14 | 12 | 11 | **9** | GRI 2-7, GRI 401-3 |
| ● Ratio of employees return to work after parental leave | % | 100% | 100% | 100% | **100%** | GRI 2-7, GRI 401-3 |
| **Number of Hours Worked** | | | | | | GRI 2-7 |
| ● Shift time | Hours/Person | 2,165 | 2,135 | 2,122 | **1,943** | GRI 2-7 |
| ● Day time | Hours/Person | 1,684 | 1,707 | 1,763 | **1,646** | GRI 2-7 |
| **Proportion of employee leave** | | | | | | GRI 2-7 |
| ● Sick Leave | % | 15 | 26 | 26 | **25** | GRI 2-7 |
| ● Work-related leave | % | 0 | 0 | 0 | **0** | GRI 2-7 |
| ● Others | % | 85 | 74 | 74 | **75** | GRI 2-7 |

## ◗ Labor and Human Right (Continue)

| | unit | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|---|
| **Training and Development** | | | | | | |
| **Average hours of training and development** | **Hours/Person** | 26 | 25 | 28 | **28** | GRI 404-1 |
| **Average amount spent on training and development** | **Baht/Person** | 5,531 | 5,117 | 13,338 | **12,878** | |
| **Employees receiving annual performance appraisals** | **%** | 100 | 100 | 100 | **100** | GRI 404-3 |
| **Number of positions filled by internal candidates (Rotation/ Promotion)** | **Person** | 200 | 150 | 151 | **130** | GRI 404-3 |
| ● Positions filled by internal candidates of total workforce | % | 31 | 23 | 22 | **18** | GRI 404-3 |
| ● By Gender (Female : Male) | % | 35 : 65 | 40 : 60 | 32 : 68 | **35 : 65** | GRI 404-3 |
| ● By Employee Level (Management : Professional : Semi-professional) | % | 5 : 52 : 44 | 6 : 53 : 41 | 1 : 55 : 44 | **0 : 51 : 49** | GRI 404-3 |
| ● By Age group (Under 30 yr : 30-50 yr : over 50 yr) | % | 14 : 77 : 9 | 11 : 82 : 7 | 12 : 83 : 5 | **25 : 70 : 5** | GRI 404-3 |
| **Salary of female to male** | | | | | | |
| **Management Level (Base Salary Only)** | | | | | | |
| ● Female | THB Million | 3.17 | 3.16 | 2.81 | **3.01** | GRI 405-2 |
| ● Male | THB Million | 3.57 | 3.69 | 3.64 | **3.81** | GRI 405-2 |
| **Ratio of Average Salary of Female to Male (Management Level) (Base Salary only)** | Ratio | 0.89 | 0.86 | 0.77 | **0.79** | GRI 405-2 |
| **Management Level (Base Salary and other cash incentives)** | | | | | | GRI 405-2 |
| ● Female | THB Million | 3.63 | 3.28 | 3.32 | **3.60** | GRI 405-2 |
| ● Male | THB Million | 4.14 | 3.90 | 4.23 | **4.45** | GRI 405-2 |
| **Ratio of Average Salary of Female to Male (Management Level) (Base Salary and other cash incentives)** | Ratio | 0.88 | 0.84 | 0.78 | **0.81** | GRI 405-2 |
| **Professional Level (Base Salary Only)** | | | | | | GRI 405-2 |
| ● Female | THB Million | 0.81 | 0.85 | 0.89 | **0.89** | GRI 405-2 |
| ● Male | THB Million | 0.93 | 0.97 | 0.97 | **1.00** | GRI 405-2 |
| **Ratio of Average Salary of Female to Male (Professional Level) (Base Salary only)** | Ration | 0.87 | 0.88 | 0.92 | **0.89** | GRI 405-2 |
| **Professional Level (Base Salary and other cash incentives)** | | | | | | GRI 405-2 |
| ● Female | THB Million | 1.05 | 1.03 | 1.14 | **1.14** | GRI 405-2 |
| ● Male | THB Million | 1.28 | 1.23 | 1.32 | **1.36** | GRI 405-2 |
| **Ratio of Average Salary of Female to Male (Professional Level) (Base Salary and other cash incentives)** | Ratio | 0.82 | 0.84 | 0.86 | **0.84** | GRI 405-2 |
| **Semi-Professional Level (Base Salary Only)** | | | | | | GRI 405-2 |
| ● Female | THB Million | 0.34 | 0.36 | 0.37 | **0.38** | GRI 405-2 |
| ● Male | THB Million | 0.35 | 0.36 | 0.36 | **0.38** | GRI 405-2 |
| **Ratio of Average Salary of Female to Male (Semi-Professional Level) (Base Salary only)** | Ratio | 0.97 | 1.00 | 1.03 | **1.00** | GRI 405-2 |
| Semi-Professional Level (Base Salary and other cash incentives) | | | | | | GRI 405-2 |
| ● Female | THB Million | 0.51 | 0.50 | 0.54 | **0.57** | GRI 405-2 |
| ● Male | THB Million | 0.55 | 0.54 | 0.57 | **0.59** | GRI 405-2 |
| **Ratio of Average Salary of Female to Male (Semi-Professional Level) (Base Salary and other cash incentives)** | Ratio | 0.93 | 0.93 | 0.95 | **0.97** | GRI 405-2 |
| **Ratio of the annual total salary and other compensation for the highest paid individual, to the average annual total compensation for all employees** | | | | | | GRI 2-21 |
| ● Professional Level | Ratio | 2.47 | 2.66 | 2.61 | **2.54** | GRI 2-21 |
| ● Management Level | Ratio | 2.28 | 2.43 | 2.39 | **1.48** | GRI 2-21 |
| ● Semi-Professional level | Ratio | 2.09 | 2.13 | 2.20 | **1.92** | GRI 2-21 |
| **Labor and Human Right Violation** | | | | | | |
| Number of children under 15 years employed | Person | 0 | 0 | 0 | **0** | |

* Level 2 up refers to Labor and Human Right Violation with a damage value of 100,000 Baht or more, or has received the attention of local media, communities, and social media that have spread related news 1- 2 days or more or there is a risk of damage to the organization's image and reputation.

## Sustainable Procurement Performance

| | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|
| **Economic** | | | | | |
| %Registered Suppliers (AVL - Approved Vendor List) received QCD Supplier Evaluation | 100% | 100% | 100% | **100%** | |
| **Environment** | | | | | |
| Procurement Value with environmentally friendly suppliers (Million Baht) * | 11,562 | 12,174 | 10,833 | **14,838** | |
| Procurement items with environmentally friendly suppliers (items)** | 17 | 17 | 17 | **13** | |
| Number of moderate risk (manufacturing) suppliers obtaining green industry level 2 or higher (Cases) | 50 | 45 | 44 | **35** | |
| Number of moderate risk (non-manufacturing) suppliers obtaining an equivalent to green industry level 2 (Cases). | n.a. | n.a. | n.a. | **49** | |
| New suppliers that were screened using environmental Criteria (% of Procurement Spend) | n.a. | n.a. | n.a. | **100%** | GRI 308-1 |
| Suppliers assessed for environmental impacts (Suppliers) | n.a. | n.a. | n.a. | **684** | GRI 308-2 |
| Suppliers identified as having significant actual and potential negative environmental impacts (Suppliers) | n.a. | n.a. | n.a. | **0** | GRI 308-2 |
| Suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment (%) | n.a. | n.a. | n.a. | **0** | GRI 308-2 |
| Suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment (%) | n.a. | n.a. | n.a. | **0** | GRI 308-2 |
| **Social** | | | | | |
| Percentage of contractors in the production process passing **BST Group**'s safety assessment | 100% | 100% | 100% | **100%** | |
| Percentage of transporter contractors passing **BST Group**'s safety assessment | 100% | 100% | 100% | **100%** | |
| Lost Time Injury Frequency Rate of Contractor (Cases/1,000,000 Hours Worked of Contractor) | 0.00 | 0.00 | 0.00 | **0.00** | |
| New suppliers that were screened using social criteria (% of Procurement Spend) | n.a. | n.a. | n.a. | **100%** | GRI 414-1 |
| Suppliers assessed for social impacts (Suppliers) | n.a. | n.a. | n.a. | **684** | GRI 414-2 |
| Suppliers identified as having significant actual and potential negative social impacts (Suppliers) | n.a. | n.a. | n.a. | **0** | GRI 414-2 |
| Suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment (%) | n.a. | n.a. | n.a. | **0** | GRI 414-2 |
| Suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment (%) | n.a. | n.a. | n.a. | **0** | GRI 414-2 |
| **Governance** | | | | | |
| Percentage of new supplier signing **BST Group** Supplier Code of Conduct *2021 means the number of current business partners | 95% | 100% | 100% | **100%** | |
| Percentage of contracts signed with business partners included clauses of Environmental, Governance, Labor, and Human Rights * Implementation started Jun. 2022 | - | 16% | 100% | **100%** | |
| Percentage of procurement officers/buyers received training on sustainable procurement | - | 97% | 100% | **100%** | |
| Number of Business Partners with High Potential ESG Suppliers (Suppliers) | n.a. | n.a. | n.a. | **0** | |

* Green Procurement refers to the procurement of goods and services of environmentally friendly products (Green Product).

** Green Product refers to products and services that have received the Eco Label, such as green label paper, air conditioners with the energy saving label, certain chemicals with carbon footprint labels, etc.

## Corporate Social Responsibility Performance

| | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|
| Expenses to support CSR activities (million baht) | 5.1 | 6.0 | 6.5 | **6.8** | |
| Mobile medical units for community health care (times) | COVID-19 | 13 | 13 | **13** | |
| Community enterprises to create careers and generate income (number of enterprises) | 3 | 3 | 3 | **3** | |
| Community Satisfaction Survey (household sector) | 90% | 72% | 74% | **83%** | GRI 413-1 |
| Community Satisfaction Survey (community leadership sector) | 88% | 88% | 92% | **94%** | GRI 413-1 |
| Employee participation in CSR activities (% participation) | 100% | 100% | 100% | **100%** | GRI 413-1 |

*COVID-19 : This event is unavailable due to the COVID-19 outbreak.

## Governance Performance

| | 2021 (2564) | 2022 (2565) | 2023 (2566) | 2024 (2567) | GRI Standard |
|---|---|---|---|---|---|
| **Percentage of Employees Passing Ethic Test (%)** | 100% | 100% | 100% | **100%** | GRI 205-2 |
| **Total Number of Incidents and Complaints Level 2 Up* (a) + (b)** | 2 | 0 | 2 | **2** | |
| **Number of Incidents and Complaints through Whistleblowing System** | 0 | 0 | 0 | **0** | GRI 205-3a |
| · Employee Whistleblowing (Cases) | 0 | 0 | 0 | **0** | |
| · Supplier Whistleblowing (Cases) | 0 | 0 | 0 | **0** | |
| **a) The number of incidents and complaints of level 2 and above under investigation.** | 0 | 0 | 0 | **0** | GRI 205-3a, GRI 206-1 |
| **b) Number of incidents and complaints completed (1+2+3)** | 2 | 0 | 2 | **2** | GRI 205-3a, GRI 206-1 |
| **Types of incidents and complaints that have been investigated** | | | | | |
| **1. Unethical or Fraud and Corruption** | 0 | 0 | 1 | **0** | |
| 1.1 Conflicts of Interest | 0 | 0 | 0 | **0** | |
| 1.2 Fraud and Corruption / Bribery | 0 | 0 | 1 | **0** | GRI 250-3a |
| 1.3 Labor Human Rights Violations | 0 | 0 | 0 | **0** | |
| 1.3.1 Sexual harassment | 0 | 0 | 0 | **0** | |
| 1.3.2 Other forms of harassment | 0 | 0 | 0 | **0** | |
| 1.3.3 Discrimination | 0 | 0 | 0 | **0** | GRI 406-1 |
| 1.4 Trade Competition | 0 | 0 | 0 | **0** | GRI 206-1 |
| 1.5 Use of Information | 0 | 0 | 0 | **0** | |
| 1.6 Money Laundering | 0 | 0 | 0 | **0** | |
| 1.7 Insider Trading | 0 | 0 | 0 | **0** | |
| 1.8 Others | 0 | 0 | 0 | **0** | |
| **2. Failure to comply with the laws or regulations of the Company.** | 2 | 0 | 1 | **2** | GRI 2-27 |
| 2.1 Failure to comply with laws or regulations of the Company | 0 | 0 | 0 | **0** | |
| 2.2 Information Security | 2 | 0 | 1 | **2** | |
| 2.3 Personal Information | 0 | 0 | 0 | **0** | |
| **3. Not complying with the complaint** | 0 | 0 | 0 | **0** | GRI 2-27 |

n.a. - Not available

* Level 2 or higher refers to unethical or corrupt practices, policies, regulations, announcements, regulations, including all enforcement powers and procedures issued by the Company and related to compliance with the Company's Code of Conduct or corruption with a damage value of 100,000 Baht or more, or receiving attention from local media, the community, and social media.

◗ **GRI Content Index with Reference**

| Statement of use | **BST Group** has reported the information cited in this GRI content index for the period of 1 January 2024 to 31 December 2024 with reference to the GRI Standards. |
|---|---|
| GRI 1 used | GRI 1: Foundation 2021 |

| GRI STANDARD | DISCLOSURE | Location | SDGs |
|---|---|---|---|
| **GRI 2: General Disclosures 2021** | 2-1 Organizational details | Page 4 - 5 | |
| | 2-2 Entities included in the organization's sustainability reporting | Page 4 - 6 n.a. for b), c) | |
| | 2-3 Reporting period, frequency, and contact point | Page 1, Page 43 | |
| | 2-4 Restatements of information | n.a. | |
| | 2-5 External assurance | n.a. | |
| | 2-6 Activities, value chain and other business relationships | Page 4-5 | |
| | 2-7 Employees | Page 38 | SDGs 8 |
| | 2-8 Workers who are not employees | n.a. | |
| | 2-9 Governance structure and composition | Page 6 n.a. for item c) | SDG 16 |
| | 2-10 Nomination and selection of the highest governance body | Page 6-7 | SDG 16 |
| | 2-11 Chair of the highest governance body | Page 6 | SDG 16 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Page 6-7 | |
| | 2-13 Delegation of responsibility for managing impacts | Page 6-7 | |
| | 2-14 Role of the highest governance body in sustainability reporting | Page 6 | |
| | 2-15 Conflicts of interest | n.a. | |
| | 2-16 Communication of critical concerns | n.a. | |
| | 2-17 Collective knowledge of the highest governance body | n.a. | |
| | 2-18 Evaluation of the performance of the highest governance body | n.a. | |
| | 2-19 Remuneration policies | n.a. | |
| | 2-20 Process to determine remuneration | n.a. | |
| | 2-21 Annual total compensation ratio | Page 39 n.a. for b) | |
| | 2-22 Statement on sustainable development strategy | Page 2 | |
| | 2-23 Policy commitments | Page 10 | |
| | 2-24 Embedding policy commitments | Page 6 | |
| | 2-25 Processes to remediate negative impacts | Page 26 | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Page 26 | |
| | 2-27 Compliance with laws and regulations | Page 41 | SDGs 16 |
| | 2-28 Membership associations | Page 32 | |
| | 2-29 Approach to stakeholder engagement | Page 17 | |
| | 2-30 Collective bargaining agreements | Page 21 | SDGs 8 |

| GRI STANDARD | DISCLOSURE | Location | SDGs |
|---|---|---|---|
| **GRI 3: Material Topics 2021** | 3-1 Process to determine material topics | Page 7-8 | |
| | 3-2 List of material topics | Page 7-8 | |
| | 3-3 Management of material topics | Page 7-8 | |
| **GRI 304: Biodiversity 2016** | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | n.a. | |
| | 304-2 Significant impacts of activities, products, and services on biodiversity | n.a. | |
| | 304-3 Habitats protected or restored | n.a. | |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | n.a. | |
| **GRI 201: Economic Performance 2016** | 201-1 Direct economic value generated and distributed | n.a. | |
| | 201-2 Financial implications and other risks and opportunities due to climate change | n.a. | |
| | 201-3 Defined benefit plan obligations and other retirement plans | n.a. | |
| | 201-4 Financial assistance received from government | n.a. | |
| **GRI 202: Market Presence 2016** | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | n.a. | |
| | 202-2 Proportion of senior management hired from the local community | n.a. | |
| **GRI 203: Indirect Economic Impacts 2016** | 203-1 Infrastructure investments and services supported | n.a. | |
| | 203-2 Significant indirect economic impacts | n.a. | |
| **GRI 204: Procurement Practices 2016** | 204-1 Proportion of spending on local suppliers | n.a. | |
| **GRI 205: Anti-corruption 2016** | 205-1 Operations assessed for risks related to corruption | n.a. | |
| | 205-2 Communication and training about anti-corruption policies and procedures | Page 10, 41 | |
| | 205-3 Confirmed incidents of corruption and actions taken | Page 41 | |
| **GRI 206: Anti-competitive Behavior 2016** | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Page 41 | |
| **GRI 207: Tax 2019** | 207-1 Approach to tax | n.a. | |
| | 207-2 Tax governance, control, and risk management | n.a. | |
| | 207-3 Stakeholder engagement and management of concerns related to tax | Page 17 | |
| | 207-4 Country-by-country reporting | n.a. | |

| GRI STANDARD | DISCLOSURE | Location | SDGs |
|---|---|---|---|
| **GRI 301: Materials 2016** | 301-1 Materials used by weight or volume | n.a. | |
| | 301-2 Recycled input materials used | n.a. | |
| | 301-3 Reclaimed products and their packaging materials | n.a. | |
| **GRI 302: Energy 2016** | 302-1 Energy consumption within the organization | Page 33 | SGDs 7, 12, 13 |
| | 302-2 Energy consumption outside of the organization | n.a. | |
| | 302-3 Energy intensity | Page 33 | SGDs 7, 12, 13 |
| | 302-4 Reduction of energy consumption | Page 33 | SGDs 7, 12, 13 |
| | 302-5 Reductions in energy requirements of products and services | Page 33 | SGDs 7, 12, 13 |
| **GRI 303: Water and Effluents 2018** | 303-1 Interactions with water as a shared resource | Page 15 | SDGs 6, 12 |
| | 303-2 Management of water discharge-related impacts | Page 15 | SDGs 6 |
| | 303-3 Water withdrawal | Page 33-34 | SDGs 6 |
| | 303-4 Water discharge | Page 34 | SDGs 6 |
| | 303-5 Water consumption | Page 34 | SDGs 6 |
| **GRI 305: Emissions 2016** | 305-1 Direct (Scope 1) GHG emissions | Page 33 | SDGs 3, 7, 12,13, 14, 15 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Page 33 | SDGs 3, 7, 12,13, 14, 15 |
| | 305-3 Other indirect (Scope 3) GHG emissions | Page 33 | SDGs 3, 7, 12,13, 14, 15 |
| | 305-4 GHG emissions intensity | Page 33 | SDGs 3, 7, 12,13, 14, 15 |
| | 305-5 Reduction of GHG emissions | Page 13 | SDGs 3, 7, 12,13, 14, 15 |
| | 305-6 Emissions of ozone-depleting substances (ODS) | n.a. | |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Page 34 | SDGs 3, 12, 14, 15 |
| **GRI 306: Effluents and Waste 2016** | 306-3 Significant spills | Page 36 | SDGs 3, 6, 12 |
| **GRI 306: Waste 2020** | 306-1 Waste generation and significant waste-related impacts | Page 16 | SDGs 3, 6, 12 |
| | 306-2 Management of significant waste-related impacts | Page 16 | SDGs 3, 6, 8, 12 |
| | 306-3 Waste generated | Page 34-35 | SDGs 3, 6, 12 |
| | 306-4 Waste diverted from disposal | Page 34-35 | SDGs 3, 6, 12 |
| | 306-5 Waste directed to disposal | Page 35 | SDGs 3, 6, 12 |
| **GRI 308: Supplier Environmental Assessment 2016** | 308-1 New suppliers that were screened using environmental criteria | Page 40 | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Page 40 | |
| **GRI 401: Employment 2016** | 401-1 New employee hires and employee turnover | Page 38 | SDGs 5, 8, 10 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | n.a. | |
| | 401-3 Parental leave | Page 38 | SDGs 5, 8 |
| **GRI 402: Labor/ Management Relations 2016** | 402-1 Minimum notice periods regarding operational changes | n.a. | |

| GRI STANDARD | DISCLOSURE | Location | SDGs |
|---|---|---|---|
| **GRI 403: Occupational Health and Safety 2018** | 403-1 Occupational health and safety management system | Page 18 | SDGs 3, 8 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Page 18-19 | SDGs 3, 8 |
| | 403-3 Occupational health services | Page 18 | SDGs 3, 8 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Page 19 | SDGs 3, 8 |
| | 403-5 Worker training on occupational health and safety | Page 19 | SDGs 8 |
| | 403-6 Promotion of worker health | Page 19 | SDGs 3 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Page 17-18 | SDGs 3 |
| | 403-8 Workers covered by an occupational health and safety management system | Page 36 | |
| | 403-9 Work-related injuries | Page 36 | SDGs 3, 8 |
| | 403-10 Work-related ill health | Page 36 | SDGs 3, 8 |
| **GRI 404: Training and Education 2016** | 404-1 Average hours of training per year per employee | Page 39 | SDGs 4, 5 ,8 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Page 21 | SDGs 4, 5 ,8 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Page 39 | SDGs 4, 5 ,8 |
| **GRI 405: Diversity and Equal Opportunity 2016** | 405-1 Diversity of governance bodies and employees | Page 38 | SDGs 5, 8 |
| | 405-2 Ratio of basic salary and remuneration of women to men | Page 39 | SDGs 5, 8 |
| **GRI 406: Non-discrimination 2016** | 406-1 Incidents of discrimination and corrective actions taken | Page 41 | SDGs 16 |
| **GRI 407: Freedom of Association and Collective Bargaining 2016** | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Page 21 | |
| **GRI 408: Child Labor 2016** | 408-1 Operations and suppliers at significant risk for incidents of child labor | Page 21, 25 | SDGs 8, 5 |
| **GRI 409: Forced or Compulsory Labor 2016** | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Page 25 | SDGs 16 |
| **GRI 410: Security Practices 2016** | 410-1 Security personnel trained in human rights policies or procedures | n.a. | |
| **GRI 411: Rights of Indigenous Peoples 2016** | 411-1 Incidents of violations involving rights of indigenous peoples | n.a. | |
| **GRI 413: Local Communities 2016** | 413-1 Operations with local community engagement, impact assessments, and development programs | Page 23-24, 41 | SDGs 1, 10, 11 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Page 17 | |
| **GRI 414: Supplier Social Assessment 2016** | 414-1 New suppliers that were screened using social criteria | Page 40 | |
| | 414-2 Negative social impacts in the supply chain and actions taken | Page 40 | |
| **GRI 415: Public Policy 2016** | 415-1 Political contributions | n.a. | |
| **GRI 416: Customer Health and Safety 2016** | 416-1 Assessment of the health and safety impacts of product and service categories | Page 37 | |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Page 37 | SDGs 3 |
| **GRI 417: Marketing and Labeling 2016** | 417-1 Requirements for product and service information and labeling | Page 37 | SDGs 3, 9 |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | Page 37 | SDGs 3, 9 |
| | 417-3 Incidents of non-compliance concerning marketing communications | Page 37 | SDGs 3, 9 |
| **GRI 418: Customer Privacy 2016** | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | No case found | |