



# Sustainable Development Report 2025



Bangkok Synthetics Co., Ltd. & BST Elastomers Co., Ltd.

For questions or comments concerning this report, please reach out to: [Jantipa\\_m@bst.co.th](mailto:Jantipa_m@bst.co.th)

## Message from the Managing Director

Amid growing climate volatility and heightened stakeholder expectations, **BST Group** recognizes that these factors represent both critical “challenges” and “opportunities” for our business. We therefore remain committed to integrating Environmental, Social, and Governance (ESG) considerations at the core of our corporate strategy to drive balanced, resilient, and transparent growth under a clear ESG policy framework.

In 2025, **BST Group** achieved tangible progress in implementing our ESG policy, with outstanding performance across the following three key dimensions.

**E – Environment:** We continued to advance our climate-impact reduction policy, with key results as follows:

- Reduced greenhouse gas emissions (Scope 1 & 2) by 16.6% and reduced energy intensity by 19.15% compared with the 2019 base year, consistent with our GHG Roadmap toward carbon neutrality by 2050.
- Sustained our “Zero Waste to Landfill” standard continuously since 2019.
- Reduced water withdrawal by 40.29%, exceeding our target through highly efficient water management.
- Exceeded legal requirements in air-emissions controls, resulting in zero environmental incidents or community complaints.

**S – Social:** We uphold safety as “No Harm to Anyone Anytime” and recognize the importance of respecting and protecting the human rights of all stakeholder groups. In 2025, our key social performance highlights were as follows:

- **Safety and Occupational Health:** The Company maintained “Zero Accident” performance for lost-time injuries and occupational diseases for more than six consecutive years, achieving a milestone of “34 million safe man-hours” covering both employees and business partners.
- **Labor and Human rights:** We place strong emphasis on respecting human rights and fair labor practices, with no incidents of violations or discrimination throughout the past period.
- **Product Responsibility:** We continued to maintain product safety in accordance with standards and provided complete, up-to-date health and safety information for all products to stakeholders on an ongoing basis to ensure confidence in safe product use.
- **Social Responsibility:** We aim to enhance quality of life and create shared value with communities through flagship initiatives, such as the BST Mobile Medical Unit Project (12<sup>th</sup> consecutive year). We are proud to help

improve community well-being by providing healthcare services to more than 2,500 people living around the industrial estate, supporting equitable access to public health. We also continued our Forest Planting Project (15<sup>th</sup> year) at Wat Chak Luk Ya, expanding green spaces and promoting ecological balance.

**G – Governance:** We conduct business under an anti-corruption policy and effective operational oversight. In 2025, there were no legal violations and no incidents of corruption or breaches of the Company’s Code of Conduct. We strengthened internal controls through ongoing fraud-risk assessments and conducted IT crisis response drills to ensure business continuity and to protect critical stakeholder information effectively.

### National and International Recognition in 2025

Our commitment is reflected in the following honors:

- **International recognition:** Rated among the world’s Top 5% sustainability leaders by EcoVadis.
- **National recognition:** Received the White Flag–Gold Star Award (6<sup>th</sup> year), the White Flag–Green Star Award (11<sup>th</sup> year), and the Green Industry Award at the “Green Culture” level from the Industrial Estate Authority of Thailand. We also achieved continued success in social responsibility (CSR-DIW Continuous Award)—9<sup>th</sup> consecutive year (BST & BSTE) and 6<sup>th</sup> consecutive year (NBL)—along with the national labor relations award for the 9<sup>th</sup> consecutive year. These achievements reflect that sustainability is not merely a goal but has truly become a shared “way of working” for all employees.

In 2026, **BST Group** will continue to enhance business performance in parallel with sustainability, focusing on innovation to improve resource efficiency, developing people capabilities alongside the highest safety standards, and strengthening our governance culture. We believe that sustainability is not merely “reporting results,” but a “business philosophy” that creates value to be delivered sustainably to stakeholders at every level.

On behalf of **BST Group**, I would like to thank our employees and all stakeholders who have been a vital driving force in moving our organization forward with confidence and stability.

Sunthorn Prasopchingchana  
Managing Director

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# 1. Organizational Structure and Business Operations

## ► About BST Group

[GRI 2-1, 2-2]

**BST Group**, led by **Bangkok Synthetics Co., Ltd.**, is Thailand’s pioneer in the Mixed C4 derivatives industry and plays an important role in driving the regional petrochemical industry. We are committed to sustainable growth through integrated value-chain management—from upstream chemicals to high-quality downstream products—across the following core business groups:

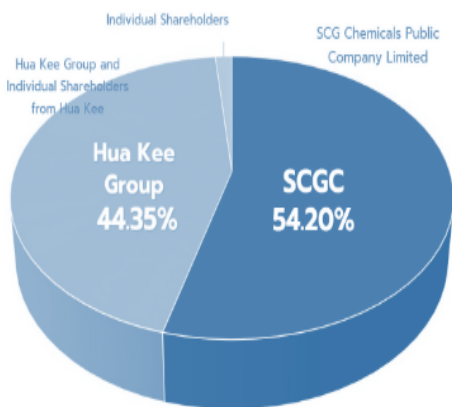
**1. Mixed C4 Derivatives Business:** As a key producer in the Mixed C4 industry, we operate with modern production technology standards to supply critical feedstocks to a wide range of downstream industries.

**2. Synthetic Rubber Business:** We strengthened our position in the synthetic rubber industry through **BST Elastomers Co., Ltd.**, a production base for emulsion styrene-butadiene rubber (ESBR) serving the automotive and rubber goods industries, consistently meeting globally competitive durability and quality requirements.

**3. Synthetic Latex Business:** **BST Group** has significantly expanded into the Nitrile Latex (NB Latex) industry at Site 2 to meet growing global demand for rubber gloves.

- **A milestone in growth:** We reaffirmed our leadership by expanding the Nitrile Latex Unit 2, which commenced commercial operation in 2025. This expansion further enhances our competitiveness and strengthens our readiness to support continued growth in the global rubber glove market.

## ► Shareholding Structure of Bangkok Synthetics Co., Ltd.



Shareholder List	Shareholding (%)
SCG Chemicals Public Company Limited	54.20%
Hua Kee Group and Individual Shareholders from Hua Kee	44.35%
Individual Shareholders	1.45%

• **SCGC (SCG Chemicals):** A leading integrated chemicals innovator in ASEAN, specializing in the production of high-quality polymers for the packaging, medical, and infrastructure industries.

• **Hua Kee Group:** A diversified investment group covering the paper and plastic resin industries, with expertise in legal and financial advisory services for petrochemical groups in Thailand and overseas.

• **BST Elastomers Co., Ltd.:** 99.99% shareholding by Bangkok Synthetics Co., Ltd. and 0.01% by minority shareholders.

## ► Business Group and Operational Site Structure

At present, **BST Group** comprises two principal companies. The head office is located at Park Silom Building (25<sup>th</sup> Floor), Bangkok, and our manufacturing facilities are located in the Map Ta Phut Industrial Estate, as follows:

Company	Plant	Location	Key Products
Bangkok Synthetics Co., Ltd. (BST)	BST Plant	Site 1	<ul style="list-style-type: none"> <li>1,3-Butadiene</li> <li>Methyl Tertiary-Butyl Ether (MTBE)</li> <li>Butene-1</li> <li>Raffinate-1</li> <li>C4-LPG</li> </ul>
	NBL Plant	Site 2	<ul style="list-style-type: none"> <li>Nitrile Latex (NB Latex)</li> </ul>
BST Elastomers Co., Ltd. (BSTE)	ESBR Plant	Site 1	<ul style="list-style-type: none"> <li>Emulsion Styrene Butadiene Rubber (ESBR)</li> </ul>

## Value Chain and Operations

[GRI 2-6]

**BST Group** operates with a focus on integration across the value chain—from efficient procurement of raw materials to delivering high-quality products to downstream industries worldwide—as follows:

### Raw Material Procurement and Supplier Management (Upstream & Supplier Management)

**Key Raw Material:** Mixed C4, our primary upstream feedstock, is delivered via a direct pipeline system from major petrochemical plants within the Map Ta Phut Industrial Estate. Pipeline transportation reduces accident risk and lowers greenhouse gas emissions compared to road transportation.

**Supplier Management:** The Company procures chemicals and packaging from suppliers that meet international standards. All suppliers are required to comply with our **Supplier Code of Conduct** to ensure responsible supply chain practices regarding human rights, the environment, and safety.

### Mixed C4 Product Portfolio (Midstream – BST Plant)

The BST Plant (Site 1) separates and processes Mixed C4 into a diverse range of chemical products, as follows:

**1,3-Butadiene:** The principal feedstock supplied to our downstream synthetic rubber and synthetic latex plants, including the ESBR Plant and the NBL Plant.

**MTBE (Methyl Tertiary-Butyl Ether):** Supplied to oil refineries as an octane booster and an alternative to lead additives, supporting more complete combustion of fuel.

**Butene-1:** Supplied to producers of HDPE, LDPE, and LLDPE resin to improve polymer properties.

**Raffinate-1:** Supplied to producers of Methyl Methacrylate (MMA).

**C4-LPG:** Used as feedstock for ethylene or propylene production or blended for cooking gas.

### Synthetic Rubber and Synthetic Latex Products (Downstream – ESBR & NBL Plants)

The Company creates added value from **1,3-Butadiene** by expanding into the synthetic rubber and synthetic latex industries to meet global market demand, as follows:

**Emulsion Styrene Butadiene Rubber (ESBR):** Produced at the ESBR Plant (Site 1) and used as a key feedstock for the automotive industry, primarily in tire manufacturing and high-durability rubber components.

**Nitrile Latex (NB Latex):** Produced at the NBL Plant (Site 2) using advanced technology to supply rubber glove manufacturers for medical and industrial applications, a market that to see robust growth.

In addition, BST Group products serve as critical inputs across multiple industries. We deliver products to customers in Thailand and overseas, covering the following industry groups:

**Plastics and Energy Industry:** through Butene-1 and MTBE.

**Automotive Industry:** through emulsion styrene-butadiene rubber (ESBR).

**Health and Hygiene Industry:** through NB Latex used in rubber glove manufacturing.



## 2. About This Report

[GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-14]

### Report Scope and Reporting Approach

This Sustainability Report has been prepared to communicate **BST Group's** direction, policies, and sustainability performance. The Report emphasizes transparency across the economic, environmental, and social dimensions to respond comprehensively and clearly to the expectations of all stakeholder groups.

**Disclosure Standard:** This Report has been prepared in accordance with the **GRI Standards 2021** under the **"In Accordance"** criteria. All disclosure requirements are compiled in the Appendix, "GRI Content Index," at the end of this Report.

**Entities Covered in the Report** [GRI 2-2]: The information in this Report covers the operations of all companies under **BST Group**, including **Bangkok Synthetics Co., Ltd.** and **BST Elastomers Co., Ltd.**

**Reporting Period** [GRI 2-3]: The information and indicators presented in this Report cover the period from **January 1, 2025, to December 31, 2025**. The Company's Sustainability Report is published on an annual basis.

**Report Review and Approval** [GRI 2-14]: To demonstrate the highest level of transparency and accountability, this Report was reviewed for materiality and completeness prior to approval by the **Chair of the Sustainable Development Committee** together with the Executive Management Team on **January 29, 2026**, confirming that the information presented accurately reflects **BST Group's** sustainability performance.

**External Assurance** [GRI 2-5]: The Company does not currently have a policy to obtain external assurance for the entire Sustainability Report. However, to enhance confidence in significant environmental data, the Company has arranged Specific Data Assurance for Organizational Carbon Footprint (CFO) and Product Carbon Footprint (CFP) by an external verifier registered with the Thailand Greenhouse Gas Management Organization. Certification details can be verified at: <https://www.tgo.or.th>

**Contact:** For questions or additional suggestions regarding this Report, please contact us via email: [Jantipa\\_m@bst.co.th](mailto:Jantipa_m@bst.co.th)

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### Significant Changes During the Reporting Period

 [GRI 2-4]

To strengthen transparency and improve the comparability of disclosures over time, **BST Group** reports the following key changes and enhancements for the 2025 reporting year:

**Boundary Expansion:** The reporting boundary was expanded to include environmental performance from new Nitrile Latex Unit 2 for the first time, to ensure that the overall environmental performance covers all key activities of **BST Group**.

**Reporting Standard Upgrade:** The reporting level was enhanced from "GRI With Reference" to **"GRI In Accordance"** in line with GRI requirements, to strengthen the completeness of disclosures and align fully with international standards.

### 3. Driving Sustainable Development

#### ► Sustainable Development Governance Structure

[GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-24]

To embed sustainability as an integral part of our business strategy, **BST Group** has established a Sustainable Development Governance Structure, with committees appointed at various levels as follows:



#### Sustainable Development Committee

[GRI 2-9, 2-11, 2-12, 2-13, 2-14]

Appointed by the Board of Directors, the Sustainable Development Committee serves as the policy-level committee for ESG strategic direction and decision-making. The **Managing Director serves as Chair**, with **all Department Managers serving as Committee Members**. The Committee monitors and reviews performance at least once a month, with the following key roles and responsibilities:

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

1. Establish sustainability policies, strategies, and targets aligned with the Company's material sustainability topics.
2. Drive and support implementation through each sustainability steering committee to ensure alignment with the Company's core strategy.
3. Oversee systematic management of human-rights impacts across the value chain and allocate appropriate resources.
4. Review and approve Material Topics and the annual Sustainability Report.

#### Sustainability Steering Committees

[GRI 2-9, 2-10]

To ensure effective sustainability management is integrated with business strategy, the Company appointed **Sustainability Steering Committees**, with the following structure and roles:

#### Committee Structure and Appointment:

**Selection Criteria:** Senior executives are selected from each function based on their expertise in ESG dimensions to ensure alignment with business context and international standards.

**Term of Office:** The Chair and Vice Chair of each committee serve a term of **two (2) years**.

**Operational Support:** A Section Manager with relevant expertise is appointed as Secretary for each committee, working in coordination with all Department Managers who participate as committee members to translate policy into concrete actions.

**Working Mechanism:** Each committee meets at least **once per month** to monitor KPIs and track progress of both short-term and long-term action plans.

#### Delegation of Responsibilities and Impact Management [GRI 2-13]

The Sustainability Steering Committees serve as the primary mechanism for translating direction from the Sustainable Development Committee into implementation, with the following key responsibilities:

1. Policy and Strategy: Develop sustainability policies, strategies, and targets aligned with organizational direction, considering the impacts on all stakeholder groups.
2. Operating Standards: Establish integrated operating guidelines and standards in line with international principles and applicable laws.
3. Monitoring and Evaluation: Closely monitor internal and external developments to adjust action plans in a timely manner.

4. Communication: Promote sustainability communications to reach employees at all levels across the organization.
5. Sub-governance: Establish subcommittees as necessary to support specific objectives and achieve targets.

**Management Reporting and Review** [GRI 2-12, 2-13]

To ensure effective oversight and accountability, the Sustainability Steering Committees report performance to the Sustainable Development Committee on a monthly basis. The Steering Committees also review and endorse information disclosed in the Sustainability Report to ensure accuracy and transparency.

**Operational Approach by Sustainability Dimension** [GRI 3-3, 2-17]

The Company organizes its sustainability steering structure into **four (4)** core dimensions to focus on managing distinct sustainability topics as follows:

Steering Committee	Operational Focus	Related Sustainability Topics
<b>1. Environment</b>	Focus on environmental stewardship, conserving natural resources and energy, and optimizing resource efficiency in accordance with sustainability principles.	Greenhouse gas reduction, energy management, waste management, water management, air quality, circular economy, and biodiversity.
<b>2. Safety and Occupational Health</b>	Operate under the vision “No Harm to Anyone Anytime.”	Process safety and occupational health and safety at work.
<b>3. Social Responsibility</b>	Respect human rights and labor principles, contribute to society, and promote stakeholder engagement.	Human rights, labor standards, product safety, employee capability development, community development, and sustainable supply chain management.
<b>4. Governance</b>	Conduct business with integrity, transparency, and accountability under good governance principles in all circumstances.	Corporate governance, business ethics, legal compliance, anti-corruption, and cybersecurity.

The Company continuously supports awareness-building and knowledge exchange on sustainable development among the Board and senior executives. Sustainability landscape updates, performance results, and emerging sustainability issues relevant to the business are regularly presented through subcommittee meeting mechanisms to support informed decision-making and to ensure that the Company’s strategic direction remains aligned with the current sustainability context.

## Management and Communication of Critical Concerns

[GRI 2-16]

The Company placed strong emphasis on listening and responding to critical concerns raised by all stakeholder groups. This is considered an integral part of our checks-and-balances mechanism to ensure that business operations are conducted with transparency and accountability.

### Mechanism for Receiving Reports and Reporting Process:

**Reporting Channels:** The Company has established multiple whistleblowing channels for complaints and concerns, such as telephone, email, and online channels, to facilitate reporting by both internal and external stakeholders.

**Severity Assessment:** All reported concerns are screened and assessed for severity, considering potential impacts on stakeholders, the business, and the Company's reputation.

**Reporting to Management:** Concerns classified as "High Severity" are immediately escalated to the relevant senior executives for direction, corrective actions, and urgent preventive measures. In addition, an overall summary of concerns is reported in the monthly management meeting.

**Summary of Critical Concerns During the Reporting Year:** The Company consolidates and communicates material concerns to the Sustainable Development Committee for monitoring across the following areas:

Sustainability Dimension	Key Critical Concerns Prioritized for Management
Environment	Management of community complaints relating to environmental pollution.
Social	Incidents related to safety and occupational health; product responsibility (Product Stewardship); and human rights violations.
Ethics	Investigation of incidents that may be inconsistent with the business code of conduct; complaints related to corruption; and non-compliance with applicable laws.

During the past year, **no high-severity critical concerns were identified that had a material impact on the Company.** Details of concerns in each dimension are provided in the Appendix of this Report.

## Materiality Assessment

[GRI 3-1, GRI 3-2]

The Company identifies and prioritizes sustainability topics that affect the economy, the environment, and people—including human rights—across the value chain. The process follows the four-step approach of the GRI 3: Material Topics 2021 Standard, as follows:

- 1. Understand the organization's context:** Gather information from stakeholder expectation analysis, policies, mission and business strategy, and consider global sustainability trends and challenges in comparable industries.
- 2. Identify actual and potential impacts:** Analyze the topics collected to identify both positive and negative impacts covering all business activities and the supply chain, to provide a comprehensive picture of impacts on the economy, society, and the environment.
- 3. Assess the significance of the impacts:** Assess significance using Severity and Likelihood criteria. Severity is evaluated based on three core components: Scale, Scope, and Irremediable Character.
- 4. Prioritize the most significant impacts for reporting:** Rank the results and conduct validation with relevant stakeholders to ensure all material topics are covered, before submitting to the Sustainable Development Committee for approval of disclosures in the annual report.

### Summary of Materiality Assessment Results for 2025

[GRI 3-2]

While most material topics remain consistent, select updates have been made to align with global developments as follows:

**Topics downgraded in materiality:** "Circular Economy" and "Anti-Corruption" were reclassified due to the Company's robust governance mechanisms and consistently stable performance, resulting in risks and potential impacts that remain within manageable levels under established criteria.

**Ongoing review:** The Company reviews material topics at least once per year to continuously refine targets and strategies in line with stakeholder expectations.

## Priority Sustainability Topics with Associated Risks and Opportunities and Reported Content [GRI 3-3]

Key Material Sustainability Topics	Risks and Opportunities from Material Sustainability Impacts	Stakeholders (Groups)	Reported Content	Page
<b>Environment</b>				
Greenhouse Gas Emissions Reduction and Energy Management	Continuously improve energy efficiency through process optimization projects that reduce energy use and greenhouse gas emissions.	Shareholders, Communities, Customers Business partners, Government agencies	• Greenhouse gas emissions reduction and energy management	15
	Implement clean and renewable energy initiatives aligned with the GHG Roadmap and Thailand's and global climate goals.		• Summary of environmental performance	38
	Legal Compliance: Organization and Product Greenhouse Gas Assessment and Certification		• Environmental certifications	34
Air Quality Management	Managing volatile organic compounds (VOC) and butadiene risk in communities, potentially linked to Company activities, while ensuring readiness for stricter draft regulations.	Shareholders, employees, Communities, Customers, Business partners, Government agencies	• Control and management of volatile organic compound (VOC) emissions	18
	Nitrogen oxides (NOx) emissions are controlled through high-temperature combustion using a thermal oxidizer (TOX) off-gas treatment system.		• Summary of environmental performance	39
Water Resource Management	Optimizing water withdrawal efficiently to support regional conservation and with a target set through 2030.	Shareholders, communities, employees	• Water resource management	17
			• Summary of environmental performance	38
<b>Social</b>				
Process Safety	Risk of process incidents, including risks related to production equipment, pipeline systems, and aging safety infrastructure.	Shareholders, Employees, Neighboring facilities	• Technical risk management and process safety	20
			• Summary of safety and occupational health performance	41
Occupational Health and Safety at Work	Maintain systems aligned with ISO 45001, including assessing individual hazards, occupational health, and labor risks to ensure a safe and healthy environment for employees and partners.	Employees, Business partners	• Safety and occupational health management	20
			• Summary of safety and occupational health performance	41
Labor and Human Rights	Respect the labor and human rights of stakeholders through policies, implementation guidelines, and practical examples. The Company has been continuously recognized as compliant with the Thai Labor Standards (TLS 8001) every year. We also support and oversee business partners to grow sustainably together with the organization.	Employees, Business partners	• Human rights practices	23
			• Sustainable supply chain management	30
			• Summary of employee, governance, and sustainable procurement performance	43, 45-46
Support and Participate in Community Development	Implement year-round policies, programs, activities, and budgets to create shared value with communities, and to build trust and acceptance as part of the community. Key initiatives include the Mobile Medical Unit for community health and the "Co-Think, Co-Design, Co-Creat Goodness" program for public benefit.	Communities	• Community and social engagement	26
			• Summary of social responsibility performance	45
Sustainable Supply Chain Management	Implement a sustainable procurement policy with targets and practices to develop sustainability together with business partners across the supply chain in line with established guidelines.	Business partners	• Sustainable supply chain management	30
			• Summary of sustainable procurement performance	45
Product Quality and Safety	Ensure customer satisfaction and confidence in the safe use of our products and services, as evidenced by repeat purchases (based on customer satisfaction scores for product quality and service). The Company also has policies and practices regarding health and safety in product use for customers.	Customers	• Product quality and safety	26
			• Summary of product responsibility performance	42
Employee Care and Skills Development	Retain high-potential employees and enhance employee capabilities to strengthen Company operations, while attracting new talent to join the organization.	Employees	• Employee skills development	23
			• Summary of employee performance	43-44
<b>Governance</b>				
Anti-Corruption	Maintain a zero-tolerance anti-corruption policy in all forms and extend anti-corruption expectations to business partners across the supply chain to enhance confidence and transparency in business operations for all stakeholders.	Shareholders, Employees, Communities, Customers, Business partners	• Governance performance	31
			• Summary of governance performance	46
Information Security	Enhance protection standards for critical information and maintain emergency IT response procedures to ensure business continuity and effectively mitigate cyber threats.	Shareholders, Employees, Communities, Customers, Business partners	• Governance performance	31
			• Summary of governance performance	46

## Related Sustainability Policies

[GRI 2-23, 2-24]

**BST Group** regards sustainable development as a core business objective. This encompasses Environmental, Social, and Governance management. **The Group's Sustainable Development Policy (ESG Policy)** serves as the overarching framework for sustainability operations to achieve relevant sustainability objectives in a concrete and measurable manner.

In 2025, **BST Group** reviewed and updated the Sustainable Development Policy marking its **5<sup>th</sup> revision** to reflect the evolving landscape and milestone achieved. The update emphasizes clearer language, broader coverage of material topics, and stronger alignment with today's business context.

This policy has been communicated to all employees via email and disclosed to stakeholders through the Company's website <https://www.bst.co.th/en/sustainability> for transparency and verifiability.

## Sustainable Development Policy (ESG Policy) of BST Group

### Policy Scope and Governance:

This policy applies to all business operations of **BST Group**, including Bangkok Synthetics Co., Ltd. and BST Elastomers Co., Ltd. Management at all levels and in all functions is responsible for promoting, communicating, and encouraging participation by employees and business partners to foster sustainability awareness and to achieve the defined targets for environmental, social, and governance management. The policy is governed and overseen by the Sustainable Development Committee and is reviewed at least annually.

### Environment (E)

Focus on the environmental protection and conservation of energy and natural resources with sustainable use of resources with the following targets:

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% within 2030.
5. Maintain stricter air pollution emission control than legally required at all times
6. Reduce and control environmental impact with zero pollution incidence impact to communities and nearby plants.

### Social (S)

Conduct business for "No harm to anyone, anytime" and respect for labor and human rights together with social responsibility and stakeholders' engagement with the following targets:

1. Intend to have no lost time injury and occupational disease of employees and business partners from any work-related incident.
2. Respect 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.
3. Conduct product lifecycle risk assessments and consistently communicate up-to-date, comprehensive health, safety, and environmental information for all products to relevant stakeholders, ensuring zero incidents from products affecting the environment, health, and safety of employees, customers, partners, and related stakeholders.
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.

### Governance (G)

Conduct the business properly and transparently in all situations with good governance with the following targets:

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 incidence and no corruption and fraud incidence.
2. Conduct the business legally including complying with related regulatory and requirements including information security regulatory and requirements with no violation incidence of related legal and regulatory.

## Policy Structure and Governance

To ensure effective implementation, **BST Group** has issued topic-specific policies to support the overarching policy. These policies are reviewed annually and overseen by the relevant steering committees as follows:

Environmental Policies	Social Policies	Governance Policies
<ul style="list-style-type: none"> <li>• Safety, Occupational Health, Environment, and Energy Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Safety, Occupational Health, Environment, and Energy Policy</li> <li>• Labor and Human Rights Policy</li> <li>• Employee and Employment Policy</li> <li>• Sustainable Procurement Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Anti-Corruption Policy</li> <li>• Policy for Good Governance and Business Operations</li> <li>• Information Security Policy</li> <li>• Information Technology System Policy</li> </ul>
<p><b>Overseen by</b> Environmental Steering Committee</p>	<p><b>Overseen by</b> Safety and Occupational Health Steering Committee and Social Responsibility Steering Committee</p>	<p><b>Overseen by</b> Governance Steering Committee</p>

## Driving and Monitoring Performance

In addition to establishing Group-wide policies, **BST Group** applies **ESG Index** as a performance indicator to foster awareness and to ensure that ESG Policy requirements are translated into action across the entire organization.

To drive effective implementation toward the targets under the Sustainable Development Policy, **BST Group** developed an **ESG Roadmap** with strategies to support each sustainability topic and to deliver continuous progress from 2023 through 2030. A key component of the ESG Roadmap is the **GHG Roadmap**, which sets out clear measures to manage risks arising from climate change, integrating climate resilience into the Company's core business strategies.

### Code of Conduct

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

To ensure that business operations are conducted properly and transparently, **BST Group** has operationalized the ESG Policy into clear principles and practical guidelines for employees and the Company, complemented by illustrative scenarios. These are compiled into **BST Group – Code of Conduct**, which is structured into the following topics and related policies:

Code of Conduct Topic	Related Policies
1 Labor and Human Rights	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-Corruption Policy
4 Gifts and Entertainment	
5 Conflicts of Interest	
6 Political Action	
7 Handling of Information and Assets	Information Security Policy
8 Information Disclosure and Communications	Information Technology System Policy
9 Company Transactions	Policy for Good Governance and Business Operations
10 Overseas Business and International Trade	
11 Trade Competition	
12 Anti-Money Laundering	

## Driving the Code of Conduct and Governance

**BST Group** requires all employees to comply strictly with the Code of Conduct to cultivate a strong organizational culture and prevent potential negative impacts. **The Company targets 100% of employees at all levels to receive ethics communications, complete ethics training, and pass ethics test**, ensuring proper understanding and application. The target is zero incidents of Code of Conduct violations. In 2025, the Company implemented the following key activities to promote ethics within the organization and across the supply chain:

### For internal operations:

**Awareness-building:** All new employees must complete ethics training and pass an ethics test upon commencement of employment. Existing employees and senior executives must complete annual ethics training and test at the required content level. In 2025, the ethics test pass rate was **100%**.

**Governance and risk management:** The Company maintains a transparent **Whistleblowing System** and conducts fraud risk assessments for high-risk processes.

**Knowledge development:** The Company hosted a special session on anti-corruption delivered by an independent auditor and strengthened information security measures through cyber crisis response drills.

### For business partners:

**Supply chain cascade:** The Company communicates the **Supplier Code of Conduct** as a common standard of practice. All suppliers are required to acknowledge and comply with the Code, with a target of **100%** signed acceptance.


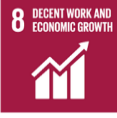



**Screening and selection:** The Company provides a reporting channel for business partners and applies supplier screening measures aligned with international trade sanctions standards (**Sanctions List Control**) to enhance transparency at an international level.

## UN SDGs Alignment and Performance under the ESG Policy




[GRI 2-23]

**BST Group** is committed to contributing to society's achievement of the United Nations Sustainable Development Goals (Sustainable Development Goals: SDGs). The Group's operations and performance are linked to the 17 SDGs and are grouped by level of relevance as follows:

### High-priority SDGs aligned with BST Group's key objectives

High relevance	Relevant Linkages	BST Group Initiatives
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p> <p>3.4 3.5 3.6 3.9</p>	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 across all activities, including production, service, or transportation	<ul style="list-style-type: none"> <li>Occupational health and safety standards ISO 45001</li> <li>Promote Safety Culture</li> <li>Employee health and safety care</li> <li>Mobile Medical Unit for communities</li> </ul>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> <p>8.2 8.3 8.5 8.7 8.8</p>	Conduct businesses according to human rights and labor principles and focus on quality employment, equal and fair treatment	<ul style="list-style-type: none"> <li>Thai labor standards. (TLS 8001-2010 basic level)</li> <li>Labor and human rights Activities</li> <li>Employee development</li> </ul>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>9.4 9.5</p>	Apply technology in every business activity to increase efficiency, add business value, enhance long-term competitiveness, and to promote comprehensive and sustainable industrial development	<ul style="list-style-type: none"> <li>Seeking technology to reduce environmental impact.</li> <li>Sustainable Procurement</li> <li>Product stewardship</li> </ul>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>12.2 12.4 12.5 12.7</p>	Conduct business by optimizing resource efficiency and reducing environmental impact to a minimum.	<ul style="list-style-type: none"> <li>Environmental Standard ISO14001</li> <li>Water management</li> <li>Waste and Air quality management.</li> <li>Sustainable Procurement</li> <li>Circular Economy</li> </ul>
 <p><b>13</b> CLIMATE ACTION</p> <p>13.1 13.3</p>	Accelerate climate adaptation by prioritizing the reduction of greenhouse gas emissions, while collaborating with both public and private sectors to address global warming challenges.	<ul style="list-style-type: none"> <li>GHG Roadmap</li> <li>Carbon footprint certification</li> <li>Eco-factory certification</li> </ul>

### Secondary SDGs and other related SDGs

Secondary Relevant Goal	BST Related to SDGs and our activities	Other Relevant Goal	BST Related to SDGs and our activities
 <p><b>5</b> GENDER EQUALITY</p> <p>5.5</p>	Our Labor and Human Rights Policy embraces diversity, equality, and the inclusion of women as the foundation for sustainable coexistence and growth.	 <p><b>1</b> NO POVERTY</p> <p>1.1 1.2</p>	Aim to improve quality of life and eradicate poverty by providing knowledge and vocational skills through continuous community enterprise projects.
 <p><b>6</b> CLEAN WATER AND SANITATION</p> <p>6.3 6.4 6.6</p>	Focus on enhancing wastewater quality and reducing the release of hazardous chemicals and substances. Increase water-use efficiency and collaborate with the public sector to address water shortages.	 <p><b>4</b> QUALITY EDUCATION</p> <p>4.1 4.3 4.4 4.5</p>	Promote education at all levels through continuous scholarship support for employees' children and youth in the community.
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> <p>7.2 7.3</p>	Develop production processes to optimize energy efficiency, including the promotion of renewable energy projects to reduce emissions per the GHG Roadmap.	 <p><b>10</b> REDUCED INEQUALITIES</p> <p>10.1 10.2 10.3</p>	Develop communities by generating income through community enterprises, providing employment, and prioritizing the use of local products and services.
 <p><b>14</b> LIFE BELOW WATER</p> <p>14.1 14.2</p>	Treat wastewater in compliance with legal standards and commit to protecting coastal ecosystems through aquatic species release and annual marine waste collection.	 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p> <p>11.6</p>	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.
 <p><b>16</b> PEACE AND JUSTICE</p> <p>16.5</p>	Strictly adhere to laws and regulations, ensuring business operations are conducted ethically and transparently under good governance principles and the corporate Code of Conduct.	 <p><b>15</b> LIFE ON LAND</p> <p>15.1 15.2 15.4</p>	Aim to reduce environmental impacts by increasing green spaces to restore ecosystems, collaborating with government agencies and communities on continuous reforestation projects.

## Key Sustainability Performance under the Sustainability Policy in 2025

[GRI 2-23, 2-24]

For internal implementation, **BST Group** establishes annual performance indicators derived from the Sustainable Development Policy. Key sustainability performance results aligned with the SDGs in 2025 are summarized below.

### Environment

[GRI 305-1, 305-2, 302-1, 303-3, 306-4, 306-5, 305-7, 2-27]

#### Reduce absolute greenhouse gas emissions

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

**16.6%**

Achieved 2025 target



#### Reduce energy consumption rate

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

**19.15%**

Achieved 2025 target



#### Reduce water withdrawal rate

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

**40.29%**

Achieved 2025 target



#### Percentage of waste to landfill

**0%**

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

Achieved 2025 target



#### Control all VOCs emission 40% better than Thai regulation

**100%**

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

Achieved 2025 target



#### Environmental Compliant Level 2 up

**0**

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

Achieved 2025 target



### Social

[GRI 403-9, 403-10, 406-1, 2-23, 416-2, 417-1]

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

(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

**0**

Achieved 2025 target



#### Injury severity rate

(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

**0**

Achieved 2025 target



#### Occupational illness & disease rate

(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

**0**

Achieved 2025 target



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

**0**

**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

Achieved 2025 target



#### Incident from product stewardship Level 2 up

**0**

**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.

Achieved 2025 target



#### Provision Up-to-Date Health, Safety, and Environmental Information

**100%**

**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.

Achieved 2025 target



### Governance

[GRI 205-3, 205-2, 2-27]

#### Unethical Incident Level 2 up

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

**0**

Achieved 2025 target



#### Corruption/fraud Incident Level 2 up

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

**0**

Achieved 2025 target



#### Incident of violations of relevant laws and regulations Level 2 up

**0**

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

Achieved 2025 target



#### Percent of employees pass the Ethic test

**100%**

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

Achieved 2025 target



**Note:** The definition of incidents classified as Level 2 and above is provided in Appendix 1 of this Report.

## 4. Environmental Performance

### Greenhouse Gas Emissions Reduction and Energy Management

[GRI 305-5]

**BST Group** recognizes its important role in contributing to solutions for the climate change crisis, which is an urgent global agenda. The Company is therefore committed to operating responsibly toward the environment, in alignment with Thailand’s national greenhouse gas mitigation plan to achieve the Nationally Determined Contributions (NDCs). The direction is defined clearly through the **GHG Roadmap** as follows.

#### Strategy and Targets Toward Carbon Neutrality

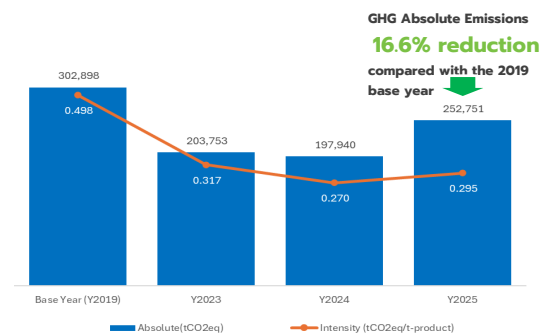
**Short- and Medium-Term Target:** Focus on improving energy efficiency and adopting modern technologies to reduce Scope 1 and Scope 2 greenhouse gas emissions by **30%** by 2030, compared with the 2019 base year.

**Long-Term Target:** Achieve organizational “**Carbon Neutrality**” by 2050.

#### Greenhouse Gas Emissions Reduction Performance in 2025

In 2025, **BST Group** successfully maintained progress on greenhouse gas emissions reduction in line with its targets, with key details as follows:

- Scope 1 and Scope 2 Greenhouse Gas Emissions (GHG Absolute Emissions):** Totaled 252,751 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e), representing a **16.6% reduction** compared with the 2019 base year.
- Greenhouse Gas Emissions Intensity (GHG Intensity):** Recorded at **0.295 tCO<sub>2</sub>e per tonnes of product**, a significant **reduction of 40.8%** compared with the 2019 base year, reflecting improved production efficiency.



Although Scope 1 and Scope 2 greenhouse gas emissions in

2025 increased compared with 2024 due to the commencement of Nitrile Butadiene Latex (NBL) Plant Unit 2 operations, which increased overall production volume by 17%, the Company was able to continuously maintain a downward trend in greenhouse gas emissions intensity. This demonstrates enhanced efficiency in the production process.

**Note:** The 2024–2025 data are based on the same methodology as the 2024 CFO figures, which were certified by the Thailand Greenhouse Gas Management Organization (TGO) on 26 November 2024.

#### Progress Under the GHG Roadmap

In 2025, **BST Group** continued to manage greenhouse gas emissions to remain *on track* toward its defined targets. Net Scope 1 and Scope 2 emissions have already been reduced by 16.6% from the base year, progressing toward the medium-term target of 30% by 2030.

To achieve the targets set out in the GHG Roadmap, the Company implements initiatives under four (4) core strategies, as follows.

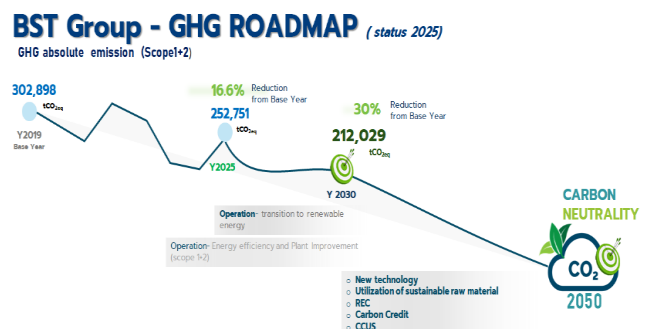
**Operational Excellence:** Improve equipment efficiency and optimize production processes to reduce resource consumption.

**Digital & Automation:** Deploy Advanced Process Control (APC) to enhance control precision, reduce system losses, and improve overall operational efficiency.

**Renewable Energy:** Increase the share of clean energy, such as Floating Solar and Solar Farm projects.

**Future Innovation:** Study advanced technologies such as Carbon Capture, Utilization, and Storage (CCUS), including the sourcing of sustainable raw materials.

In addition, **BST Group** supports studies on greenhouse gas reductions in product transportation and will continue to explore the use of alternative energy for logistics activities.



## Energy Management and Production Efficiency

[GRI 302-4, GRI 305-5]

**BST Group** is committed to managing energy in line with the principle of maximizing resource efficiency. The Company prioritizes improving energy efficiency throughout the production process, together with systematic inspection and maintenance of equipment, to support greenhouse gas reduction targets and strengthen long-term sustainability.

### Energy Management Strategy

The Company drives energy management through three (3) core strategies as follows:

1. **Technology Innovation:** Select energy-efficiency technologies for capacity expansion projects and new production processes.
2. **Operational Excellence:** Optimize current operating modes to maximize energy efficiency.
3. **Continuous Monitoring:** Analyze monthly trends in energy and resource consumption to ensure timely management.

### Performance in 2025

In 2025, **BST Group** reduced energy intensity by **19.15% compared with the 2019** base year, achieving the target set out in the ESG Roadmap. Key projects to improve energy efficiency and reduce greenhouse gas emissions implemented in 2025 are summarized below.

#### 1. Steam Efficiency Improvement through Distillation Column Pressure Control – BST Plant

The Company studied and reduced operating pressure within the distillation column to improve the energy efficiency of the hot solvent reboiler system to an optimal level, together with lowering the condensate temperature at heat exchangers.

- **Performance:** Reduced steam energy consumption by **28,299 gigajoules per year**, equivalent to a reduction of **1,606 tCO<sub>2</sub>e per year**.

#### 2. Advanced Process Control System for the Butadiene Production – BST Plant



The Company developed and applied an Advanced Process Control (APC) model using software that analyzes relationships between control variables and related variables for the butadiene production unit. This enhanced the production process toward highly accurate automation, reducing steam consumption and product loss during separation operations.

- **Performance:** Reduced energy consumption by **17,331 gigajoules per year**, equivalent to a reduction of **983 tCO<sub>2</sub>e per year**.

#### 3. Steam Reduction in Synthetic Rubber Production via Reaction Rate Optimization – ESBR Plant

Under the sustainable production concept, the Company improved operations to maximize the chemical reaction rate without compromising safety, product quality, or environmental performance.

- **Performance:** Reduced energy consumption by **21,176 gigajoules per year**, equivalent to a reduction of **1,201 tCO<sub>2</sub>e per year**.

#### 4. Deaerator Optimization – NBL Plant

The Company studied the relationship between dissolved oxygen levels in the demineralized water unit and operating conditions, to optimize steam consumption in the deaerator while maintaining the required oxygen removal standard before water enters the production process.

- **Performance:** Reduced energy consumption by **10,180 gigajoules per year**, equivalent to a reduction of **578 tCO<sub>2</sub>e per year**.

## 5. Renewable Energy through Solar Rooftop

Since August 2025, **BST Group** has installed and operated a photovoltaic solar rooftop system at the office building to increase the share of clean energy in line with sustainable energy use principles.

- **Performance:** Reduced electricity drawn from the main grid by **12%** of total office-building electricity consumption, equivalent to a reduction of **87 tCO<sub>2</sub>e per year**. This represents a tangible milestone in increasing the share of clean energy within the organization.



### Water Resource Management

[GRI 303-1, 303-2, GRI 303-5]

As development under the Eastern Economic Corridor (EEC) policy expands in Chachoengsao, Chonburi, and Rayong provinces—driving rapid growth in investment and community-based tourism—regional water demand continues to rise. As a responsible operator, **BST Group** is committed to supporting the public sector in sustainable water management. The Company has therefore set a target to reduce water withdrawal by 25% by 2030, compared with the 2019 base year.

Note: Water withdrawal refers to the abstraction of water for various activities from any water source or watershed, whether on a permanent or temporary basis.

#### Strategy and Management Approach



To achieve this target, the Company drives its water management plan through three (3) core strategies as follows:

1. **Water-Use Efficiency Improvement:** Focus on improving production processes to reduce water losses.
2. **Wastewater Quality Management:** Treating wastewater to a quality level exceeding legal standards prior to discharge or reuse.
3. **Monitoring and Proactive Planning:** Continuously monitor water-use trends and prepare contingency plans for potential water scarcity.

#### Performance in 2025

In 2025, **BST Group** achieved strong performance in water management by **reducing water withdrawal by 40.29%** compared with the 2019 base year. This exceeded the target and aligned with the ESG Roadmap.

### Waste Management

[GRI 306-1, GRI 306-2]

**BST Group** focuses on systematic waste management based on resource circularity principles to minimize environmental impacts.

#### Operational Strategy:

1. **Resource Recovery and Utilization:** Explore approaches to manage residual waste to increase value or utilize it in other forms instead of disposal.
2. **Selection of Qualified Service Providers:** Transfer waste only to legally permitted and properly licensed operators.

#### Performance in 2025

All waste was managed through recovery and reuse processes, or utilized as alternative energy, such as Refuse-Derived Fuel (RDF) and as substitute fuel in other industries. As a result, the Company fully achieved its **Zero Waste to Landfill** target.

## ► Control and Management of Volatile Organic Compound (VOC) Emissions

**BST Group** is committed to enhancing air quality management through an “**integrated strategy utilizing Best Available Technology (BAT) and a closed-loop system**” to control and minimize emissions of volatile organic compounds (VOCs). The approach covers both normal operating conditions and turnaround maintenance periods. Key implementation details are as follows.

**Application of Best Available Technology:** The Company installed high-efficiency air treatment systems, including Direct-Fired Thermal Oxidizers (DFTOs), covering operational areas across Site 1, Site 2, and the NBL expansion facility, to ensure complete treatment of production-related vapors. This is combined with the use of wastewater stripping and acrylonitrile distillation columns to capture and separate volatile organic compounds and return them to the production process. This improves efficiency and reduces pollution at the source.

**Transition to a Fully Closed System:** Proactively control pollution by upgrading VOC storage tanks to pressure vessels and connecting them to a Vapor Recovery Unit (VRU) header system, ensuring that VOC vapors are contained and recovered within a closed system without atmosphere release.

**Operational Excellence:** As a pilot facility in the Map Ta Phut area, **BST Group** has continuously applied a Code of Practice to control VOC emissions during turnaround activities since 2020, to strictly minimize environmental and community impacts.

### Performance in 2025

Through centralized management under the above strategy, **BST Group** controlled **fugitive VOC emissions** from all sources to a level **40% below Thai legal limits, covering all equipment across operational areas**. This achievement meets the Company’s targets and reinforces its long-term vision for sustainable air emissions management.

## 5. Social Performance

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

**BST Group** promotes stakeholder engagement and has established engagement approaches tailored to each stakeholder group, as set out below.

Stakeholders	Purpose of Engagement	Stakeholder ESG Expectations	Current Engagement Practices
<b>Shareholders</b>	Communicate material information and the Company's performance transparently and consistently.	Sustained business performance and long-term growth.	<ul style="list-style-type: none"> <li>Hold shareholder meetings at least once per year (typically held quarterly).</li> </ul>
	Listen to feedback and recommendations to strengthen strategic direction.	Effective governance and risk management.	<ul style="list-style-type: none"> <li>Communicate sustainability performance through shareholder meetings.</li> </ul>
<b>Employees</b>	Communicate direction and strategy and strengthen employee engagement.	Clear communications and channels to provide feedback to management.	<ul style="list-style-type: none"> <li>MD Talk: the Managing Director listens to employees' feedback twice per year.</li> <li>Management–Employee Meeting held quarterly (Staff Meeting).</li> <li>Internal communications via email, Line group (BST Family), Facebook, BST Intranet (BST Connect), noticeboards, and Plant Monthly Meeting</li> </ul>
	Develop skills and capabilities to support career progression.	Capability development aligned with business direction.	<ul style="list-style-type: none"> <li>Training delivered in line with the Training Matrix for each role.</li> <li>High-potential talent development (Key Talent) and leadership development programs.</li> </ul>
	Promote well-being and quality of working life.	Appropriate compensation, benefits, and safety care.	<ul style="list-style-type: none"> <li>Employee-and-family engagement activities (e.g., Family Day and recreational clubs).</li> <li>Annual employee engagement survey conducted by Human Resources.</li> </ul>
<b>Business Partners</b>	Promote shared safety and environmental standards for working together.	ESG capability-building support for business partners. Reduce operational and reputational risks.	<ul style="list-style-type: none"> <li>Training for business partners on environment, safety, occupational health, and workplace conditions.</li> <li>For domestic product transportation providers, install GPS linked to the Logistics Command Center (LCC) to enhance transport safety.</li> </ul>
	Support sustainable business practices under principles of good governance.	Fair business practices and contract compliance.	<ul style="list-style-type: none"> <li>Sustainable procurement policy announced since 2022</li> <li>Supplier Code of Conduct communicated and supplier sign-off requested since 2021</li> <li>Contracts include requirements on environmental governance, labor, and human rights.</li> </ul>
<b>Customers</b>	Build confidence in product quality and on-time delivery.	Expect alignment with international sustainability standards (e.g., EcoVadis) and net-zero ambitions.	<ul style="list-style-type: none"> <li>Annual customer satisfaction assessment.</li> </ul>
	Collaborate to support customers' sustainability goals.	Business continuity management (BCM) to assure product delivery.	<ul style="list-style-type: none"> <li>24-hour channel for complaints and safety/environmental recommendations.</li> <li>Provision of up-to-date product safety information.</li> </ul>
<b>Communities and nearby plants</b>	Build trust and foster constructive coexistence.	Prevent and mitigate operational impacts on communities.	<ul style="list-style-type: none"> <li>"BST Group Meets the Community" activities to listen and engage in dialogue.</li> <li>Community grievance mechanism and a 24-hour communication center for safety, occupational health, and environmental concerns.</li> </ul>
	Support improvements in quality of life and the local economy.	Create livelihoods and income and support local public health and education.	<ul style="list-style-type: none"> <li>Mobile medical unit project and community enterprise promotion.</li> <li>Support requests under the "Co-Think, Co-Design, Co-Create Goodness" program.</li> <li>Promote income generation through community enterprises.</li> <li>Support study visits for the Community Relations and Environment Committee together with communities (tripartite collaboration) to enhance community quality of life.</li> </ul>
		Strengthen engagement and positive relationships with communities.	<ul style="list-style-type: none"> <li>Management and employees participate in community activities through site visits.</li> <li>Participation in the Map Ta Phut Public Relation (MPR) operator group to support proactive information sharing and strengthen relations between the Company and communities.</li> </ul>
<b>Government Agencies</b>	Strictly comply with laws, regulations, and requirements.	Full legal compliance. Transparency and auditability of disclosures.	<ul style="list-style-type: none"> <li>Formal and informal dialogue and feedback mechanisms with government agencies (e.g., tripartite committees).</li> <li>Provide input on existing and forthcoming regulations and laws.</li> </ul>
	Cooperate in activities that benefit the public interest and participate as a network to advance an environmentally friendly industry.	Participate as a network to advance environmentally friendly industry.	<ul style="list-style-type: none"> <li>Participate in assessments and certifications by public agencies (e.g., White Flag–Green Star and Eco Factory).</li> <li>Participate in the MPR operator group to support proactive information sharing and strengthen relations between the Company and government agencies.</li> </ul>
<b>Media</b>	Provide accurate and timely information to the public.	Ease of access to information.	<ul style="list-style-type: none"> <li>Regular dissemination of business information across relevant areas.</li> <li>Publish the annual Sustainability Report on the Company website.</li> </ul>
	Strengthen engagement and positive relationships with the media.	Positive engagement and relationships with the organization.	<ul style="list-style-type: none"> <li>Participate in the MPR operator group to support proactive information sharing and strengthen relations between the Company and the media.</li> </ul>
<b>NGOs</b>	Build collaboration to advance sustainability issues.	Complete and transparent disclosure.	<ul style="list-style-type: none"> <li>Collaboration through forums such as water management committees.</li> <li>Publish the annual Sustainability Report on the Company website.</li> </ul>
	Listen to comments and recommendations from civil society. Build partnerships to advance issues that support sustainable development.	Expect transparent disclosure, accountability, and inclusion in sustainability dialogues.	<ul style="list-style-type: none"> <li>Participate in consultations and sustainability forums through the Federation of Thai Industries or relevant associations.</li> </ul>

Note: 1) This table is reviewed annually by the Social Responsibility Steering Committee.

2) MPR (Map Ta Phut Public Relation) refers to the public relations club/network of factories in and around the Map Ta Phut Industrial Estate.

## ► Safety and Occupational Health Management

### Safety Governance Structure and Strategy Toward World-Class Standards

[GRI 403-1, 403-4, 403-8]



**BST Group** is committed to elevating safety standards to **World-Class** levels by embedding an advanced safety culture at the **“Interdependent”** stage, where every employee shares responsibility for protecting their own safety and that of colleagues. This is anchored in the belief: **“Caring to Remind, Safe Together; Building Relationships, Committing to Sustainability.”**

The Company places the highest priority on **Process Safety Management (PSM)**, which integrates technical information, risk assessment, and operating standards with systematic

management of people and equipment to control hazards and strengthen operational reliability across every production step on a sustainable basis. This is integrated with the ISO 45001:2018 management system through five core operational strategies covering **100%** of employees and business partners, as follows.

**1. Safety Culture Development:** Emphasize operational discipline and shared responsibility at all levels.

**2. Process Safety Enhancement:** Strengthen engineering standards and safety management throughout the production process to achieve the highest level of safety.

**3. Business Partner Oversight:** Establish clear policies and procedures for contractors and product transport providers, including safe travel and chemical transportation management along the entire route.

**4. Emergency Management:** Maintain proactive preparedness to minimize impacts in all dimensions and ensure effective response plans.

**5. Proactive Maintenance:** Systematically inspect and maintain equipment, pipeline systems, and safety systems.



### Technical Risk Management and Process Safety

[GRI 403-2, 403-7]

The Company prioritizes process safety as a key sustainability topic, particularly the management of *aging equipment* and the integrity of external pipeline systems. The focus is on strengthening discipline and shifting from “systems” to rigorous “execution” through the following practices.



**Process Safety as a Management System:** The Company uses an **Asset Information Management** system to manage comprehensive machinery and equipment data, ensuring that assets are maintained in sound condition and remain available for reliable operation.

**Process Safety in Practice:** Under the proactive maintenance strategy, the Company applies Risk-Based Inspection (RBI) to conduct detailed inspections of pipelines and equipment. As a result, in 2025 there were no serious leak incidents, or LOPC (Loss of Primary Containment), within production areas or external pipeline systems.

**In-Depth Risk Analysis:** The Company applies internationally recognized tools such as HAZOP (Hazard and Operability Study) to identify hazards, FMEA (Failure Mode and Effects Analysis) to analyze failure modes, and LOPA (Layer of Protection Analysis) to quantitatively verify protection layers. This confirms that process safeguards are fully available and effective at 100% at all times.

**Stop Work Authority:** The right to immediately stop work when risks are identified. This is a critical tool to uphold operational discipline and to prevent escalation by intervening promptly.

**Incident Investigation Process:** The Company uses an **Incident Reporting and Investigation Tracking** system to analyze root causes (**Root Cause Analysis: RCA**) and conducts incident sharing to apply lessons learned from actual incidents and near-miss events to further strengthen process safety management.

## Safety Oversight for Business Partners and Transportation

[GRI 403-7]

**BST Group** extends safety standards to business partners and product transport providers across the value chain to achieve the goal of **"No Harm to Anyone Anytime."** Key highlights of implementation are as follows.

**Contractor Risk Management (Contractor Safety Management: CSM):** The Company selects and oversees contractors based on **Potential Risk Levels**, assessing both activity risk (e.g., working at height) and Process Area Risk to define appropriate control measures. The Company also uses **CSM software** to control site access and verify a 100% completion rate of required safety training prior to commencing work.

**Safe Transportation Standards:** The Company enhances safety in product distribution by road and pipeline by requiring transport providers on the Approved Vendor List (AVL) to comply strictly with requirements. Vehicle readiness and driver fitness are checked at 100% prior to departure, and driving behavior is monitored via GPS throughout the route to prevent impacts on the communities and the environment.

**Building a Shared Safety Culture:** The Company organizes an annual **CSM Day** to promote knowledge exchange and to recognize business partners with outstanding safety performance, reinforcing a shared safety culture across the Company.



## Work-Related Health Management

[GRI 403-3]




**BST Group** prioritizes proactive health care for employees and contractors, focusing on preventing work-related illness and conditions through occupational medicine processes aligned with international standards, as follows.

### 1. Health Risk Assessment (HRA)

The Company conducts systematic health risk assessments by analyzing job characteristics and identifying risk factors. The results are used to develop health surveillance plans aligned with specific risk factors.

### 2. Workplace Environmental Monitoring

**BST Group** conducts workplace environmental monitoring on a continuous and regular basis. The results for the past year indicated that the workplace conditions were **"fully compliant with applicable legal standards."** Key monitored aspects include the following.

<p><b>Chemical Exposure Control</b> Measure the concentration of chemicals and vapors in the production area to confirm the effectiveness of the system controlling dispersion at the source</p> 	<p><b>Noise Management</b> Measure the accumulated noise level (Personal Noise Dose) and the average values in the work area for hearing conservation</p> 	<p><b>Heat Stress Management</b> Measure using the WBGT index (Wet Bulb Globe Temperature) to assess body temperature balance and determine preventive measures against heat</p> 
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## Culture of Participation and Holistic Health and Safety Development

[GRI 403-4, 403-5, 403-6, 403-7]

**BST Group** drives the organization toward the “**Interdependent**” level by fostering participation and continuously developing workforce capabilities. A key mechanism is **The statutory Safety, Occupational Health, and Working Environment Committee**, comprising representatives of management and employees, which convenes monthly to consult and monitor occupational safety measures.



**Proactive Capability Development:** Implemented through the “Safety and Health Training Roadmap,” with a focus on risk-based training programs, such as Confined Space Training and Chemical Handling Training. In 2025, we achieved a 100% learning effectiveness rate for the PSM and occupational medicine courses, significantly reducing the likelihood of incidents arising from human error.

**Holistic Wellbeing:** We provide comprehensive health care for employees and contractors through a 24-hour medical clinic

and preventive health screening programs, together with proactive health-promotion activities and incentives to ensure that employees remain consistently fit for work. We also place strong emphasis on mental health (Mental Wellbeing) through mental well-being assessments and the “Heart Talk” seminar program to help reduce risks of non-communicable diseases (NCDs).

**Innovation and Culture Communication:** Driving the safety culture toward the Interdependent level—i.e., caring for one’s own safety and that of colleagues—through the SHE Observation Tour, which supports and guides employees to work safely at all times. We also strengthen awareness and engagement among employees and business partners through BST No Harm Day to jointly affirm our shared commitment to reinforcing safety mindset and culture. In addition, we communicate in-depth lessons learned through the SHE NEWS newsletter to prevent recurrence. We further encourage participation through the “Safety Me Idea” initiative and the Video Contest to translate technical standards into practical frontline behaviors that are easy to remember and that build sustainable work discipline.



**Off-the-job Safety:** In addition to workplace safety, the Company places strong emphasis on off-the-job safety across multiple aspects, with the aim of embedding safety discipline as part of everyday life. This is guided by the principle that “**Safety is a promise we make to our families.**” This reflects our social responsibility in every dimension and is fully aligned with the Company’s safety culture.

### Safety and Occupational Health Projects and Key Achievements in 2025

0

- Safety incidents (Level 2 up)
- Lost-time work-related injuries or illnesses
- Number of lost days due to work-related injuries and illnesses
- Motor Vehicle Accident
- Transportation Accident

100%

- Compliance with Process Safety Management (PSM) requirements
- Safety Network project to communicate and elevate safety with colleagues
- Safety and occupational health training delivered according to plan
- Safety and occupational health projects and promotional activities implemented according to plan

34

- Achieved a cumulative total of 34 million safe working hours with zero lost-time accidents

Million hours

## ► Labor and Human Rights

[GRI 408-1]

**BST Group** places the highest priority on respecting the human rights and labor rights of all stakeholder groups. Embracing diversity and inclusion, as well as social equality, the Group has established robust human rights and labor policies and practices, including prohibitions on child labor and forced labor, the provision of a safe working environment, and the comprehensive promotion of human rights initiatives. These efforts aim to foster an organizational culture grounded in mutual respect.

## Freedom of Association and Collective Bargaining

[GRI 2-30, 407-1]



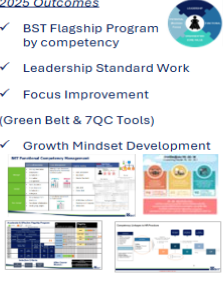

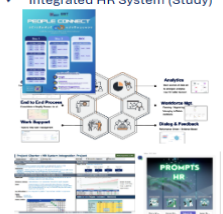
**BST Group** places strong emphasis on labor rights and freedom of association and collective bargaining. The Company provides open, two-way communication channels between management, employees, and contractors through the **Welfare Committee**, whose members are elected by employees and serve as employee representatives to jointly consider and negotiate benefits and welfare on a fair basis. In addition, 100% of employees at all levels are covered by collective bargaining agreements, reflecting the Company’s commitment to safeguarding fundamental rights and equality within the organization.

## Enhancing the Employee Experience Through the “4R + Technology” Strategy

[GRI 3-3, GRI 401, GRI 404]

In 2025–2026, the Company implemented initiatives to enhance quality of life and labor rights through the “**4R + Technology**” strategy to deliver a holistic Employee Experience, as summarized below.

### HRA Focus & Action Plans

01 Recruit	02 Redesign	03 Reskill	04 Retain	05 Technology
<ul style="list-style-type: none"> <li>Employment Branding</li> <li>Strategic Sourcing</li> </ul>	<ul style="list-style-type: none"> <li>Workforce Planning &amp; Organization Design</li> <li>Talent Management &amp; Succession Plan</li> <li>Performance Management</li> <li>Career Management</li> </ul>	<ul style="list-style-type: none"> <li>Competency &amp; Learning Framework</li> <li>Leadership Development</li> <li>Skill Taxonomy</li> </ul>	<ul style="list-style-type: none"> <li>HR ESG</li> <li>Pay (Motivate / Equity / Competitive)</li> <li>Well-Being</li> <li>Workplace</li> <li>Culture / Generation Mix</li> <li>Employee Engagement &amp; Experience</li> </ul>	<ul style="list-style-type: none"> <li>Digitize HR Process</li> <li>People Analytics</li> <li>Chatbot</li> </ul>
<p><b>2025 Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ Revised Policy</li> <li>✓ Social Media Platform</li> <li>✓ Roadshow with targeted universities</li> </ul> 	<p><b>2025 Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ Revised Talent Identification</li> <li>✓ Launched Talent Journey</li> <li>✓ Established Career Development Committee to monitor succession &amp; retirement plan</li> </ul> 	<p><b>2025 Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ BST Flagship Program by competency</li> <li>✓ Leadership Standard Work</li> <li>✓ Focus Improvement (Green Belt &amp; 7QC Tools)</li> <li>✓ Growth Mindset Development</li> </ul> 	<p><b>2025 Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ Well-Being Program</li> <li>✓ Flexible Benefits Improvement</li> <li>✓ Revisited Work Regulation / Total Remuneration Policy e.g., Provident Fund Policy, Paternity Leave</li> <li>✓ Embedded Way of Work / MD Line Walk</li> </ul> 	<p><b>2025 Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ Scale up HR Chatbot (Alice-Pilot) &amp; Gallup GPT</li> <li>✓ Integrated HR System (Study)</li> </ul> 
<p><b>2026 Focus</b></p> <ul style="list-style-type: none"> <li>□ Roadshow with targeted universities</li> <li>□ Talent pipeline with BST Scholarships</li> </ul>	<p><b>2026 Focus</b></p> <ul style="list-style-type: none"> <li>□ Succession Planning Preparation 2025-2029</li> <li>□ Organization Structure</li> <li>□ Performance Grade</li> </ul>	<p><b>2026 Focus</b></p> <ul style="list-style-type: none"> <li>□ Competency Linkage to HR Practice</li> <li>□ The FI Organization (Black Belt, Green Belt, Yellow Belt)</li> </ul>	<p><b>2026 Focus</b></p> <ul style="list-style-type: none"> <li>□ Re-visit Career Management</li> <li>□ Workplace Improvement</li> <li>□ People Connect</li> </ul>	<p><b>2026 Focus</b></p> <ul style="list-style-type: none"> <li>□ HR System Integration Project</li> </ul>

### 01 Recruit: Strategic Employer Branding & Talent Acquisition:

- Strengthen the Company’s employer brand through digital platforms and social media to attract target talent whose values align with the Company’s mission.
- Organize roadshow and networking activities in collaboration with leading universities to identify new graduates (High Potential Talents) and provide career guidance aligned with the evolving needs of the modern labor market.
- Implement the “**Pathway to Excellence (Talent Pipeline)**” program in partnership with leading educational institutions in Rayong Province, providing scholarships and practical work-placement opportunities for high-potential vocational students (High Vocational Certificate level) to prepare them for future employment with the Company.





**03 Reskill: Advancing Future Skills through a Competency and Learning Framework:** to identify skill gaps and implement upskilling/reskilling programs that enable employees to adapt and grow sustainably in the digital era.



**05 Technology: Strategic HR Digital Transformation:** Apply modern technology and innovation in human resource management to improve efficiency and deliver strategic HR solutions, covering e-Recruitment, e-Learning platforms, and robust data management and performance evaluation to enhance accuracy and transparency.

**02 Redesign: Performance Management Realignment & Organizational Design** Enhance the performance management system by setting goals aligned with the Company’s direction and establishing clear Talent Journeys. In addition, the Company established a Career Development Committee to oversee succession planning and to systematically manage employees approaching retirement to ensure operational continuity.



**04 Retain: HR ESG with Employee Engagement & Well-being:** Integrate ESG factors into end-to-end human resource management, with a focus on listening to the employee voice and promoting equity through ongoing initiatives such as Way of Work, MD Line Walk, and People Connect. The Company also continuously enhances employee welfare under the Well-being program to foster sustainable wellbeing and long-term engagement.



## Employee Skills Development

[GRI 404-2]

**BST Group** is committed to developing the capabilities of employees at all levels in a systematic and continuous manner by integrating learning with on-the-job practice to strengthen skills (Reskill & Upskill), enhance readiness for business change, and create opportunities for career progression. The key implementation approaches are as follows:

**Role-Based Learning and Training Standards:** Develop skills through structured training under the Training Matrix and on-the-job learning (OJT) delivered by supervisors or subject-matter experts to strengthen the essential competencies for each role effectively.

**Individual Development Plan (IDP):** Focus on competency development by establishing individual development plans to close skill gaps (Gap Analysis) and to strengthen employee capabilities in alignment with strategic objectives—both in the present and in the future.

**Advancing Knowledge for the Digital Era:** Provide training delivered by qualified external experts to equip employees with new knowledge and emerging technologies, strengthening competitiveness in the Digital Transformation era.

**Talent & Succession Management:** Identify employees with outstanding potential (Talents) and enroll them in Leadership Development Programs to prepare for succession in critical roles, ensuring management continuity and supporting business expansion.

**Continuous Improvement Culture:** Promote continuous enhancement of work standards through “**Continuous Improvement**” activities as a platform for knowledge sharing, internal innovation scaling, and strengthening employee pride in contributing to organizational success.

**Educational Partnership:** Support the education sector by hosting interns in both short-term and long-term programs to transfer practical knowledge and real-world work experience to the next generation.

## Employee Welfare and Engagement Across the Employee Life Cycle

[GRI 401-2]

**BST Group** is committed to comprehensively enhancing employees’ quality of life and wellbeing through benefits designed to cover every stage of the **Employee Life Cycle**—from the first day of employment through retirement. This commitment extends beyond employees to include their families, with the objective of building a foundation of stability and fostering sustainable employee engagement and long-term organizational commitment. The key support measures across the career journey are summarized as follows:

**1. Initial Stage (Newcomer & Essential Benefits):** Focused on establishing a foundation of basic security, including the Provident Fund (PVD), health and accident insurance, as well as special welfare benefits for factory employees, including shuttle bus services, on-site medical facilities, and Personal Protective Equipment (PPE).

**2. During Employment:** Support employees’ living needs and family responsibilities, such as marriage grants, gifts to welcome a first newborn child, education scholarships for employees’ children, childcare leave entitlements, and access to housing finance through partner financial institutions.

**3. Retirement & Longevity:** Recognize employees’ dedication through Long Service Award and retirement awards, to ensure that employees are able to transition to the next stage of life with quality and stability.



## Product Quality and Safety

[GRI 3-3]

**BST Group** is committed to conducting business in accordance with the Company's Code of Conduct and international standards, placing the highest priority on delivering customer satisfaction and maintaining customer confidence through high-quality products and services, together with safety throughout the entire product life cycle.

### Operational Strategy

1. **Enhancing quality and service:** Focus on research and product development to respond effectively to customers' diverse and evolving needs.
2. **Product stewardship:** Assess risks and comprehensively communicate safety and occupational health information, including preparing chemical safety data sheets and warnings in strict compliance with legal requirements.
3. **Complaint-handling and product recall system:** Establish clear procedures for receiving and addressing complaints, and maintain a rapid Product Recall system to mitigate impacts and reinforce customer confidence.
4. **Satisfaction assessment:** Conduct annual surveys and assessments of customer satisfaction, using the results to continuously improve operational effectiveness and innovation.
5. **Customer data protection and privacy:** Emphasize compliance with personal data protection legislation (PDPA) and strictly safeguard customers' trade secrets by maintaining secure systems for data storage and access.



### Key Performance Highlights in 2025

- **Risk management:** Achieved comprehensive assessment and mitigation of product-related risks across all BST, ESBR, and NBL plant groups, with updated management standards and Safety Data Sheets (SDS) aligned with each product category.
- **Communication achievements:** From 2023 to the present, the Company has achieved **100% completion** in communicating product information to relevant stakeholders.

## Community and Social Engagement

[GRI 413-1]

**BST Group** is committed to conducting business growth in parallel with well-being. The Group's social responsibility policy serves as a core pillar for driving this commitment through the establishment of dedicated working teams to advance initiatives that create shared value between the business and all stakeholder groups, under comprehensive stewardship of health, safety, and the environment both within and beyond the organization.

### Operational Strategy

1. **Stakeholder engagement process:** Regularly listen to feedback from communities and stakeholders, and use key issues (Material Topics) to guide initiatives that address actual needs.
2. **ESG integration:** Implement social initiatives that encompass environmental, social, and governance dimensions to generate positive long-term outcomes.
3. **Volunteerism culture:** Encourage participation in public-benefit activities among employees at all levels—from executives to operational staff—to strengthen sustainable, positive relationships with surrounding communities.

## Community and Social Engagement Programs in 2025

BST Group is committed to achieving sustainable growth while simultaneously enhancing the quality of life of local communities and protecting the environment. In 2025, the Company implemented several key initiatives encompassing a comprehensive range of sustainability dimensions, as outlined below:

### Highlighted Environmental Initiatives

[GRI 203-1]

#### Aquatic Species Release Project

In 2025, the Company implemented an Aquatic Species Release Project in collaboration with the Map Ta Phut Industrial Estate Operators Group, the Ban Phayun Small-Scale Fisheries Group, and an additional seven local fisheries networks. During the year, a total of 5,000,199 aquatic animals were released. The objective of the project was to restore marine and coastal resources in Rayong Province, while also strengthening food security and supporting stable and sustainable income for local fishing communities



#### “Tod Mai Ting” Project 2025

The Company expanded the systematic household used cooking oil management network, covering 40 communities, and collected more than 8,772 liters of used cooking oil. The initiative aims to reduce environmental impacts while promoting community well-being in accordance with circular economy principles



#### Reforestation Project (15<sup>th</sup> consecutive year)

Green spaces were created for local communities through collaboration with government agencies and community members by planting **400 trees** in 2025 at the monastic land of Wat Chak Lukhya. The initiative aims to develop the area into an ecological learning site while sustainably expanding green spaces



#### International Coastal Cleanup Day Activity

The Company, in collaboration with the Industrial Estate Authority of Thailand (IEAT) and more than 3,000 volunteer participants from Rayong Province, jointly carried out coastal cleanup activities and collected a total of 4 tonnes of marine waste. The cleanup covered more than 14 kilometers along Laem Charoen Beach and Ban Chang Beach in Rayong Province.



**Scholarship Program  
(17<sup>th</sup> consecutive year)**

The Company has continuously implemented a scholarship program, providing educational opportunities to children in **38 communities** within the Map Ta Phut Municipality. This initiative aims to contribute to educational development and help ease the financial burden on families in the community.



**Medical Equipment Donation Project  
(8<sup>th</sup> consecutive year)**

The Company has provided medical equipment to four hospitals in Rayong and Chonburi provinces, namely Rayong Hospital, Chalem Phra Kiat Somdet Phra Theprattana Ratchasuda Hospital, Ban Chang Hospital, and Queen Sirikit Hospital, to enhance the efficiency and capacity of public health services.



**"Co-Think, Co-Design, Co-Crete Goodness" Project  
(10<sup>th</sup> consecutive year)**

The Company continuously supports community development and encourages employees to participate in proposing and implementing public benefit projects. This year, a total of **20 projects** has been supported.



**Formal Handover of Mobile Medical Unit**

The Company supports community public health missions by delivering a mobile medical unit to Map Ta Phut Municipality, to be utilized in healthcare services for local residents and to sustainably promote their well-being.



**BST Mobile Medical Unit Exhibition  
(12<sup>th</sup> consecutive year)**

The Company, in collaboration with the Public Health and Environment Office of Map Ta Phut Municipality, organized a proactive health check-up program that attracted strong community interest. **More than 2,500 people** from surrounding communities received services, aiming to promote equal access to public healthcare.



**BST Group Meets the Community Project No. 1/2025 (Community Dialogue)**

The Company is committed to fostering collaboration and transparent communication with stakeholders through the activity “BST Group Meets the Community 2025,” held from March 4–14, 2025. The event served as a dialogue platform to present information on business operations, safety measures, occupational health, and environmental practices, as well as human resource management practices. It also provided an opportunity to gather feedback and exchange views, paving the way toward sustainable coexistence.



**BST Group Meets the Community Project No. 2/2025 (Open House Activity)**

The Company organized an Open House activity on July 9, 2025, under the concept “Open House, Open Heart, Moving Forward Together.” The event received an excellent response from more than 400 stakeholders, covering 41 communities in Map Ta Phut Municipality and Ban Chang Municipality, as well as government agencies, educational institutions, and fishing groups. Participants were invited to visit the production processes and international-standard management systems, reinforcing confidence and strengthening relationships for stable and sustainable growth together.



**Meeting of the Community Relations and Environment Committee**

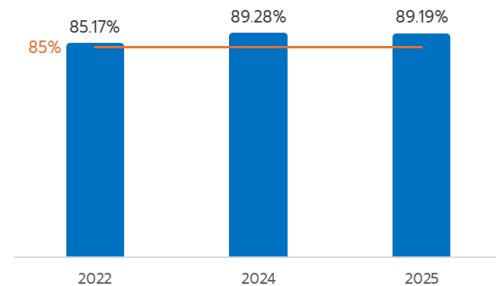
The Company holds meetings with government agencies and community groups twice a year to report on the implementation of the environmental impact prevention and mitigation plan, while also gathering feedback to continuously improve work processes.



**Corporate Social Responsibility: CSR**

[GRI 413-1]

**BST Group** places strong emphasis on conducting its operations with transparency in accordance with international standards. In 2025, the Company enhanced its performance evaluation through an external third-party assessment to comprehensively survey stakeholder satisfaction. As a result, the Company was able to **maintain a high satisfaction score of 89.19% and consistently maintaining performance above the 85% benchmark**. This reflects the effectiveness of transforming in-depth stakeholder feedback into strategic actions that genuinely address the needs of local communities



**Community Satisfaction Score**

## ► Sustainable Supply Chain Management

[GRI 409-1, GRI 408-1]

**BST Group** is committed to managing its supply chain responsibly in order to build confidence that all business partners operate in alignment with the Sustainable Procurement Policy and internationally recognized human rights principles. The Company has therefore established the following key supply chain management practices:

### Management Approach

1. **Ethics and Governance:** Conduct procurement activities with integrity, transparency, and strict compliance with applicable laws and regulations. Whistleblowing channels are established to enable business partners to report concerns or misconduct.
2. **Supplier Code of Conduct:** Promote and strictly oversee supplier compliance with the Supplier Code of Conduct to elevate operational standards throughout the entire supply chain.
3. **ESG Risk Management:** Assess and manage environmental, social, and governance (ESG) risks through systematic ESG risk assessments, with a particular focus on critical suppliers, to ensure that risks are effectively managed and maintained at acceptable levels.
4. **Supplier Capability Development:** Strengthen partnerships and share sustainability knowledge to support suppliers in developing their capabilities and growing sustainably alongside the Company.
5. **Green Supply Chain:** Support and select suppliers that conduct environmentally friendly business practices to achieve green industry objectives across the entire value chain.

### 2025 Performance Result

In 2025, **BST Group** developed a sustainable procurement system, focusing on assessing the ESG risks of business partners in accordance with international standards, and supporting the systematic advancement of a Green Supply Chain, as follows:

Key Driving Issues	Operations Results
<b>ESG Risk Analysis of Business Partners and Counterparties</b>	BST Group has transitioned to a digital system by adopting AI Models to manage risks instead of traditional methods. This transformation significantly enhances the speed and accuracy of procurement data analysis, enabling timely identification and planning for risk management. The latest analysis results indicate that all business partners operate within appropriate criteria, with <b>no high-risk groups identified</b> .
<b>ESG Assessment of Business Partners and Counterparties</b>	We successfully <b>completed 100%</b> of the in-depth assessments under the annual plan. Business partners who <b>achieved the highest standard level (Grade A)</b> were granted the privilege of exemption from periodic assessments for a period of three years. This initiative aims to encourage and strengthen relationships with partners who uphold high standards of sustainability.
<b>Promotion in Accordance with Green Industry Standards</b>	To build an environmentally friendly business network, BST has encouraged its partners to develop their organizations in line with the <b>Green Industry standards</b> or equivalent ESG standards. This initiative has been well received by a diverse range of business partners, resulting in a stronger supply chain that aligns with the direction of establishing a sustainable green partnership network.
<b>Strategic Impact</b>	This initiative has enabled BST Group to establish a comprehensive ESG risk management system covering the entire procurement value chain. It reinforces transparency and corporate governance throughout the supply chain, while driving sustainable procurement policies toward tangible outcomes. Ultimately, it elevates the Group’s sustainability practices to international standards.



## 6 Governance

[GRI 2-25, GRI 2-26]

**BST Group** is committed to conducting business under the principles of Good Governance, adhering to integrity, transparency, and accountability in all processes. The Group strives to build trust among all stakeholders through the implementation of corporate ethics policies, anti-corruption measures, and operational oversight, as outlined below.

	Corporate Code of Conduct and Anti-Corruption	Oversight of Operations
<b>Policy</b>	<ul style="list-style-type: none"> <li>BST Group conducts its business with integrity and transparency in accordance with the Corporate Code of Conduct. The Group sets a target for all employees to undergo training and successfully complete ethics test at a 100% rate, thereby fostering a clear understanding and adherence to proper practices. The Group strictly prohibits any incidents related to violations of the Corporate Code of Conduct, as well as any occurrences of fraud or corruption.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct business in full compliance with applicable laws, standards, regulations, and requirements, including safeguarding information security. The Group strictly prohibits any incidents of legal or regulatory violations, as well as any breaches related to information security.</li> </ul>
<b>Stakeholder Groups</b>	<ul style="list-style-type: none"> <li>All Employees and Business Partners</li> </ul>	<ul style="list-style-type: none"> <li>All employees</li> </ul>
<b>Governance</b>	<ul style="list-style-type: none"> <li>The Corporate Governance Steering Committee regularly reviews relevant policies, as well as the details of the Corporate Code of Conduct and practices, to ensure they remain up to date.</li> <li>All employees are required to acknowledge the Anti-Corruption Policy and other related policies through the procedures established by the Company.</li> <li>All employees and executives have completed Corporate Code of Conduct training, with a 100% pass rate on the Ethics Test.</li> <li>The Supplier-Code of Conduct is communicated to ensure shared practices, with all business partners signing the Company's Supplier-Code of Conduct at a 100% completion rate.</li> <li>Independent auditors provide lectures and knowledge-sharing sessions on anti-fraud and anti-corruption.</li> <li>Corruption and fraud risks are assessed.</li> <li>Business Assurance is evaluated and monitored.</li> <li>Information security is strictly controlled and safeguarded through established measures.</li> </ul>	<ul style="list-style-type: none"> <li>Implement the e-Compliance system to oversee operations, assess compliance with legal requirements, develop improvement plans based on assessment results, ensure fulfillment of legal obligations, monitor assessment status, and report compliance outcomes to management.</li> <li>Establish guidelines and utilize platforms to conduct partner due diligence in compliance with sanction measures, including Compliance Audits performed by the Internal Audit Department.</li> <li>Conduct Information Security Audits to monitor the protection of confidential data.</li> <li>Perform Phishing Simulation Tests in accordance with the CIS 8.0 Framework.</li> <li>Provide IT Security Awareness Training on safe use of information technology systems, with all employees successfully completing the test, in compliance with the CIS 8.0 Framework.</li> <li>Conduct drills to strengthen response capabilities against personal data breaches and cybersecurity threats.</li> </ul>
<b>Grievance Mechanisms</b>	<ul style="list-style-type: none"> <li>Complaint and whistleblowing mechanism are established <b>for employees</b> regarding violations of the Company Code of Conduct.</li> <li>Complaint and whistleblowing mechanism is established <b>for business partners</b> regarding violations of the Supplier-Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>Complaint and whistleblowing mechanism are established for employees to report violations of regulations or laws.</li> <li>A reporting system is in place for incidents of non-compliance with laws or regulations.</li> </ul>

## Key Corporate Governance Initiatives in 2025

[GRI 2-24, GRI 205-2, GRI 418-1]

In 2025, **BST Group** intensified its corporate governance standards, placing strong emphasis on fostering a culture of transparency and enhancing organizational capabilities to effectively address emerging threats, as outlined below:

### 1. Governance & Ethics Training

The Company is committed to instilling corporate governance knowledge through comprehensive training programs across all organizational levels, with the following key achievements:

- **Code of Conduct:** In 2025, training sessions were conducted for both operational-level employees and executives, with all employees successfully completing the Ethics Test, **achieving a 100% pass rate.**



- **Sanction Screening Training:** To enhance transparency across the supply chain, the Company organized training sessions for employees in the procurement, sales, and marketing departments on operational procedures to ensure compliance with international sanction measures. The program achieved full participation, with 100% of the targeted employees completing the training.

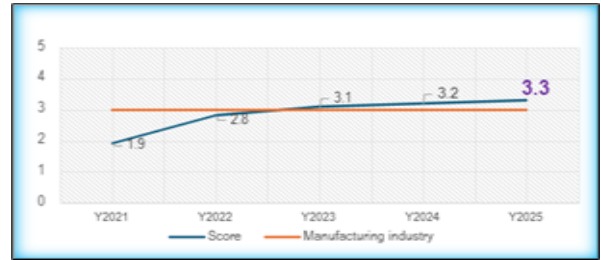
- **IT Security Awareness:** Training and testing were provided to all employees to strengthen their ability to detect and respond to digital threats. The program achieved a **100% pass rate**, underscoring the Company’s commitment to mitigating IT-related risks.

### 2. Monitoring and Verification

**BST Group** employs a proactive monitoring system to continuously oversee and evaluate the effectiveness of its governance practices:

- **Cybersecurity Assessment by Microsoft (Thailand):** The Company collaborated with global experts to evaluate its security posture under the CIS 8.0 Framework.

The assessment results highlighted clear progress, with the security score rising significantly to 3.3—well above the previous year and exceeding the manufacturing industry average.



- **Business Assurance:** Transparent business monitoring was conducted within the project management and administrative units, including an Information Security Self-Assessment. The review concluded with **no significant deficiencies identified.**

### 3. Cyber Security & IT Incident Drill

The Company conducted a simulation exercise on a “Brute-Force Attack via VPN” to test the readiness of the IT Incident Response Team and to evaluate the effectiveness of crisis communication processes. The key highlights are as follows:

**Cyber - Drill Brute-Force Attack via VPN**

**สถานการณ์จำลอง:** ผู้โจมตีพยายามเข้าถึงบัญชีผู้ใช้โดยการสุ่มรหัสผ่าน ผ่านช่องทาง VPN  
**วันที่:** 30 ตุลาคม 2568 เวลา 10:00 – 11:30 น.  
**เป้าหมาย:** ระบุชื่อพนักงานบริษัทที่เชื่อมต่อ VPN ระดับ 1  
**วัตถุประสงค์การซ้อม:** ฝึกการติดต่อสื่อสารและการทำหน้าที่ของ IT Incident Response Team และประเมินผลการตอบโต้การโจมตีจากสถานการณ์ที่ระบุถึงความเปราะบางของระบบเทคโนโลยีสารสนเทศ (Cyber Security & IT Incident) ขององค์กรด้วย

KPI	รายละเอียด	KPI	สถานะการประเมินผล
1. ระบุชื่อ KPI ของระบบความปลอดภัย	ทีม SOC Security Operations Center (ทีมปฏิบัติการด้านความปลอดภัย)	ดำเนินการตาม KPI (ระบุใน KPI)	✓
2. ระบุ Case ที่เกี่ยวข้อง	ดำเนินการตามขั้นตอนที่ระบุ	ดำเนินการตามขั้นตอนที่ระบุ (ระบุใน KPI)	✓
3. ระบุการแจ้งเตือน (Alert) ที่เกี่ยวข้อง (ระบุใน KPI)	ผู้โจมตีปลอม (VPN) ใช้รหัสผ่าน VPN (ระบุใน KPI) (ระบุใน KPI)	ระบุใน KPI	✓

**ผู้เกี่ยวข้อง:**

ชื่อ	บทบาท
1. Mr. A. Example (In-House Overall Incident Management)	ทีม SOC (SOC)
2. Mr. B. Example (IT Team Lead/Officer)	ทีม SOC (SOC)
3. Mr. C. Example (Security Analyst/Officer)	ทีม SOC (SOC)

**หมายเหตุ:** ฝึกซ้อม IT Incident Response Procedure (ระบุใน KPI) (ระบุใน KPI) (ระบุใน KPI)

**Test Results:** The established performance indicators were successfully achieved, as the team detected and contained the incident (blocking VPN access from foreign IP addresses) within **just 5 minutes—three times faster than the target of 15 minutes.** In addition, effective coordination was carried out promptly with the Security Operations Center

**Continuous Improvement:** The Company incorporated feedback from the simulation exercise to establish an IT Incident Response Procedure and a comprehensive communication plan, thereby reinforcing confidence in the security of organizational data.

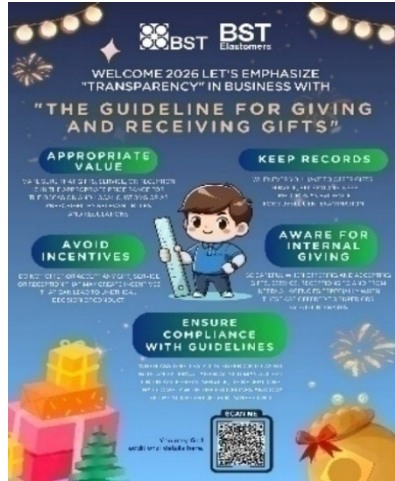
\***Brute-Force Attack via VPN** refers to the use of computer systems to generate and attempt an enormous number of password combinations in order to gain unauthorized access to an organization’s internal network through remote connection channels. This can be likened to trying every possible key until one successfully unlocks a house, thereby enabling access to critical information.

**Promotion and communication initiatives related to various aspects of the Corporate Code of Conduct, such as anti-fraud and anti-corruption, the giving and receiving of gifts, human rights, and equality.**

[GRI 2-23, GRI 3-3, GRI 205-2, GRI 406-1]



Communication Campaign on International Anti-Corruption Day: Initiatives were undertaken to foster integrity, transparency, and to reinforce the Whistleblowing Policy.



Announcement of the 2025 Gift Policy: The Company issued guidelines on the giving and receiving of gifts to prevent conflicts of interest and to uphold transparency standards.



Promoting Collaborative Work Values through the Corporate Code of Conduct: Encouraging participation, openness to diverse perspectives, and fairness in management practices.



Promoting Organizational Justice on International Justice Day: Emphasizing equality, creating safe spaces for expression, and reinforcing ethical responsibility.



Campaign on the International Day of Non-Violence: Reinforcing a culture of respect and fostering collaboration built on trust.



Corporate Social Responsibility Policy on Child Labor Prevention: The Company enforces strict oversight and monitoring of business partners to ensure full compliance with the Supplier-Code of Conduct



Dissemination of Knowledge on Five Key Areas of Human Rights in accordance with international standards, aimed at raising employee awareness to respect rights, freedoms, and human dignity.



Communication of the "No-Shout-REC-Record" Guideline for addressing sexual harassment, including the provision of confidential and secure reporting channels.



Campaign to Raise Awareness on Six Types of Unconscious Bias: Aimed at mitigating the impact of subjective judgment and promoting equality in human resource management processes.

## 7 Pride in Sustainable Development Achievements in 2025

[GRI 2-6, 2-27, 307-1, 413-1]

### International Recognition: EcoVadis Gold Medal 2025



**BST Group** has been officially rated by EcoVadis, a global expert in supply chain sustainability assessments. **The Group was awarded the Gold Medal** with an overall score of 80 out of 100, placing BST Group **among the top 5%** of companies worldwide for sustainability performance. The assessment encompasses four core sustainability dimensions: Environment, Human Rights and Labor Practices, Ethics, and Sustainable Procurement.

EcoVadis is a global provider of comprehensive sustainability ratings, evaluating companies' management systems across a wide range of environmental, human rights and labor, ethics, and sustainable procurement practices. Each company is assessed based on material sustainability criteria relevant to its size, industry, and geographic location.

### Environmental Excellence

#### Environmental Governance and Safety Award 2025

On August 15, 2025, **BST Group** received certificates of recognition from the Industrial Estate Authority of Thailand (IEAT) at the Novotel Rayong Star Convention Center, Rayong Province. In total, the Group was honored with six awards, as follows:

- **Green Star Award:** Three facilities recognized for Outstanding Performance in 2024
- **Gold Star Award:** Three facilities recognized for Sustained Excellence in Environmental Governance and Safety Standards (2018–2024)

To be eligible for the award, each facility is required to pass an assessment covering five dimensions across thirteen criteria, including physical, economic, environmental, social, and

Management dimensions. This evaluation framework aims to promote public participation in oversight processes and to build trust for sustainable coexistence with local communities.



In addition, BST Group received a special award in recognition of factories that have continuously demonstrated strong cooperation and exemplary performance under the pilot program for the development of study-based guidelines to establish control standards for Benzene and 1,3-Butadiene concentrations in ambient air along factory fence lines within the Map Ta Phut Industrial Estate and Industrial Port area (CoP–Fence Line). This recognition further reinforces BST Group's role as a benchmark organization actively contributing to the establishment of local air pollution control standards

## Eco Factory Award

On October 17, 2025, BST Group received the “Eco Factory” Award from the Water and Environment Institute for Sustainability, the Federation of Thai Industries, in collaboration with the Industrial Estate Authority of Thailand (IEAT), at the Eco Innovation Forum 2025 seminar held under the theme “ECO Journey to Carbon Neutrality”. This award affirms the Group’s commitment to environmental management based on social responsibility and sustainable coexistence with communities surrounding its operations. The certification was issued on June 17, 2025, and is valid until June 16, 2028.

The Eco Factory Award promotes environmentally friendly business operations, with a strong emphasis on the continuous development and improvement of production processes, as well as environmental management practices grounded in social responsibility and sustainable coexistence with surrounding communities.



## Advancement of Green Products and Demonstration of Commitment to Greenhouse Gas Emission Reduction

BST Group is committed to assessing and disclosing greenhouse gas emissions throughout the product life cycle in order to promote sustainable production and consumption. On September 8, 2025, companies within the Group received a total of ten certifications for Carbon Footprint labels, with details as follows:

### 1. Carbon Footprint of Products (CFP) Certification

- Bangkok Synthetics Co., Ltd. (Site 1): 5 products certified.
- BST Elastomers Co., Ltd.: 2 products certified.
- Bangkok Synthetics Co., Ltd (Site 2 - Nitrile Latex): 1 product certified.

### 2. Carbon Footprint Reduction Label (CFR) or “Climate Change Reduction Label”

- BST Elastomers Co., Ltd.: 1 product certified
- Bangkok Synthetics Co., Ltd. (Site 2 – Nitrile Latex): 1 product certified

The certifications for both the Carbon Footprint of Products (CFP) and the Carbon Footprint Reduction of Products (CFR) labels were issued on August 22, 2025, and are valid until August 21, 2028. These certifications serve as evidence that BST Group is capable of effectively managing its production processes to achieve carbon emission reductions in accordance with the established criteria. This achievement reflects the concrete application of the Group’s organizational spirit in its operations and demonstrates a clear and sustainable commitment toward achieving Net Zero greenhouse gas emissions.



## Green Industry Level 4 (Green Culture) Certification

BST Group has achieved Green Industry Level 4 certification “Green Culture”, which recognizes the Group’s strong commitment to continuously improving production processes and environmental management practices until they become an integral part of the organizational culture. This recognition reflects the collective efforts of all employees who are committed to conducting business with a high sense of social responsibility, both within the organization and toward external stakeholders. The certification is valid from November 25, 2025, to November 24, 2028.



## Social & Governance

### CSR-DIW Continuous Award 2025.



**BST Group** was awarded the CSR-DIW Continuous Award 2025, receiving a trophy and certificates of recognition under the Program to Promote Industrial Plants with Sustainable Social and Community Responsibility. The award was presented by the Department of Industrial Works (DIW), Ministry of Industry, at the Challenger Building, IMPACT Muang Thong Thani, Nonthaburi Province.

Under this program, BST Group has complied with seven core principles and nine implementation criteria, which serve as key operational guidelines for fostering acceptance from communities, society, and stakeholders, thereby enabling sustainable coexistence.

CSR-DIW, or Corporate Social Responsibility, Department of Industrial Works, refers to the Social Responsibility Standard of the Department of Industrial Works.

### Thai Labor Standard (TLS 8001-2010) Certification

On June 27, 2025, BST Group received certification and official recognition as an enterprise that has successfully self-declared compliance with the Thai Labor Standards in accordance with Thai Labor Standards (TLS 8001-2010). This marks the 9<sup>th</sup> consecutive year the Group has achieved this certification at the Basic Level.

This recognition, granted under a nationally recognized standard, enhances the Company's reputation and credibility among government authorities and external organizations. It also reflects the Company's clear commitment to employee care through transparent and fair management practices, including occupational health and safety, as well as its responsibility toward labor-related social issues. The achievement generates positive benefits for the organization, society, and the environment, representing a sustainable business approach that enhances employees' quality of life while supporting increased productivity and expanded business opportunities.



### Thailand Labor Management Excellence Award 2025



BST Group has been consecutively awarded the Thailand Labor Management Excellence Award 2025 for outstanding performance in labor relations and labor welfare.

According to the announcement issued by the Director-General of the Department of Labor Protection and Welfare on May 28, 2025, BST Group was selected as an Outstanding Establishment for Labor Relations and Labor Welfare. The Group received the Honorary Award in the small enterprise category without a labor union, ranked at positions 121, 153, and 262.

## 8 Membership in Sustainable Development Organizations in 2025

[GRI 2-28]

**BST Group** believes in fostering collaboration with partners across all sectors to jointly drive good governance, economic, social, and environmental performance. Accordingly, the Company has become a member and actively participates as a working group member in leading organizations at both national and international levels to support sustainable development objectives, as outlined below.



Sustainability Dimensions	Organizations / Associations
<b>Environment</b>	<ul style="list-style-type: none"> <li>• <b>Thailand Responsible Care® (RCMCT):</b> A global chemical industry voluntary initiative for excellence in safety and environmental performance.</li> <li>• <b>Office of the National Water Resources:</b> Participation in water management initiatives under the supervision of the ONWR.</li> </ul>
<b>Social</b>	<ul style="list-style-type: none"> <li>• <b>Personnel Management Association of Thailand (PMAT):</b> To enhance human resource management practices.</li> <li>• <b>Safety and Health at Work Promotion Association of Thailand (SHAWPAT):</b> Under the patronage of Her Royal Highness Princess Maha Chakri Sirindhorn.</li> <li>• <b>Safety and Environmental Management Association, Rayong (SEBA)</b></li> <li>• <b>Purchasing and Supply Chain Management Association of Thailand (PSCM):</b> To build a transparent and fair supply chain.</li> </ul>
<b>Governance &amp; Economic</b>	<ul style="list-style-type: none"> <li>• <b>Federation of Thai Industries (FTI):</b> Specifically, within the Chemical and Petrochemical Industry sectors.</li> <li>• <b>The Petroleum Institute of Thailand (PTIT).</b></li> <li>• <b>Thai Rubber Glove Manufacturers Association (TRGMA).</b></li> <li>• <b>Malaysian Rubber Glove Manufacturers Association (MARGMA).</b></li> <li>• <b>UN Global Compact (UNGC):</b> The Group became a global signatory partner to drive its sustainability strategy in alignment with the Ten Universally Recognized Principles in <b>March 2026.</b></li> <li>• <b>Global Compact Network Thailand (GCNT):</b> Membership commenced in <b>March 2026.</b></li> </ul>

## Appendix:

### Environment Performance

Environment Performance	Unit	2019	2022	2023	2024	2025	GRI Standard
<b>1. GHGs Scope 1 and 2</b>	tCO <sub>2</sub> eq	302,898	324,573	203,753*	215,820*	<b>252,751</b>	GRI 305-1
				(CFO cer.)			
a) GHG Scope 1*	tCO <sub>2</sub> eq	8,955	21,156	21,995	24,844	<b>36,949</b>	GRI 305-1
b) GHG Scope 2*	tCO <sub>2</sub> eq	293,943	303,417	181,758	190,976	<b>215,800</b>	GRI 305-2
c) GHG Scope 3**	tCO <sub>2</sub> eq	N/A	N/A	691,874	759,551	<b>916,823</b>	GRI 305-3
• Upstream	tCO <sub>2</sub> eq	N/A	N/A	N/A	N/A	<b>908,242</b>	GRI 305-3
• Downstream	tCO <sub>2</sub> eq	N/A	N/A	N/A	N/A	<b>8,581</b>	GRI 305-3
d) GHG Emission Intensity (scope 1+2)	tCO <sub>2</sub> eq/ t-product	0.498	0.534	0.317	0.294	<b>0.295</b>	GRI 305-4
e) GHG Emission Intensity (scope 1+2+3)	tCO <sub>2</sub> eq/ t-product	N/A	N/A	1.391	1.328	<b>1.364</b>	GRI 305-4
f) Reduction in Greenhouse Gas Emissions	tCO <sub>2</sub> eq	N/A	N/A	N/A	N/A	<b>50,149</b>	GRI 305-5
<b>2. Energy Consumption (2.1 + 2.2)</b>	GJ	2,587,376	2,541,188	2,455,411	2,638,274	<b>2,950,052</b>	GRI 302-1e
<b>2.1 Non-renewable Energy (a + b)</b>							GRI 302-1c
a) Electrical Energy	GJ	405,341	513,224	518,459	559,415	<b>639,924</b>	GRI 302-1c
b) Heat Energy	GJ	2,182,034	2,027,964	1,936,952	2,078,859	<b>2,310,128</b>	GRI 302-1c
<b>2.2 Renewable Energy</b>	GJ	0	0	0	0	<b>0</b>	GRI 302-1b
<b>2.3 Energy Intensity</b>	GJ/ t-product	4.26	4.18	3.81	3.59	<b>3.44</b>	GRI 302-3
<b>2.4 Energy Reduction</b>	GJ	N/A	N/A	115,131.8	75,054.2	<b>104,014</b>	GRI 302-4
<b>3. Total Water Withdrawal (3.1 + 3.2)</b>	m <sup>3</sup>	2,299,036	1,892,589	1,882,690	1,899,943	<b>1,936,024</b>	GRI 303-3
<b>3.1 Water Withdrawal by Source from All Area</b>							GRI 303-3
a). Surface Water							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3
b). Ground Water							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3
c). Water from raw materials							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3
d). Third-Party Water							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	2,299,036	1,892,589	1,882,690	1,899,943	<b>1,936,024</b>	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	<b>0</b>	GRI 303-3

\* 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 2 : Capital Goods, 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 : Investment

TDS – Total dissolved solids

## Environment Performance (Continued)

Environment Performance	Unit	2019	2022	2023	2024	2025	GRI Standard
<b>3.2 Water Withdrawal by Source from Area with Water Stress</b>							
a). Surface Water							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
b). Ground Water							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
c). Water from raw materials							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
d). Third-Party Water							GRI 303-3
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-3
<b>4. Total Water Discharge (4.1+4.2)</b>	m <sup>3</sup>	928,722	1,101,295	1,192,594	1,214,180	<b>996,450</b>	GRI303-4
<b>4.1 Water Discharge by Destination from All Area</b>							
a). Surface Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
b). Ground Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
c). Sea Water	m <sup>3</sup>	928,722	1,101,295	1,192,594	1,214,180	<b>996,450</b>	GRI 303-4b
d). Third-Party Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
<b>4.2 Water Discharge by Destination from Area with Water Stress</b>							
a). Surface Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
b). Ground Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
c). Sea Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
d). Third-Party Water	m <sup>3</sup>	0	0	0	0	0	GRI 303-4b
<b>4.3 Water Discharge by Freshwater and Other Water from All Area</b>							
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-4c
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	928,722	1,101,295	1,192,594	1,214,180	<b>996,450</b>	GRI 303-4c
• BOD	tonnes	2.83	3.50	3.96	2.10	<b>1.56</b>	GRI 303-4d
• COD	tonnes	46.09	53.86	53.46	60.73	<b>44.93</b>	GRI 303-4d
• TSS	tonnes	6.87	9.57	10.71	12.27	<b>10.53</b>	GRI 303-4d
<b>4.4 Water Discharge by Freshwater and Other Water from Area with Water Stress</b>							
• Freshwater TDS < 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-4c
• Other Water TDS > 1,000 mg/l	m <sup>3</sup>	0	0	0	0	0	GRI 303-4c
Number of violations of legal environmental obligations/regulations	Cases	0	0	0	0	0	GRI 303-4d GRI 2-27
<b>5. Air emission</b>							
VOCs Fugitive Concentration better than Thai standard 40% all equipment	%	100%	100%	100%	100%	<b>100%</b>	GRI 305-7
a). Oxides of Nitrogen	kg	N/A	N/A	N/A	3,381	<b>5,317</b>	GRI 305-7
b) NOx emissions below Thai regulatory standards	%	N/A	N/A	N/A	N/A	<b>45%</b>	GRI 305-7

TDS – Total dissolved solids

## Environment Performance (Continued)

Environment Performance	Unit	2019	2022	2023	2024	2025	GRI Standard
<b>6. Hazardous Waste Generation (a+b+c)</b>	kg	1,171,476	957,535	1,056,262	3,593,023	<b>5,197,583</b>	GRI 306-3 (2020)
<b>a). Diverted from Disposal within BST Group</b>	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Reuse	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Recycled	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Other Recovery	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Treatment	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
<b>b). Diverted from Disposal – Outside BST Group</b>	kg	N/A	N/A	N/A	1,304,727	<b>1,244,961</b>	GRI 306-4 (2020)
• Reuse	kg	N/A	N/A	N/A	106,953	<b>188,910</b>	GRI 306-4 (2020)
• Recycled	kg	N/A	N/A	N/A	655,456	<b>1,010,080</b>	GRI 306-4 (2020)
• Other Recovery	kg	N/A	N/A	N/A	101,088	<b>45,971</b>	GRI 306-4 (2020)
• Treatment	kg	N/A	N/A	N/A	441,230	<b>0</b>	GRI 306-4 (2020)
<b>c). Directed to Disposal</b>	kg	N/A	N/A	N/A	2,288,296	<b>3,952,622</b>	GRI 306-5 (2020)
• Incinerated with Energy Recovery	kg	N/A	N/A	N/A	2,281,596	<b>3,339,192</b>	GRI 306-5 (2020)
• Incinerated without Energy Recovery	kg	N/A	N/A	N/A	6,700	<b>613,430</b>	GRI 306-5 (2020)
• Other Disposal	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-5 (2020)
• Landfilled	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-5 (2020)
<b>7. Non-hazardous Waste Generation (a+b+c)</b>	kg	230,055	220,430	394,440	1,245,881	<b>1,029,978</b>	GRI 306-3 (2020)
<b>a). Diverted from Disposal within BST Group</b>	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Reuse	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Recycled	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Other Recovery	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
• Treatment	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
<b>b). Diverted from Disposal – Outside BST Group</b>	kg	N/A	N/A	N/A	1,242,501	<b>906,845</b>	GRI 306-4 (2020)
• Reuse	kg	N/A	N/A	N/A	668,982	<b>110,738</b>	GRI 306-4 (2020)
• Recycled	kg	N/A	N/A	N/A	257,669	<b>400,192</b>	GRI 306-4 (2020)
• Other Recovery	kg	N/A	N/A	N/A	315,850	<b>395,915</b>	GRI 306-4 (2020)
• Treatment	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-4 (2020)
<b>c). Directed to Disposal</b>	kg	N/A	N/A	N/A	3,380	<b>123,133</b>	GRI 306-5 (2020)
• Incinerated with Energy Recovery	kg	N/A	N/A	N/A	3,380	<b>123,133</b>	GRI 306-5 (2020)
• Incinerated without Energy Recovery	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-5 (2020)
• Other Disposal	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-5 (2020)
• Landfilled	kg	N/A	N/A	N/A	0	<b>0</b>	GRI 306-5 (2020)
<b>8. Environmental Incidents</b>							
Number of incidents affecting the environment (Level 2 up Cases)*	Case	0	0	0	0	<b>0</b>	

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

## Social Performance

### Safety and Occupational Health Performance

Safety and Occupational Health in Workplace	2022	2023	2024	2025	GRI Standard
Workers Covered by an Occupational Health and Safety Management System					
Employees					
• Person	660	695	706	<b>717</b>	GRI 403-8
• Percentage of Management System Coverage	100	100	100	<b>100</b>	GRI 403-8
Contractor***					
• Person	130	135	150	<b>174</b>	GRI 2-8, GRI 403-8
• Percentage of Management System Coverage	100	100	100	<b>100</b>	GRI 403-8
Workers Covered by Such a System That Has Been Internally Audited					
• Person	660	695	706	<b>717</b>	GRI 403-8
• Percentage of Management System Coverage	100	100	100	<b>100</b>	GRI 403-8
Workers Covered by Such a System That Has Been Audited or Certified by an External Party					
• Person	660	695	706	<b>717</b>	GRI 403-8
• Percentage of Management System Coverage	100	100	100	<b>100</b>	GRI 403-8
Hours Worked (Million Hours Worked)					
• Employee	1.29	1.49	1.53	<b>1.54</b>	GRI 403-9
• Contractor	2.39	5.90	4.52	<b>1.28</b>	GRI 403-9
Recordable Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)					
• Employee	0.78	0.00	0.00	<b>0.00</b>	GRI 403-9 GRI 403-10
• Contractor	0.84	0.51	0.00	<b>1.57</b>	GRI 403-9 GRI 403-10
Fatality Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)					
• Employee	0.00	0.00	0.00	<b>0.00</b>	GRI 403-9 GRI 403-10
• Contractor	0.00	0.00	0.00	<b>0.00</b>	GRI 403-9 GRI 403-10
Number of Lost Days Due to Work-Related Injuries, Fatalities, and Occupational Illnesses					
	0	0	0	<b>0</b>	GRI 403-9 GRI 403-10
Number of Accidents, Injuries and Occupational Illness & Disease from work (Level 2 up Cases)					
	3	3	0	<b>2</b>	GRI 403-9 GRI 403-10
Number of Chemicals Spillage (Level 2 up Cases)**					
	1	2	1	<b>0</b>	GRI 306-3 (2016)
<b>Safety Incident in Workplace</b>					
Total Number of Recordable Work-Related Injury (Cases)					
• Employee	1	0	0	<b>0</b>	GRI 403-9
• Contractor	2	3	0	<b>2</b>	GRI 403-9
Total Recordable Work-Related Injury Rate (Cases/1,000,000 Hours Worked)					
• Employee	0.78	0.00	0.00	<b>0.00</b>	GRI 403-9
• Contractor	0.84	0.51	0.00	<b>1.57</b>	GRI 403-9
Number of Fatality Work-Related Injury (Persons)					
• Employee (Male : Female)	0:0	0:0	0:0	<b>0:0</b>	GRI 403-9
• Contractor (Male : Female)	0:0	0:0	0:0	<b>0:0</b>	GRI 403-9
Fatality Work-Related Injury Rate (Cases/1,000,000 Hours Worked)					
• Employee	0.00	0.00	0.00	<b>0.00</b>	GRI 403-9
• Contractor	0.00	0.00	0.00	<b>0.00</b>	GRI 403-9
Number of High-Consequence Work-Related Injury (Persons)					
• Employee	0	0	0	<b>0</b>	GRI 403-9
• Contractor	0	0	0	<b>0</b>	GRI 403-9
High-Consequence Work-Related Injury Rate (Cases/1,000,000 Hours Works)					
• Employee	0.00	0.00	0.00	<b>0.00</b>	GRI 403-9
• Contractor	0.00	0.00	0.00	<b>0.00</b>	GRI 403-9

\* 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 1 (according to the crisis management plan).

\*\*\* Contracts engaged by the Company include yearly contracts for security personnel and housekeeping staff, as well as the number of temporary contractors, as recorded in the total annual Work Permit documentation

## Safety and Occupational Health (Continued)

Safety and Occupational Health (Continued)	2022	2023	2024	2025	GRI Standard
<b>Occupational Health Incident in Workplace</b>					
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

\* 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).

\*\*\* Contracts engaged by the Company include yearly contracts for security personnel and housekeeping staff, as well as the number of temporary contractors, as recorded in the total annual Work Permit documentation

## Product Stewardship Performance

Product Stewardship Performance	2022	2023	2024	2025	GRI Standard
Communication on the latest Safety Health and Environment information of all products to all stakeholders (%)	N/A	100%	100%	100%	
%Product that assessed the Health and Safety Impact	N/A	33%	67%	100%	GRI 416-1
%Assessed Product and communicated Safety Health and Environment Information correctly */**	N/A	33%	67%	100%	GRI 417-1
Product Liability Incident Level 2 or higher**/**** (Number)	0	0	0	0	GRI 416-2 GRI 417-2 GRI 417-3

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 Rights Performance

Labor and Human Rights Performance	Unit	2022	2023	2024	2025	GRI Standard
<b>Employee Information</b>						
<b>Number of Employees</b>	Person	660	695	706	<b>717</b>	GRI 2-7
• By location (H.O.: Site 1 : Site 2)	%	13 : 52 : 35	13 : 49 : 38	13 : 49 : 38	<b>12 : 49 : 39</b>	GRI 2-7
• By working hours (Office hour : Shift : Flexible hour)	%	42 : 45 : 13	42 : 45 : 13	45 : 42 : 13	<b>41 : 47 : 12</b>	GRI 2-7
• By on site or Hybrid workplace	%	74 : 26	75 : 25	74 : 26	<b>88 : 12</b>	GRI 2-7
• By Gender (Female : Male)	%	31 : 69	30 : 70	31 : 69	<b>30 : 70</b>	GRI 2-7
• Manufacturing Function : Support Function	%	77 : 23	78 : 22	77 : 23	<b>77 : 23</b>	GRI 2-7
• By Employee Level (Executive : Management : Staff)	%	4 : 40 : 56	4 : 41 : 55	4 : 42 : 54	<b>4 : 41 : 55</b>	GRI 2-7
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	24 : 68 : 8	28 : 64 : 8	28 : 62 : 10	<b>28 : 58 : 14</b>	GRI 2-7
<b>Female share of total workforce</b>						GRI 405-1
• Manufacturing Function : Support Function	%	15 : 16	15 : 15	15 : 16	<b>15 : 15</b>	GRI 405-1
• Female in Top management	%	2	1	1	<b>1</b>	GRI 405-1
• Female in Middle management	%	19	15	20	<b>15</b>	GRI 405-1
• Female in management position in revenue-generating function*	%	4	4	5	<b>5</b>	GRI 405-1
<b>Number of New Employees</b>	Person	63	63	37	<b>36</b>	GRI 401-1a
• New Employees of total workforce	%	10	9	5	<b>5</b>	GRI 401-1a
• By Gender (Female : Male)	%	43 : 57	38 : 62	41 : 59	<b>28 : 72</b>	GRI 401-1a
• By Employee Level (Executive : Management : Staff)	%	0 : 52 : 48	0 : 44 : 56	0 : 49 : 51	<b>0 : 31 : 69</b>	GRI 401-1a
• By Age group (Under 30 yr : 30-50 yr : over 50yr)	%	82 : 18 : 0	87 : 13 : 0	84 : 16 : 0	<b>83 : 17 : 0</b>	GRI 401-1a
<b>Number of Employee Turnover</b>	Person	45	31	27	<b>28</b>	GRI 401-1b
• Employee Turnover of total workforce	%	7	4	4	<b>4</b>	GRI 401-1b
• By Gender (Female : Male)	%	40 : 60	58 : 42	30 : 70	<b>32 : 68</b>	GRI 401-1b
• By Employee Level (Executive : Management : Staff)	%	9 : 58 : 33	3 : 68 : 29	7 : 41 : 52	<b>0 : 64 : 36</b>	GRI 401-1b
• By Age group (Under 30 yr : 30-50 yr : over 50yr)	%	38 : 51 : 11	36 : 58 : 6	48 : 37 : 15	<b>29 : 46 : 25</b>	GRI 401-1b
<b>Number of Voluntary Resignation</b>	Person	40	25	23	<b>22</b>	GRI 401-1b
• Employee Voluntary Resignation of total workforce	%	6	4	3	<b>3</b>	GRI 401-1b
• By Gender (Female : Male)	%	40 : 60	40 : 60	26 : 74	<b>36 : 64</b>	GRI 401-1b
• By Employee Level (Executive : Management : Staff)	%	3 : 65 : 32	0 : 68 : 32	4 : 35 : 61	<b>0 : 68 : 32</b>	GRI 401-1b
• By Age group (Under 30 yr : 30-50 yr : over 50yr)	%	42 : 55 : 3	40 : 60 : 0	57 : 39 : 4	<b>36 : 59 : 5</b>	GRI 401-1b
<b>Proportion of participation in Labor Organizations</b>	%	100	100	100	<b>100</b>	EcoVadis
<b>Return to work after Parental Leave</b>						GRI 2-7, GRI 401-3
• Number of female employees taking maternity leave	Person	3	3	1	<b>1</b>	GRI 2-7, GRI 401-3
• Number of female employees return to work after maternity leave	Person	3	3	1	<b>1</b>	GRI 2-7, GRI 401-3
• Number of male employees taking parental leave	Person	12	11	9	<b>12</b>	GRI 2-7, GRI 401-3
• Number of male employees return to work after parental leave	Person	12	11	9	<b>12</b>	GRI 2-7, GRI 401-3
• Ratio of employees return to work after parental leave	%	100%	100%	100%	<b>100%</b>	GRI 2-7, GRI 401-3
<b>Number of Hours Worked</b>	Hours	1,332,880	1,339,224	1,301,156	<b>1,335,904</b>	GRI 2-7
• Shift time	Hours/Person	2,135	2,122	1,943	<b>1,977</b>	GRI 2-7
• Day time	Hours/Person	1,707	1,763	1,646	<b>1,644</b>	GRI 2-7
<b>Proportion of employee leave</b>						
• Sick Leave	%	26	26	25	<b>27</b>	GRI 403-6
• Work-related leave	%	0	0	0	<b>0</b>	GRI 403-9 GRI 403-10
• Others	%	74	74	75	<b>73</b>	GRI 403-6

## Labor and Human Rights Performance (Continued)

Labor and Human Rights Performance	Unit	2022	2023	2024	2025	GRI Standard
<b>Training and Development</b>						
Average hours of training and development	Hours/Person	25	28	28	<b>30</b>	GRI 404-1
Employees receiving annual performance appraisals	%	100	100	100	<b>100</b>	GRI 404-3
Number of positions filled by internal candidates (Rotation/Promotion)	Person	150	151	130	<b>163</b>	GRI 404-3
• Positions filled by internal candidates of total workforce	%	23	22	18	<b>23</b>	GRI 404-3
• By Gender (Female : Male)	%	40 : 60	32 : 68	35 : 65	<b>29 : 71</b>	GRI 404-3
• By Employee Level (Executive : Management : Staff)	%	6 : 53 : 41	1 : 55 : 44	0 : 51 : 49	<b>12 : 57 : 31</b>	GRI 404-3
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	11 : 82 : 7	12 : 83 : 5	25 : 70 : 5	<b>18 : 61 : 21</b>	GRI 404-3
<b>Salary of female to male</b>						
<b>Ratio of Average Salary of Female to Male (Base Salary only)</b>						
• Executive Level	Ratio	0.87	0.91	0.89	<b>0.90</b>	GRI 405-2
• Management Level	Ratio	0.99	0.79	0.81	<b>0.82</b>	GRI 405-2
• Staff Level	Ratio	1.00	1.03	1.00	<b>1.05</b>	GRI 405-2
<b>Ratio of Average Salary of Female to Male (Base Salary and other cash incentives)</b>						
• Executive Level	Ratio	0.83	0.86	0.84	<b>0.86</b>	GRI 405-2
• Management Level	Ratio	0.97	0.81	0.83	<b>0.83</b>	GRI 405-2
• Staff Level	Ratio	0.93	0.95	0.97	<b>0.98</b>	GRI 405-2
<b>Ratio of the annual total salary and other compensation for the highest paid individual, to the average annual total compensation for all employees</b>						
						GRI 2-21
• Executive Level	Ratio	2.40	2.39	2.51	<b>2.51</b>	GRI 2-21
• Management Level	Ratio	1.27	1.26	1.48	<b>1.53</b>	GRI 2-21
• Staff Level	Ratio	1.92	1.98	1.92	<b>1.90</b>	GRI 2-21
<b>Labor and Human Rights Violation</b>						
Number of children under 15 years employed	Person	0	0	0	<b>0</b>	

## Sustainable Procurement Performance

Sustainable Procurement Performance	2022	2023	2024	2025	GRI Standard
<b>Economic</b>					
%Registered Suppliers (AVL - Approved Vendor List) received QCD Supplier Evaluation	100%	100%	100%	100%	
<b>Environment</b>					
Number of moderate risk (manufacturing) suppliers obtaining green industry level 2 or higher (Cases)	45	44	35	29	
Number of moderate risk (non-manufacturing) suppliers obtaining an equivalent to green industry level 2 (Cases)	N/A	N/A	49	49	
New suppliers that were screened using environmental Criteria (% of Procurement Spend)	N/A	N/A	100%	100%	GRI 308-1
Suppliers assessed for environmental impacts (Number of Supplier)	N/A	N/A	684	680	GRI 308-2
Suppliers identified as having significant actual and potential negative environmental impacts (Number of Supplier)	N/A	N/A	0	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	0	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	0	0	GRI 308-2
<b>Social</b>					
Percentage of contractors in the production process passing <b>BST Group's</b> safety assessment	100%	100%	100%	100%	
Percentage of transporter contractors passing <b>BST Group's</b> 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	GRI 403-9
New suppliers that were screened using social criteria (% of Procurement Spend)	N/A	N/A	100%	100%	GRI 414-1
Suppliers assessed for social impacts (Number of Supplier)	N/A	N/A	684	680	GRI 414-2
Suppliers identified as having significant actual and potential negative social impacts (Number of Supplier)	N/A	N/A	0	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	0	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	0	0	GRI 414-2
<b>Governance</b>					
Percentage of new supplier signing BST Group Supplier Code of Conduct *2021 means the number of current business partner	100%	100%	100%	100%	GRI 205-2c
Percentage of contracts signed with business partners included clauses of Environmental, Governance, Labor, and Human Rights * Implementation started Jun. 2022	16%	100%	100%	100%	
Percentage of procurement officers/buyers received training on sustainable procurement	97%	100%	100%	100%	
Number of Business Partners with High Potential ESG Suppliers (Suppliers)	N/A	N/A	0	0	

## Corporate Social Responsibility Performance

Corporate Social Responsibility Performance	2022	2023	2024	2025	GRI Standard
Community Satisfaction Survey (%)	N/A	85.17%	89.28%	89.19%	GRI 413-1
Employee participation in CSR activities (% participation)	100%	100%	100%	100%	GRI 413-1

## Governance Performance

Governance Performance	2022	2023	2024	2025	GRI Standard
<b>Total Employees Who Received Communication on the Organization's Anti-Corruption Policy (%)</b>	100%	100%	100%	<b>100%</b>	GRI 205-2
· Executive and Management Level	100%	100%	100%	<b>100%</b>	GRI 205-2a
· Operational Level	100%	100%	100%	<b>100%</b>	GRI 205-2b
<b>Percentage of Employees Passing Ethic Test (%)</b>	100%	100%	100%	<b>100%</b>	GRI 205-2
· Executive and Management Level	100%	100%	100%	<b>100%</b>	GRI 205-2d
· Operational Level	100%	100%	100%	<b>100%</b>	GRI 205-2e
<b>Total Number of Incidents and Complaints Level 2 Up* (a)×(b)</b>	0	2	2	<b>2</b>	GRI 205-3
<b>Number of Incidents and Complaints through Whistleblowing System</b>	0	0	0	<b>0</b>	GRI 205-3
· Employee Whistleblowing (Cases)	0	0	0	<b>0</b>	GRI 205-3
· Supplier Whistleblowing (Cases)	0	0	0	<b>0</b>	GRI 205-3
<b>a) The number of incidents and complaints of level 2 and above under investigation*</b>	0	0	0	<b>0</b>	GRI 205-3
<b>b) Number of incidents and complaints completed* (1+2+3+4)</b>	0	2	2	<b>2</b>	GRI 205-3
<b>Types of incidents and complaints that have been investigated*</b>					GRI 205-3
<b>1. Unethical or Fraud and Corruption</b>	0	1	0	<b>0</b>	GRI 205-3
1.1 Fraud and Corruption / Bribery	0	1	0	<b>0</b>	GRI 205-3
1.2 Labor Human Rights Violations	0	0	0	<b>0</b>	GRI 406-1
1.2.1 Sexual harassment	0	0	0	<b>0</b>	GRI 406-1
1.2.2 Other forms of harassment	0	0	0	<b>0</b>	GRI 406-1
1.2.3 Discrimination	0	0	0	<b>0</b>	GRI 406-1
1.3 Trade Competition	0	0	0	<b>0</b>	GRI 206-1
<b>2. Failure to comply with the laws or regulations of the Company</b>	0	0	0	<b>0</b>	GRI 2-27
2.1 Failure to comply with laws or regulations of the Company	0	0	0	<b>0</b>	GRI 2-27
<b>3. Total Number of Data Security Breaches</b>	0	1	2	<b>2</b>	GRI 2-27 GRI 418-1
3.1 Information Security **	0	1	2	<b>2</b>	GRI 2-27 GRI 418-1
3.2 Personal Information **	0	0	0	<b>0</b>	GRI 418-1
<b>4. Unsubstantiated complaints</b>	0	0	0	<b>0</b>	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 for 1-2 days or more, or poses a risk of damage to the organization's image and reputation.

\*\* Data refers to all important information, confidential information, or personal data (including data related to customers, employees, and relevant stakeholders) that is in the possession or under the control of the Company.

## GRI Content Index with In Accordance

<b>Statement of use</b>	BST Group has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Page 4			
	2-2 Entities included in the organization's sustainability reporting	Page 4-6			
	2-3 Reporting period, frequency, and contact point	Page 6, 47			
	2-4 Restatements of information	Page 6			
	2-5 External assurance	Page 6			
	2-6 Activities, value chain, and other business relationships	Page 5, 34-36			
	2-7 Employees	Page 43			
	2-8 Workers who are not employees	Page 41			
	2-9 Governance structure and composition	Page 7-8			
	2-10 Nomination and selection of the highest governance body	Page 7-8			
	2-11 Chair of the highest governance body	Page 7			
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 7-8			
	2-13 Delegation of responsibility for managing impacts	Page 7-8			
	2-14 Role of the highest governance body in sustainability reporting	Page 6-7			
	2-15 Conflicts of interest	N/A	2-15	Confidentiality constraints	Information related to conflicts of interest is not disclosed due to its commercially sensitive nature. This is to protect business confidentiality and maintain a competitive advantage.
	2-16 Communication of critical concerns	Page 9			
	2-17 Collective knowledge of the highest governance body	Page 8			
	2-18 Evaluation of the performance of the highest governance body	N/A	2-18	Confidentiality constraints	The highest governance body evaluations are conducted internally against strategic goals. Results are withheld to facilitate candid discussions and ensure assessment integrity.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
	2-19 Remuneration policies	N/A	2-19	Confidentiality constraints	BST Group follows a structured remuneration framework for market competitiveness and equity. Details are withheld to protect commercial sensitivity and privacy.
	2-20 Process to determine remuneration	N/A	2-20	Confidentiality constraints	Remuneration is overseen by a dedicated Committee for strategic alignment. Specific procedures remain confidential to protect BST Group's business interests.
	2-21 Annual total compensation ratio	Page 44	2-21 b)	Confidentiality constraints	This ratio is confidential due to PDPA and data sensitivity. BST Group ensures all compensation is governed by a Remuneration Committee for internal equity and competitive market alignment.
	2-22 Statement on sustainable development strategy	Page 2			
	2-23 Policy commitments	Page 11-14, 33			
	2-24 Embedding policy commitments	Page 7, 11-12, 14, 32			
	2-25 Processes to remediate negative impacts	Page 31			
	2-26 Mechanisms for seeking advice and raising concerns	Page 31			
	2-27 Compliance with laws and regulations	Page 14, 34-36, 39, 46			
	2-28 Membership associations	Page 37			
	2-29 Approach to stakeholder engagement	Page 19, 29			
	2-30 Collective bargaining agreements	Page 23			
<b>Material topics</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Page 9			
	3-2 List of material topics	Page 9-10			
<b>Anti-corruption</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 33			
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Page 12, 14, 32, 33, 45, 46			
	205-3 Confirmed incidents of corruption and actions taken	Page 14, 46			
<b>Anti-competitive behavior</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 33			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 46			
<b>Tax</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 207: Tax 2019</b>	207-3 Stakeholder engagement and management of concerns related to tax	Page 19			
<b>Energy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Page 14, 38			
	302-2 Energy consumption outside of the organization	N/A	302-2	Information unavailable/incomplete	Disclosure 302-2 has been omitted from this report as the data on energy consumption outside of our organization remains in the process of being compiled and verified. As a significant portion of this data is generated by external activities within our supply chain, such as customer and supplier operations, its collection requires extensive collaboration. We are committed to improving our data collection processes and intend to consider reporting on this disclosure in future reports when the information is complete and reliable.
	302-3 Energy intensity	Page 38			
	302-4 Reduction of energy consumption	Page 16, 38			
	302-5 Reductions in energy requirements of products and services	N/A	302-5	Not applicable	The products are intermediate raw materials that do not consume energy during their use phase by the customer.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Water and effluents</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Page 17			
	303-2 Management of water discharge-related impacts	Page 17			
	303-3 Water withdrawal	Page 14, 38-39			
	303-4 Water discharge	Page 39			
<b>Emissions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Page 14, 38			
	305-2 Energy indirect (Scope 2) GHG emissions	Page 14, 38			
	305-3 Other indirect (Scope 3) GHG emissions	Page 38			
	305-4 GHG emissions intensity	Page 38			
	305-5 Reduction of GHG emissions	Page 15-16, 38			
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	305-6	Not applicable	We do not utilize Ozone Depleting Substances (ODS) in our production processes.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 14, 39			
<b>Spills</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 306: Effluents and Waste 2016</b>	306-3 Significant spills	Page 41			
<b>Waste</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Page 17			
	306-2 Management of significant waste-related impacts	Page 17			
	306-3 Waste generated	Page 40-41			
	306-4 Waste diverted from disposal	Page 14, 40			
	306-5 Waste directed to disposal	Page 14, 40			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Supplier environmental assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 26			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Page 45			
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 45			
<b>Employment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 23			
<b>GRI 401: Employer 2016</b>	401-1 New employee hires and employee turnover	Page 43			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 25			
	401-3 Parental leave	Page 43			
<b>Occupational health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 26			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Page 20			
	403-2 Hazard identification, risk assessment, and incident investigation	Page 20			
	403-3 Occupational health services	Page 21			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 20, 22			
	403-5 Worker training on occupational health and safety	Page 22			
	403-6 Promotion of worker health	Page 22, 43			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 19-22			
	403-8 Workers covered by an occupational health and safety management system	Page 20, 41			
	403-9 Work-related injuries	Page 14, 41, 43, 45			
	403-10 Work-related ill health	Page 14, 41, 42, 43			
<b>Training and education</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 23			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Page 44			
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 25			
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 44			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Diversity and equal opportunity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 23			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Page 43			
	405-2 Ratio of basic salary and remuneration of women to men	Page 44			
<b>Non-discrimination</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Page 14, 33, 46			
<b>Freedom of association and collective bargaining</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10, 23			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 23			
<b>Child labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 23, 30			
<b>Forced or compulsory labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 30			
<b>Local communities</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Page 26, 29, 34, 45			
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 19			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Supplier social assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Page 45			
	414-2 Negative social impacts in the supply chain and actions taken	Page 45			
<b>Customer health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Page 42			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 14, 42			
<b>Marketing and labeling</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Page 14, 42			
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 42			
	417-3 Incidents of non-compliance concerning marketing communications	Page 42			
<b>Customer privacy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page 8-10			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 32, 46			