



# ESG Roadmap to 2030



**BST Group**

**Sustainable Development Report 2023**

any enquiry or comment about this report, please email [bundit\\_l@bst.co.th](mailto:bundit_l@bst.co.th)



## MDs Message

The era of global warming has ended and “the era of global boiling has arrived”, the UN secretary general, António Guterres, has said after scientists confirmed July 2023 was on track to be the world’s hottest month on record. This could cause global temperatures to exceed 1.5 degrees Celsius and make ocean and sea temperatures the highest and hottest on record, wildfires are more severe in many regions around the world, and people’s lives will be more affected in terms of health, natural disasters, and food security, etc., including inequality that will widen even further which will ultimately affect economic growth around the world

As the private sector, BST Group cooperates with the government sector by promoting ESG concepts by linking various sustainable development issues into an important part of comprehensive management and supporting changes that occur in the environmental, social, governance by integrating it into an important part of the company’s business strategy. We established a full sustainability development steering committees, divided into environmental steering committee, social responsible steering committee, occupational health and safety steering committee, and governance steering committee. In addition, in order to effectively drive coverage of important sustainable development issues according to ESG Policy and ESG Roadmap to 2030, several sustainable development policies have been revised accordingly.

The significant achievements in 2023, BST Group was ranked in the Top 7 or 93<sup>rd</sup> percentile of companies assessed for sustainability by ECOVADIS. The results of important operations according to the environmental dimension, we have reduced energy consumption and greenhouse gas emissions better than the target and in line with ESG Roadmap to 2030, water withdrawal reduction results have been better than the target and also no written environmental complaints from nearby factories and communities. The social dimension, BST Group we have been continuously awarded for the CSR-DIW from the Department of Industrial Works, zero injuries and illnesses from work that resulted in lost time from work. In terms of governance dimension, BST Group has complied with government laws and related private sector regulations, all employees have passed 100% of the ethics test. In addition, the company also promotes good corporate governance to business partners with 100% signed the suppliers’ Code of Conduct. Please see more details in the report.

This annual sustainable report 2023 provides a more concrete report on business operations in line with BST Group’s sustainable development guidelines. This is to demonstrate our intention to conduct business properly and transparently in all situations with good governance, with “No harm to anyone, anytime” and respect for labor and human rights together with social responsibility and stakeholders’ engagement and focus on the environment protection and conservation of energy and natural resources with sustainable use of resources.



Supachol Nithivasin  
Managing Director



Chatree Chuenchomsakun  
Managing Director

## Content

<b>MDs Message</b> .....	2
<b>1. BST Group</b> .....	4
<b>2. Concept of Sustainable Development</b> .....	5
▶ <b>ESG Roadmap and Sustainable Development Policies</b> .....	7
▶ <b>Linking the UN Sustainable Development Goals (Sustainable Development Goals, SDGs)</b> .....	8
<b>3. Performance of Sustainable Development According to ESG Index 2023</b> .....	9
<b>4. Environment Dimension</b> .....	10
▶ <b>Aim for “Carbon Neutrality” within 2050</b> .....	10
▶ <b>Reducing energy consumption</b> .....	11
▶ <b>Reduce water withdrawal consumption</b> .....	12
<b>5. Social Dimension</b> .....	14
▶ <b>Projects and achievements in occupational health and safety</b> .....	15
▶ <b>Improvement project for labor and human rights</b> .....	16
▶ <b>Corporate Social Responsibility Activity Projects in 2023</b> .....	17
<b>6. Governance Dimension</b> .....	19
<b>7. Pride of Sustainability in 2023</b> .....	20
<b>Appendix: Sustainable Development Performance 2019-2023</b> .....	23
▶ <b>Environment</b> .....	23
▶ <b>Safety and Occupational Health</b> .....	24
▶ <b>Product Stewardship</b> .....	24
▶ <b>Labor and Human Right</b> .....	25
▶ <b>Sustainable Procurement</b> .....	27
▶ <b>Corporate Social Responsibility</b> .....	27
▶ <b>Governance</b> .....	28

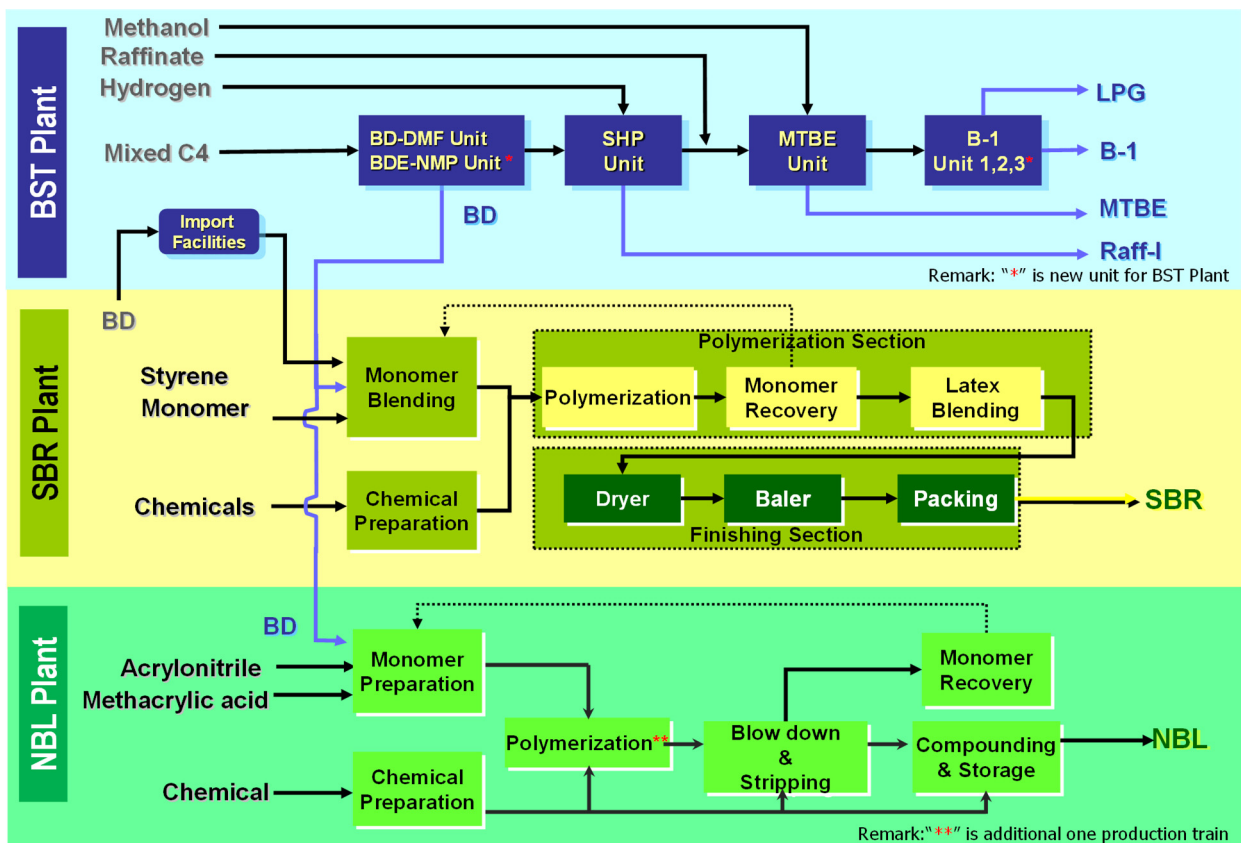
# 1. BST Group

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

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

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

Currently, the second NBR Latex plant is almost completed and expected to begin commercial production in the 3rd quarter of 2024. All existing production plants have flow diagram as follows.





BST Group currently consists of two companies and three manufacturing plants;

**1. Bangkok Synthetics Co., Ltd. has 2 plants.**

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

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

**b. NBL Plant located at Site II.** (New 2<sup>nd</sup> NBL Plant also located at Site II)

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

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

BSTE has the SBR plant located at Site I to produce styrene butadiene rubber. SBR has a range of versatile properties, including well-balanced tensile strength, abrasion resistance, good traction and processability. SBR is also used for the manufacturer of automobile tires, sports equipment, toys, and industrial products. BST Elastomers Co. Ltd. (BSTE) is an affiliate of Bangkok Synthetics Co. Ltd

The BST Group's management structure is common for both companies, with the following departments overseeing key business operations as below organization chart.



**2. Concept of Sustainable Development**

Today's business operations are rapidly affected by the changing economy, market conditions, customer requirements. Especially, the expectation from stakeholders who require the organization to demonstrate responsibility for the economy, society, and environment.

BST Group has applied the concept of sustainable development consists of three important dimensions Environment, Social and Governance that must be considered for the business to grow and live sustainably which means conducting business with transparency along with socially responsible and taking care of the environment

To support the linkage of three dimensions above as an important part of business operation to cover and support the changes continuously, as well as integrate into the company's business strategy, therefore, the Sustainable Development Governance Structure has been established as follows:



### Roles and Responsibilities of the Sustainable Development Committee

Sustainable Development Committee has a role and responsibilities in setting policies, strategies, and guidelines for sustainable development and goals. The Managing Director is the chairman, and all department managers are members to follow up and review the performance of each dimension steering committee at least once a quarter

For each dimension steering committee has a role and responsibilities in setting policies, strategies, goals, plans, as well as key indicators in accordance with the ESG policy and ESG roadmap. The guidelines for sustainable development and key sustainable issues in each dimension are as follows

1. **Environment Steering Committee** has the principal guideline "Focus on the environment protection and conservation of energy and natural resources together" consists of the following key sustainable issues; greenhouse gases and climate change, water and energy management, waste management, local pollution and circular economy.
2. **Safety and Occupational Health Steering Committee** has the principal guideline "Conduct business for No harm to anyone, anytime together with good work environment and occupational health" consists of the following key sustainable issues; promoting safety culture, safety in the production process (Process Safety), all occupation health and safety management related to company activities and employee with all stakeholders
3. **Social Responsible Steering Committee** has the principal guideline "Respect for labor and human rights together with social responsibility and stakeholders' engagement" consists of the following key sustainable issues; govern and respect for the labor and human rights, sustainable procurement management and responsibility to all stakeholder engagement
4. **Governance Steering Committee** has the principal guideline "Conduct the business properly and transparently in all situations with good governance" consists of the following key sustainable issues; company ethic, fraud and corruption and compliance.

Each department manager will join a steering committee member that they are involved in support and cause the driving to be fully consistent and harmonious. The steering committees have a meeting at least once a month to follow up on results and progress of the implementation of both annual and mid-term plan.



**ESG Roadmap and Sustainable Development Policies**

**ESG Road map to 2030**

BST Group Version 1: 2023



In the middle of 2023, the Managing Directors have initiated the preparation of a clear ESG roadmap to achieve the goals under the ESG Policy through SWOT analysis and determine strategies to support each key sustainable development issue to be effective and achieve the targets continuously from 2023 until 2030.

An important part of doing this is reviewing and setting a road map for reducing greenhouse gases (GHG Roadmap to 2030) with clear projects to support changes related to global warming and in line with Thailand's targets. It is also compiled into one of the important matters of management. and one of the strategies in the company's business operations as well

ESG Roadmap to 2030 for BST Group is ready to communicate to all interested parties. via the company's website

In addition, BST Group conducts an annual review of its sustainable development policies. The purpose of this review is to make the policies more clearly consistent with key sustainable issues both qualitative and quantitative, to identify the scope and responsibility of the steering committees together the coverage of policy enforcement to which groups of responsible persons involved and specify the frequency of policy review. As a result of this review, 8 policies related to sustainable development were revised and communicated to employees on December 21, 2023.

For the ESG Policy, which is the master policy covering relevant sustainable development issues and targets and applying as an operating framework, is the third revision. The details are as follows.

**BST Group ESG Policy**

**Policy Scope and Governance**

This policy applies to the business operations of Bangkok Synthetics Co., Ltd. in Mixed C4 derivatives and synthetic latex businesses and BST Elastomers Co., Ltd. in the synthetic rubber business. It is the duty of management at all levels to promote, communicate and encourage all employees and business partners to participate in creating awareness of sustainable development, and work together to achieve environmental, social, and good governance target. This policy is governed and responsible by the Sustainable Development Governance Committee and be reviewed at least once a year.

**Remark for Revision 3:**

- Adjust the wording in the policy to focus on company key sustainability issues, such as water withdrawal, employees, customers, business counterpart health and safety, fraud and corruption, and information security.
- Clearly specify the policy scope, governance, and responsibility, specific the time for reviewing the policy
- This policy is the announcement of Sustainable Development Policy (ESG Policy) according to announcement BST No. 60/2566 and BSTE No. 34/2566.

**Environment (E)**

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



**Social (S)**

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



**Governance (G)**


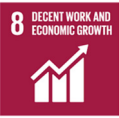



- Conduct the business in accordance with "BST Group - Code of Conduct" by communication and training all employees with 100% pass the Ethic test in order to understand the code of conduct and implement it properly to ensure no unethical incidence and no corruption and fraud incidence.
- Conduct the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













## ▶ Linking the UN Sustainable Development Goals (Sustainable Development Goals, SDGs)

Convinced that business sector plays a key role in the realization of the United Nations Sustainable Development Goals (SDGs), BST Group consider linking the SDGs to BST Group operations to drive achieving UN Sustainable Development goals. There are operations and connections with the SDGs and 17 main goals with order of relevant goals as follows:

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

High Relevant Goal	BST Group Related to SDGs	Related BST Group Activities
 <p>3 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. and covers all related activities, whether 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>8 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	<ul style="list-style-type: none"> <li>Thai labor standards. (TLS 8001-2553 basic level)</li> <li>Labor and human rights Activities</li> <li>Employee development</li> <li>Community Enterprises</li> </ul>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>9.4 9.5</p>	Apply technology in every business activities to increase efficiency, add business value with increase long-term competitiveness, and to promote comprehensive and sustainable industrial development	<ul style="list-style-type: none"> <li>Seek technology to reduce environmental impact.</li> <li>Sustainable Procurement</li> <li>Product stewardship</li> </ul>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>12.2 12.4 12.5 12.7</p>	Conduct business by increasing efficiency in using resources in a worthwhile manner and reduce the impact on the environment 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>13 CLIMATE ACTION</p> <p>13.1 13.3</p>	Accelerate adaptation to deal with global warming by paying attention to reducing greenhouse gas emissions, which is an important international issue. Including cooperation and support for both the public and private sectors in dealing with global warming problems.	<ul style="list-style-type: none"> <li>GHG Roadmap to 2030</li> <li>Carbon footprint certification.</li> </ul>

## SDGs secondary and other related priorities

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



### 3. Performance of Sustainable Development According to ESG Index 2023

BST Group's internal operations have established annual sustainable development indicators, or ESG Index, which are guided and set goals each year from ESG Policy and ESG Roadmap to 2030. Each ESG index indicator will be specified for deployment to which relevant function, therefore the management and employees can clearly participate in driving sustainable development. Sustainable development performance results according to the ESG Index and linked to the SDGs Goal are summarized as follows.



**Note:** The definition of incidence level 2 up is presented in the Sustainability Report 2019-2023 Appendix of this document.

## 4 Environment Dimension

### ► Aim for “Carbon Neutrality” within 2050

Greenhouse gas emissions reduction is the key agenda of COP26 meeting by United Nations Framework Convention on Climate Change in Glasgow on 31 October to 12 November 2021. At COP26, Thailand demonstrated its commitment along with the international members and its readiness to step up its efforts, by pledging to achieve Carbon Neutrality by 2050 and Net Zero GHG emissions by 2065.

BST Group stands ready to collaborate with all stakeholders in addressing climate issues, central to national and global priorities. On its part, BST Group targets “Aim for “Carbon Neutrality within 2050” by setting short term target to reduce of net GHG emissions of scope 1 and 2 by 20% compared with the business-as-usual (BAU) base year 2019.

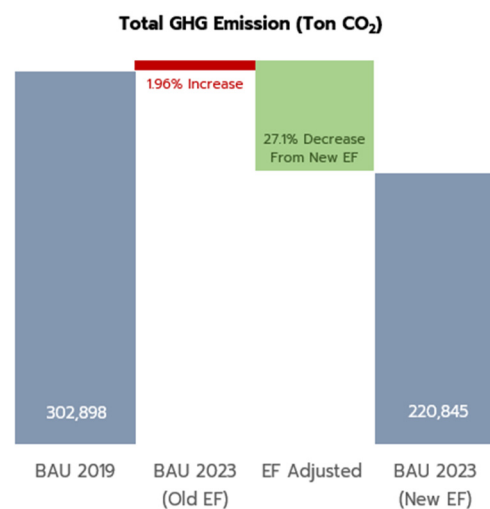
### BST Group's performance in 2023:

Greenhouse gas emissions was emitted 220,845 tons of carbon dioxide from 2 reasons;

- 1) In 2023, an increase in greenhouse gas emissions 5,962 tons of carbon dioxide or 1.96 percent increasing compared the business-as-usual (BAU) base year 2019, resulting from 2 sub-factors:

- 1.1) **Production volume increases:** Even though in 2023 production volume was reduced due to plant shutdowns from machinery problems and the economic recession. However, when comparing with the base year 2019, there was still an increase of production volume of approximately 36,000 tons due to the plant expansion of 1,3 Butadiene and NBR latex.
- 1.2) **Improvement project:** to reduce greenhouse gas emissions, Improvement projects in 2023 from all 3 plants result in a reduction in GHG emissions of 10,738 tons of carbon dioxide.

- 2) Greenhouse gas emissions factor (EF) decreased significantly from the merger of GPSC and Glow, which are producers and distributors of electrical and thermal energy. BST Group obtained the results of this EF adjustment, calculated as a 27.1% reduction in greenhouse gas emissions compared with the business-as-usual (BAU) base year 2019.



### What is next in GHG Roadmap to 2030

Greenhouse gas emissions results in 2023 compared with the GHG Roadmap to 2030, BST Group has already been able to reduce greenhouse gas emissions better than the medium-term target. But from 2024 onwards, BST Group has a plan to operate the new NBR Latex Plant. This is a crucial factor that has a profound impact on future greenhouse gas emissions. The Environmental Steering Committee is considering several factors to adjust targets in the medium and long term.

However, BST Group remains committed to aligning with Thailand's goals and never cease in intending to join in solving the problem of climate change, which is an important agenda for the nation and the world. There are various projects already supported as follows:

- Optimizing production to reduce energy consumption
- Introduction the modern technologies to increase energy efficiency
- Use of renewable energy, clean energy to reduce the use of fossil fuels.
- Carbon offsetting through tree planting etc.



## ► Reducing energy consumption

BST Group is committed to maximizing energy efficiency by reducing losses at every step, monitoring equipment in the production process, and reducing greenhouse gas emissions.

### Strategy of Energy Management

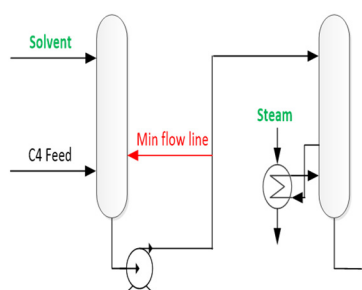
1. Choose a low-energy production technology for the new production process
2. Operate existing process in a mode with the highest energy efficiency.
3. Monthly monitor energy usage trends and plan for continuous management.

### BST Group performance in 2023

BST Group was able to reduce energy consumption rate by 10.4 percent compared with the base year 2019 as according to ESG Index target 2023 and remains align with ESG Roadmap to 2030.

BST Group is committed and gives importance to the use of energy and resources to achieve efficiency and implements intensive and continuous strategic energy conservation projects. There are important projects to reduce energy use in 2023 as follows:

#### ■ Install a Min Flow Line to control the ratio of distillation solvent usage at the BST plant.

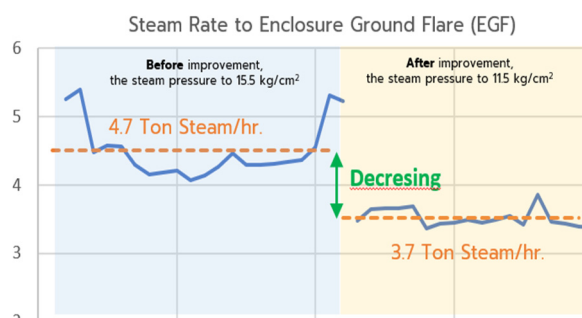


Due to the raw material situation, the production unit had to reduce the rate of raw material and solvent feeding into the distillation column and resulting in control the ratio of solvent usage in distillation column not very well because of the limitations of the pump. The production unit is therefore installed a Min Flow Line to support in controlling the ratio of distillation solvent usage as desired and results in a satisfying reduction in the amount of steam used.

**Overall Result:** Reduce steam use by 14,825 tons of steam, or equivalent to a reduction in energy of 43,437 gigajoules per year (target 30,545 gigajoules per year) or decrease of 9.8 percent compared with before the improvement. It can also reduce greenhouse gas emissions by 5,186 tons of carbon dioxide per year.

#### ■ Reduced steam pressure at enclosed ground flare during grade switching shutdowns at the BSTE plant.

Synthetic rubber plant has only 1 production line and can produce only 1 grade of product at a time. If switching production grades, it is necessary to shut down the production line for cleaning to prevent contamination affecting the quality between grades. However, whether produced or shutdown, the production unit must send steam to the enclosed ground flare to ensure complete combustion efficiency so that excess gases from production are not released into the environment. This project is to reduce steam pressure during grade switching shutdowns due to less excess gas from production and no need to use steam than necessary but still maintains complete combustion efficiency.



Enclosed Ground Flare is an efficient burner tower with modern technology which helps complete the hydrocarbon burning from the production process, leading to lower emission of smoke, light, noise, and heat from the flare to the atmosphere. This will help to decrease the impact on the nearby community

**Overall Result:** Reduce steam use by 2,134 tons, or equivalent to reducing energy by 6,254 gigajoules per year (target 2,078 gigajoules per year) or 27 percent reduction compared with before improvement and support reduce greenhouse gas emissions by 747 tons of carbon dioxide per year.

## ► Reduce water withdrawal consumption

From the policy to develop areas in 3 provinces (Chachoengsao, Chonburi, Rayong) into Eastern Economic Corridor (EEC) areas, which allow investment and tourism in new communities to grow and result in increased demand for water as well as Climate change affects the amount of water in water sources in the eastern region. BST Group, as the private sector, supports the government sector. By setting a policy to reduce the amount of water withdrawal for use by 25% by 2030 compared with 2019.

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

### Strategy and Management

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

### BST Group performance in 2023

BST Group was able to reduce the rate of water withdrawals by 22.68 percent compared with the base year 2019 as according to ESG Index target 2023 and remains align with ESG Roadmap to 2030. The important water use reduction project is as follows:

#### ■ Turn off the water used for sealing the spare pumps at the SBR plant

During periods of high production rates, the production unit has the spare pumps ready to be switched to ensure continuous operation. But in the recent past, the production unit found that the actual production rate was not as high as in the past and saw an opportunity to reduce water used for sealing the spare pumps. This will result in water being reduced to seal the spare pumps.

**Method:** Create standards to close the inlet and outlet water valves for spare pumps that are not in use. (The pump in this project is a pump that uses a Packing Seal with water seal)

**Overall Results:** Reduce water use from 22 backup pumps in this project, resulting in water use for sealing pumps reduced to 38,046 cubic meters per year (target 39,533 cubic meters per year), or 51 percent reduction compared with before the improvement.

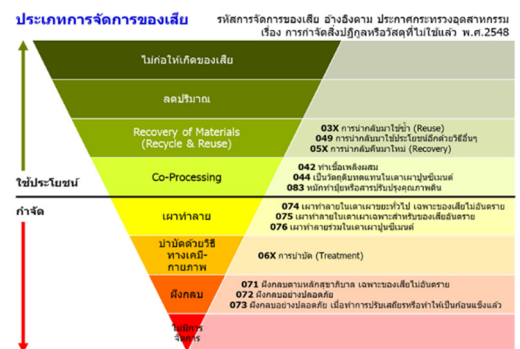


## ► Waste Management

Inefficient or improper waste management will affect the environment and the communities living nearby. We have strategy and action as following

1. Find a waste management method that can be utilized for all waste items.
2. Send waste to the companies that has received permission from the government to utilize waste in other methods.

**BST Group's performance in 2023:** Zero Waste to landfill and deliver waste to utilize 100% of total amount of waste generated. The main utilization are as mixed fuels (042), as raw material in cement kilns (044), other uses (049), and use as fertilizer to improve soil quality (083).



## ► Systematic management controls volatile organic matter of all sources.

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

### Strategy and Action

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

### BST Group's performance in 2023:

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

## ► Sustainability certification for bio-based and renewable raw materials

BST Group also places importance on the Circular Economy to drive sustainable business growth by managing resources more efficiently. There is a recycling of resources or materials which will reduce waste generation. It leads to no waste.

On June 23, 2023, Bangkok Synthetics Company Limited received ISCC (International Sustainability and Carbon Certification) Plus certification for Collecting Point, Specialty Chemical Plant: Bio butadiene, Bio-circular butadiene, Circular butadiene and in 2024, there is a project to request certification of the use of renewable raw materials to produce synthetic rubber as well.

ISCC PLUS is a sustainability certification for bio-based and renewable raw materials that is part of the ISCC EU certification scheme, with a focus on raw material traceability within the supply chain. The ISCC PLUS standard is currently in worldwide use.



## 5 Social Dimension

BST Group focuses on conducting business for “No harm to anyone, anytime” and respect for labor and human rights together with social responsible and stakeholders’ engagement by promoting projects for each group of stakeholders as follows;

Stakeholders	Objective of engagement	The ESG needs and expectations of stakeholders	Existing Engagement Approach of BST Group
Shareholder	• Disclose essential information and the Company's performance	• Disclosure of company performance and new projects to see continuous development and progress of the organization.	• Hold shareholders' meeting once per year (usually held once per quarter)
	• Get opinions and suggestions for the company's development.	• The organization's strategic plan aligned with sustainable development.	• Report the performance of the company through the shareholders' meeting.
Employee	• Communicate performance, directions, and movements	• Communicate valuable information about the company movements • A channel for employees to present their opinions about the organization and to acknowledge their problems and lead to solutions.	• MDs Talk to listen employees' voices at least 2 times a year • Staff Meeting Activities once a quarter • Communicate news to employees through various internal communication channels, e.g., Email, Line Group (BST Family), Facebook, BST Intranet (BST Connect), Public Relations Board, Plant Monthly Meeting.
	• Develop employee skill & capability	• To acquire skill and increase employee potential to be consistent with the company direction	• Training according to the Training Matrix to meet the needs of that job position. • Project to develop the Key Talent group, Leadership group, and develop work skills.
	• Understand employee needs and facilitate employees to work happily	• Received good care from the company	• Provide activities to create relations with employees and their families, such as Family Day, employee club, etc. • Engagement Survey 1 time per year • Disseminating information to create awareness of health care, through various communication channels, including internal meetings, email, LINE group (BST Family), Intranet (BST Connect)
Business Partner	• Promote and oversee the safety and work environment of business partners.	• Support knowledge to take the environment, society and good governance into account to elevate the business partners, minimize operational and reputational risks.	• Build confidence with ISO 14001 and ISO 45001 certifications. • Provide training on occupational health, safety, and environment • Collaborate with logistic service companies providing domestic transportation services to install GPS and link signals to SCG Logistic Command Center (LCC) to monitor drivers' driving behavior 24 hours during transportation.
	• Create value in the business partner including following the guidelines for sustainable development.	• Support and elevate business partners to develop and work efficiently • Share knowledge and new trends that may affect business partners performance	• BST Group supplier code of conduct • Announce Sustainable Procurement Policy in 2022 • Contracts signed with business partners included clause of Environmental, Governance, Labor and Human Rights
Customers	• Promote and support businesses in line with sustainable development guidelines.	• Expect the company to comply with sustainable development guidelines such as Zero Emission, Ecovadis Sustainability Assessment, implement ISCC Plus certification, etc.	• Build confidence with ISO 14001 and ISO 45001 certifications. • Participate in activities or sustainability performance assessments requested by customers or ECOVADIS • Communicate update safety, health, and environment information for all products (Product Stewardship) • Develop business continuity management system (Business Continuing Management)
	• Create channels for customers for complaints and feedback.	• Channels for making complaints, suggestions, or comment	• Complaints and feedback to sales representatives and conduct a customer satisfaction survey every year. • Communication center to receive complaints about safety, occupational health, and the environment.
Communities and nearby plants	• Live as a part of the community, respecting the rights and the community environment	• Maintain plant operation standards to prevent impacts on surrounding communities and the environment	• Listen to the communities' opinions including clarifying proactive measures on environment to community periodically. • System for receiving complaints with a communication center to receive complaints 24 hours
	• Participate and improve the quality of life and create happiness for the community	• Participate in improving the quality of life by promoting community enterprise to create career or sustainable income	• Listen communities' needs via BST Group meet community activities • The management and employee participate in community activities • Support a visit of the Relations and Environment Committee together with the community to improve the quality of life (tripartite)
		• Create public areas that benefit most people in the community.	• Support project think, join and create goodness. • Promote earn income through various community enterprises • Promote community health through the mobile medical unit project.
• Engaging and building a good relationship with the community	• Strictly follow the law	• Join the MPR Group to Support proactive information dissemination and Promote Relations between the company and communities	
Government Agency	• Conduct business comply with law and regulations	• Strictly follow the law	• Communicate and get feedback from government agencies, both informal and official, such as tripartite committee, etc.
	• Participate and give our opinions on regulations and practices	• Cooperate with government agencies to support various activities.	• Participate and share opinions for regulations and laws that the government is currently in force or about to be enforced
	• Cooperate and support various activities with the government sector.	• Disclose information transparently and properly • Create participation and build good relations with the government	• Participate in government activities such as White Flag, Green Star, Eco Factory • Join the MPR group to support proactive information dissemination and promote relations between the company and the government



Stakeholders	Objective of engagement	The ESG needs and expectations of stakeholders	Existing Engagement Approach of BST Group
Mass Media	• Communicate information through local media	• Communicate information through local media	• Disseminate BST Group business news and information regularly
	• Engage and build good relations with the media	• Engage and build good relations with the media	• Published the annual sustainability report on the company website. • Join the MPR group to support proactive information dissemination and promote relations between the company and the media
NGOs	• Disclose information transparently and properly	• Disclose information transparently and properly	• Create cooperation through various forums such as the PMC committee
	• Listen opinions and suggestions from civil society • Build partnerships to drive and advance issues related to sustainability	• Listen opinions and suggestions from civil society • Build partnerships to drive and advance issues related to sustainability	• Published the annual sustainability report on the company website. • Participate to demonstrate sustainable development ideas through the Federation of Thai Industries

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

## ► Projects and achievements in occupational health and safety

0

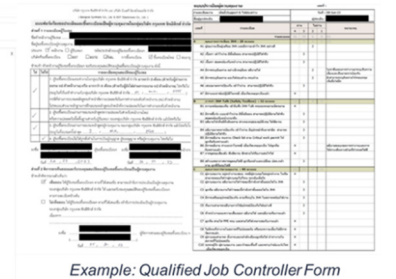
Zero

- Safety incident level 3 or higher.
- Lost Time Injury and Occupational Illness & Disease case
- Number of days lost from work-related injuries and illnesses & Disease.
- Motor Vehicle accidents
- Transportation accidents

100

%

- SOT commitment
- On-time Operation Discipline Action Plan
- Refresher Coaching Job Controller
- Complete E-Health Book Program

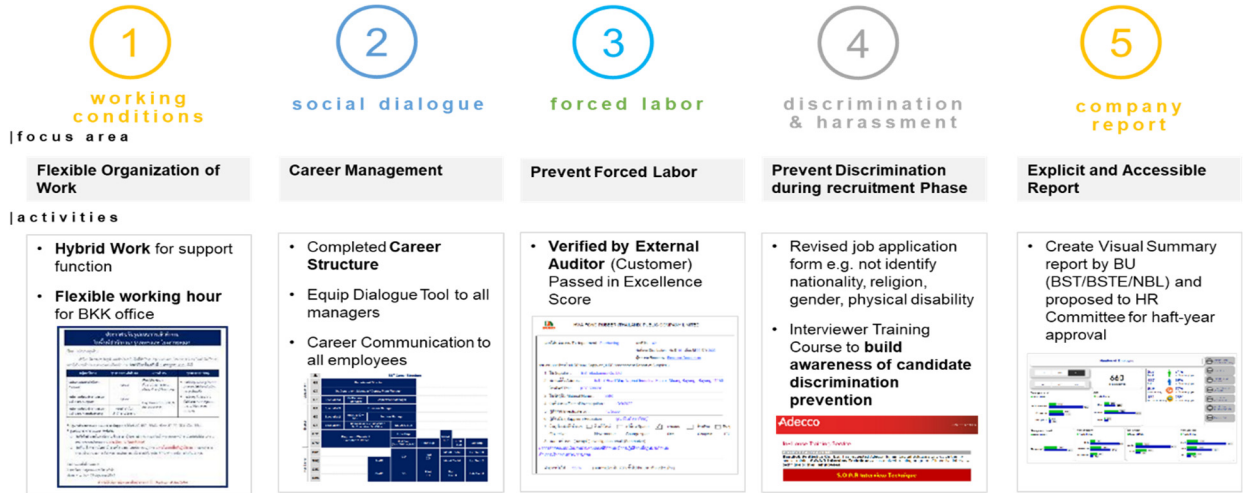


Example: Qualified Job Controller Form

## Improvement project for labor and human rights

BST Group has passed the audit and has been certified Thai labor standards. (TLS 8001-2553 basic level) from the Department of Labor Protection and Welfare. The certification results are announced on the website of the Bureau of Labor Standards Development, specified on page 2, no. 8 and 9, dated July 27, 2023. This certification shows the intention that the company is committed to taking care of employees with a clear and fair management approach without discrimination, which is considered a sustainable business practice.

The company has several important improvement projects to improve labor and human rights for employees, such as adjustments and flexibility in working hours, communication to employee's prevention of discrimination during the recruitment process, etc.



In addition, to create morale and engagement with company and morale, the company also has a project to develop potential employee, as well as welfare compensation and many different work processes as follows

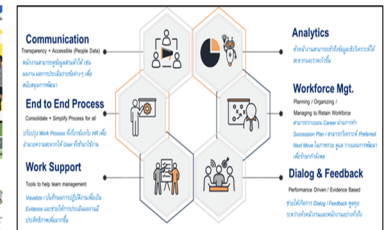
### Career & Talent Development

Improve Career Management policy and improve methods for evaluating performance and using Competency Master to ensure continuous development.

BST Retention Rate 97% and have the fewest employee resignations in 4 years.

Key Talent Development Project, Leadership Project, and development of important work skills such as Customer Centricity, Technology & Digital Adaptability Mindset, use of Power-Bi, etc.

Develop the HR System to be able to store information systematically and can easily access information



### Reward & Recognition

- Improving overtime pay for managerial level, shift pay structure and in cases of leaving shift work
- "Flexi Benefits" change benefits more flexible so that employees can convert them to support daily living, health and social.
- Improving the workplace to facilitate employees, such as arranging a coffee shop area, providing a 7-Eleven kiosk, etc.
- Improve vehicles to work, such as more passenger cars to transport employees both shift work and daytime.



77% of employee change for "FLEXi"

### Enabling Infrastructure / Work life Balance

- Improve infrastructure to work such as improving IT Helpdesk, adding Wi-Fi installations in signal dead spots, developing Intranet "BST Connect"
- Reduce the duration and number of meetings, including improving meeting methods to be more efficient.
- Each department has its own plan to improve Engagement.
- Adjust the content and methods of communicating business directions in Staff Meeting and MDs Talk for employees to understand thoroughly.



## Corporate Social Responsibility Activity Projects in 2023

BST Group commit to remain Corporate Social Responsibility (CSR) activities to lead to sustainable development. There are many different CSR projects according to ESG guidelines as follows:

### Highlight CSR on Environment

Aquatic animal species release project for the year 2023, BST Group organizes aquatic animal species release to increase marine and coastal resources in Rayong province. (2<sup>1st</sup> consecutive year) at Ban Phla - Hat Phla Small Boat Fishery Group, Ban Chang District, Rayong

Do not Throw Away Project for the year 2023, with the objective of jointly creating a good environment and creating value from used oil in households. The 38 communities signed a memorandum of understanding to join a network to drive cooking oil management systematically

Forest planting project for the year 2023, BST Group joined with government and communities to plant 401 trees at the Ban Noen Samre community forest, Ban Chang District, Rayong which will be able to absorb gases. 3,810 kilograms of carbon dioxide per year and restore the Ban Chang community forest to a beautiful green natural area with a path to study nature and can also be a source of recreation in the future.



### Highlight CSR on Social

This project provided scholarships for 38 communities at 15,000 Baht each, totaling 570,000 baht, in order to ease the burden of education for families in the communities in Map Ta Phut municipality. which has been done continuously for the 15<sup>th</sup> year

BST Group has implemented 17 project thinks, join and creating goodness worth 400,000 baht, in which the management (B2C) who takes care of the community and employees residing in the community present projects that are beneficial to the public

BST Group in collaboration with the Office of Public Health and Environment of Map Ta Phut Municipality organizes the project "BST Mobile Medical Unit Exhibition 2023" between 4 August – 1 September 2023 by launching 7 proactive service units 13 times. There are 2,483 elderly people and citizens who came to service at the mobile medical unit, with the aim of keeping the community members in perfect health and strength.



## Highlight CSR on Governance

This activity is to meet, talk, communicate news, exchange ideas with the community. To enhance understanding and fostering good relations between the community and BST Group for sustainable coexistence by conducting activities on March 1-16, 2023

BST Group Meets the Community Project No. 2/2023 (Open House Activity) with the objective of allowing representatives of stakeholder groups to visit the production process area in the factory and visit the knowledge base in various areas, organized on the ESG theme, along with providing opportunities Let there be an exchange of opinions, listening to suggestions, for sustainable coexistence. The activity was carried out on July 13, 2023.

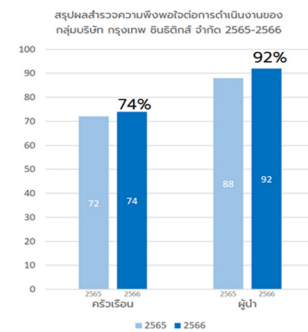
Meeting of the Public Relations and Project Environment Committee to present the results of the implementation of the prevention action plan, the correction and monitor environmental quality, including enhancing understanding of environmental management for citizens and communities, and being ready to listen to suggestions from government agencies, communities, fishing groups, and stakeholder groups by holding annual meetings. 2 times



## Community Satisfaction

The Annual Community Satisfaction Survey was conducted by a 3rd party company. They surveyed the community households, community leaders, government agencies and neighboring plants.

From the 2023 CSR activity satisfaction survey, BST Group received a higher level of satisfaction than in 2022, with 74 percent satisfaction from the community and 92 percent from community leaders. The survey results will be used to develop plan for further improvement





## 6 Governance Dimension

BST Group focuses on conducting business with integrity and transparency in all situations with good governance. In 2023, there are various implementation such policy, system and governance as follows:

### Conduct the business in accordance with “BST Group - Code of Conduct” and implement it properly

#### Policy and system

- Revised Anti-Fraud & Corruption Policy
- Implement Fraud & Corruption Risk Assessment Procedure
- Revised Supplier Whistleblowing Procedure
- Revised Delegation of Authority Announcement
- Revised Compliance Audit Tracking System

#### Governance

- Organize an annual ethics test, all employees passed the ethics test with a score of 100%.
- Arrange knowledge sharing about anti-corruption by SCG IA.
- Assess and monitor Business Assurance in the good receiving and warehouse process without finding any defects
- Assess the approvals and authority of the purchasing department, accounting department, and sales department without finding any deficiencies.

### Conduct the business legally including complying with related regulatory and requirements including information security

#### Policy and system

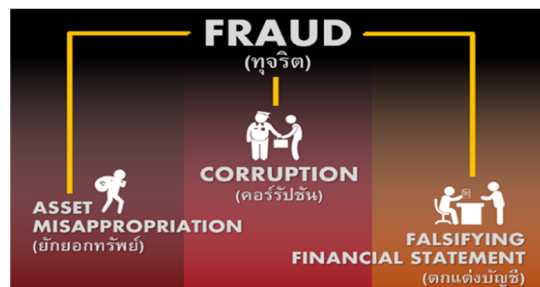
- Revised Information Security Management Policy
- Revised E-Policy
- Improve Security Operation Center & Web Application Firewall
- Implement E-Signature Procedure

#### Governance

- Start evaluating new legal through the e-Compliance system.
- Assessed the security of confidential information in 21 departments without finding any defects.
- Conducted Phishing Simulation Test for the second year, with employee test results being better than in 2023.
- Conduct the Security Awareness Training and all employees have passed the test.

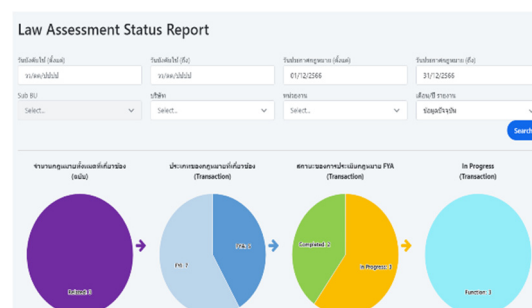
### Arrange knowledge sharing about anti-corruption by SCG IA.

To promote knowledge on the governance of fraud and corruption, BST Group invited experts from SCG to share knowledge on governance of corruption on 25 and 26 September 2023, with topics including: Anti-corruption policy, organizational ethics, important audit results, and learning from case studies. The participants in the knowledge sharing session were employees at the division manager level and above. The response was exceptionally good, and they requested an activity like this be organized every year.



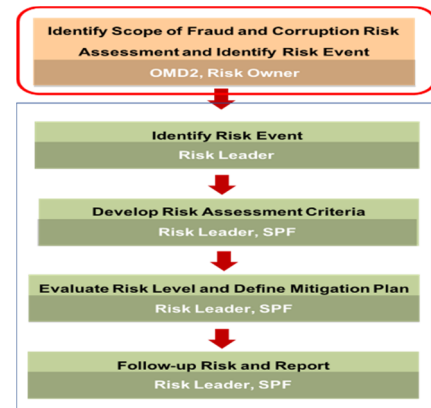
### Evaluating new legal through the e-Compliance system.

To provide an effective tool for tracking legal compliance, BST Group has implemented an e-Compliance system, which will notify relevant functions of new laws and regulations. (Notification e-mail from the system e-compliance) and follow up to make corrections and improvements to their work systems and summarize the results of the assessment of legal compliance to the relevant functions. In addition, there is a follow-up report in the Law Compliance Committee every two months



## Implement Fraud & Corruption Risk Assessment Procedure

To prevent the risk of fraud and corruption in the company, BST Group has prepared and announced procedures for assessing the risk of fraud and corruption. The work regulations have the main steps as follows: Identify potential fraud and corruption risks, Rate likely occurrence and potential impact of risks, and select appropriate anticorruption controls, and develop action plan.



## 7 Pride of Sustainability in 2023

**BST Group have been awarded a silver medal and rated in the Top 7 companies assessed by ECOVADIS. Our Sustainability Score Rating 69/100 or 93rd Percentile**

(This year, we changed the scope of assessment to be Bangkok Synthetics (Group) consisting of Bangkok Synthetics Co., Ltd. and BST Elastomers Co., Ltd.)



EcoVadis provides holistic sustainability ratings service for companies, delivered via a global cloud-based SaaS platform. The EcoVadis Rating covers a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts. Each company is rated on the material issues as they pertain to their company's size, location, and industry.

## BST Group received CSR- DIW Continuous Award 2023



On September 13, 2023, BST Group received the CSR-DIW Continuous Award 2023 from the Department of Industrial Works, Ministry of Industry which was honored by Director-General of the Department of Industrial Works presided over the award ceremony this time at Challenger Hall, IMPACT Muang Thong Thani, Nonthaburi Province.

BST group, all 3 companies, have followed 7 main topics and 9 criteria, which are the principles of operation that lead to acceptance from the community and society for sustainable co-existence

## 2022 Environmental Governance and Safety Award



On August 9, 2023, BST Group received the award of Environmental Governance and Safety 2022 (**Green Star Award**) 3 awards: (**Gold Star Award**) 3 awards, a total of 6 awards

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

environment, and safety in business operations.

## BST Group passed the audit and has been certified Thai labor standards. (TLS 8001-2553 basic level)



BST Group has passed the audit and has been certified Thai labor standards. (TLS 8001-2553 basic level) from the Department of Labor Protection and Welfare. The certification results are announced on the website of the Bureau of Labor Standards Development, specified on page 2, no. 8 and 9, dated July 27, 2023.

This certification shows the intention that the company is committed to taking care of employees with a clear and fair management approach without discrimination, which is considered a sustainable business practice.

## BST Group received a plaque for Eco Factory

### BST Group รับรางวัลโรงงานอุตสาหกรรมเชิงนิเวศ (Eco Factory)



On September 30, 2022, BST Group received a plaque for Eco Factory, organized by Water and Environment Institute for Sustainability, The Federation of Thai Industries together with the Industrial Estate Authority of Thailand at the BITEC Exhibition and Convention Center, Bangkok in the Eco Innovation Forum 2022 seminar under the concept of "ECO Journey to Carbon Neutrality".

The Eco Factory Award is considered to promote environmentally friendly business operations including focusing on developing and improving the production process as well as environmental management based on sustainable development for community responsibilities. The certificate as an eco-industrial factory (Eco Factory) was issued on June 6, 2022, effective until June 5, 2025.

## All BST Group plants received certificates of honor in the pilot project by carrying out activities according to the Code of Practice-COP

As the BST group of companies has expressed its intention to join in signing the MOU for cooperation in implementing a pilot project to manage the release of 1,3 butadiene and benzene vapors of government agencies. Using measures according to good practice measures for managing volatile organic substances, Code of practice-COP, according to the guidelines of the Department of Industrial Works. Consisting of reporting on the use of flare towers, measures to control the release of volatile organic vapors from business operations during shutdowns. and measures to control the release of organic vapors from storage tanks, starting in November 2018. At present, the implementation of measures for managing volatile substances, Code of practice-Cop, has been announced as "Announcement of the Ministry of Industry on controlling the release of 3 VOC vapors (effective 1 May 2023)" is now official.



On June 14, 2023, the Industrial Estate Authority of Thailand A ceremony was held to present certificates of honor to companies that participated and cooperated in the pilot project by carrying out activities according to the Code of Practice-COP for 5 years. All BST Group plants received certificates of honor for all 3 companies. It shows that the plants have followed various measures to control the release of volatile organic vapors that will affect the environment. and carry out activities strictly according to the COP principles, adhering to the principles of good governance, strictly complying with the law, and considering environmental goals as important in accordance with ESG principles, which is the main policy of the company.

## Thailand Labor Management Excellence Award 2023

BST Group received 3 outstanding workplace awards on labor relations and labor welfare for the year 2023 from the Rayong Labor Protection and Welfare Office according to the announcement of the Department of Labor Protection and Welfare regarding the results of the selection of outstanding establishments in labor relations and labor welfare. By the Director-General of the Department of Welfare and Labor, dated June 30, 2023, in the numbers 51, 91, and 141, which will receive the award on February 13-15, 2024.



## Appendix: Sustainable Development Performance 2019-2023

### Environment

Environment Performance	Unit	2019 (2562)	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Green House Gas Emission</b>	ton CO2eq	302,898	246,089	350,738	324,573	<b>220,845</b>
						<b>(new EF)</b>
a) GHG Scope 1	ton CO2eq	8,955	15,233	24,274	21,156	<b>15,685</b>
b) GHG Scope 2	ton CO2eq	293,943	230,856	326,464	303,417	<b>205,160</b>
Reduction compared with the business-as-usual (BAU) base year 2019			18.8%	0.0%	0.0%	<b>27.1%</b>
Reduce the GHG emission rate compared with base year 2019			0.0%	0.0%	0.0%	<b>31.16%</b>
<b>Energy Consumption</b>	GJ	2,587,376	1,933,476	2,734,214	2,541,188	<b>2,455,411</b>
<b>Non-renewable Energy</b>						
a) Electrical Energy	GJ	405,341	233,965	527,936	513,224	<b>518,459</b>
b) Heat Energy	GJ	2,182,034	1,699,511	2,206,278	2,027,964	<b>1,936,952</b>
Reduction compared with the business-as-usual (BAU) base year 2019			25.27%	0.00%	1.79%	<b>5.10%</b>
Reduce the energy consumption rate compared with base year 2019			0.00%	4.32%	1.81%	<b>10.40%</b>
<b>Renewable Energy</b>	GJ	0	0	0	0	<b>0</b>
<b>Water Withdrawal and Wastewater Released Quality</b>						
<b>Water Withdrawal</b>	m3	2,299,036	1,703,124	2,014,815	1,892,589	<b>1,882,690</b>
Reduction compared with the business-as-usual (BAU) base year 2019			25.92%	12.36%	17.68%	<b>18.11%</b>
Reduce the water withdrawal rate compared with base year 2019			0.24%	20.65%	17.70%	<b>22.68%</b>
<b>Wastewater Released</b>						
Volume of wastewater released	Mm3	1.59	1.69	1.93	1.63	<b>1.92</b>
BOD volume	ton	2.83	4.47	2.89	3.50	<b>3.96</b>
COD volume	ton	46.09	52.57	45.15	53.86	<b>53.46</b>
TSS volume	ton	6.87	13.76	16.19	9.57	<b>10.71</b>
The number of times wastewater is released that does not comply with relevant laws or regulations.	Time	0	0	0	0	<b>0</b>
<b>VOCs emission</b>						
VOCs Fugitive Concentration better than Thai standard 40% all equipment	%	100%	100%	100%	100%	<b>100%</b>
<b>Hazardous Waste</b>	kg	1,171,476	960,739	1,170,419	957,535	<b>1,056,262</b>
% Utilization	%	100%	100%	100%	100%	<b>100%</b>
<b>Non- Hazardous Waste</b>	kg	230,055	172,150	371,995	341,465	<b>394,440</b>
% Utilization	%	100%	100%	100%	100%	<b>100%</b>
<b>Environmental Incidents</b>						
Number of incidents affecting the environment (Level 2 up Cases)	Cases	0	1	2	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 environmental (smell, smoke) or noise from abnormal events of chemical or energy leaks (by verification)						

## Safety and Occupational Health

	2019 (2562)	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Health and Safety Incidents of Employees and Business Partners</b>					
Number of Accidents, Injuries and Occupational Illness & Disease from work (Level 2 up Cases) *	4	12	4	3	3
Number of Chemicals Spillage (Level 2 up Cases) **	1	0	1	1	2
Number of Fatality Work-Related Injury and Occupational Illness & Disease (Cases)	0	0	0	0	0
- Female: Male	0:0	0:0	0:0	0:0	0:0
Total Recordable Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked of employee and contractor)	1.54	1.17	1.57	0.82	0.41
Lost Time Injury and Occupational Illness & Disease Frequency Rate (Cases/1,000,000 Hours Worked of employee and contractor)	1.10	0.00	0.00	0.00	0.00
<b>Health Incidents of Employees and Business Partners</b>					
Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked of employee and contractor)	0.00	0.00	0.00	0.00	0.00
<b>Number of Days Lost from Health and Safety Incidents for Employees and Business Partners</b>					
Number of days lost to work-related injuries, and Occupational Illness & Disease	37	0	0	0	0
Injury Severity Rate (Days lost/1,000,000 Hours Worked of employee and contractor)	8.13	0.00	0.00	0.00	0.00

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

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

## Product Stewardship

	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Communication on the latest Safety Health and Environment information of all products to all stakeholders (%)</b>	n.a.	n.a.	n.a.	100%
<b>Number of product stewardship incident</b>				
Level 2 Up (Case)	0	0	0	0

n.a. - Not available

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

## Labor and Human Right

	Unit	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Employee Information</b>					
<b>Number of Employees</b>	人	617	636	660	<b>695</b>
• By location (H.O. : Site 1 : Site 2)	%	14 : 56 : 30	13 : 55 : 32	13 : 52 : 35	<b>13 : 49 : 38</b>
• By working hour (Office hour : Shift : Flexible hour)	%	56 : 44 : 0	53 : 47 : 0	42 : 45 : 13	<b>42 : 45 : 13</b>
• By on site or Hybrid workplace	%	77 : 23	78 : 22	74 : 26	<b>75 : 25</b>
• By Gender (Female : Male)	%	30 : 70	30 : 70	31 : 69	<b>30 : 70</b>
• Manufacturing Function : Support Function	%	77 : 23	78 : 22	77 : 23	<b>78 : 22</b>
• By Employee Level (Management : Professional : Semi-professional)	%	5 : 36 : 59	4 : 37 : 59	4 : 40 : 56	<b>4 : 41 : 55</b>
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	23 : 70 : 7	24 : 69 : 7	24 : 68 : 8	<b>28 : 64 : 8</b>
<b>Female share of total workforce</b>					
• Manufacturing Function : Support Function	%	14 : 16	14 : 16	15 : 16	<b>15 : 15</b>
• Female in Top management	%	2	2	2	<b>1</b>
• Female in Middle management	%	16	16	19	<b>15</b>
• Female in management position in revenue-generating function	%	2	2	4	<b>4</b>
<b>Number of New Employees</b>	Person	63	105	63	<b>63</b>
• New Employees of total workforce	%	10	16	10	<b>9</b>
• By Gender (Female : Male)	%	11 : 89	44 : 56	43 : 57	<b>38 : 62</b>
• By Employee Level (Management : Professional : Semi-professional)	%	0 : 21 : 79	1 : 61 : 38	0 : 52 : 48	<b>0 : 44 : 56</b>
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	71 : 29 : 0	76 : 22 : 2	82 : 18 : 0	<b>87 : 13 : 0</b>
<b>Number of Employee Turnover</b>	Person	32	42	45	<b>31</b>
• Employee Turnover of total workforce	%	5	7	7	<b>4</b>
• By Gender (Female : Male)	%	41 : 59	67 : 33	40 : 60	<b>58 : 42</b>
• By Employee Level (Management : Professional : Semi-professional)	%	0 : 59 : 41	10 : 64 : 26	9 : 58 : 33	<b>3 : 68 : 29</b>
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	38 : 56 : 6	33 : 57 : 10	38 : 51 : 11	<b>36 : 58 : 6</b>
<b>Number of Voluntary Resignation</b>	Person	30	38	40	<b>25</b>
• Employee Voluntary Resignation of total workforce	%	5	6	6	<b>4</b>
• By Gender (Female : Male)	%	40 : 60	68 : 32	40 : 60	<b>40 : 60</b>
• By Employee Level (Management : Professional : Semi-professional)	%	0 : 57 : 43	0 : 71 : 29	3 : 65 : 32	<b>0 : 68 : 32</b>
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	40 : 60 : 0	37 : 63 : 0	42 : 55 : 3	<b>40 : 60 : 0</b>
<b>Proportion of participation in Labor Organizations</b>	%	100	100	100	<b>100</b>
<b>Return to work after Parental Leave</b>					
• Maternity leave	Person	7	4	3	<b>3</b>
• Return to work after Maternity leave	Person	7	4	3	<b>3</b>
• Number of male employees taking maternity leave	Person	10	14	12	<b>11</b>
<b>Number of Hours Worked</b>					
• Shift time	Hours/Person	-	2,165	2,135	<b>2,122</b>
• Day time	Hours/Person	-	1,684	1,707	<b>1,763</b>
<b>Proportion of employee leave</b>					
• Sick Leave	%	18	15	26	<b>26</b>
• Work-related leave	%	0	0	0	<b>0</b>
• Others	%	82	85	74	<b>74</b>

## Labor and Human Right (Continue)

	Unit	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Training and Development</b>					
<b>Average hours of training and development</b>	Hours/Person	6	26	25	<b>28</b>
Average amount spent on training and development	Baht/Person	1,031	5,531	5,117	<b>13,338</b>
<b>Employees receiving annual performance appraisals</b>	%	100	100	100	<b>100</b>
<b>Number of positions filled by internal candidates (Rotation/Promotion)</b>	Person	123	200	150	<b>151</b>
• Positions filled by internal candidates of total workforce	%	20	31	23	<b>22</b>
• By Gender (Female : Male)	%	50 : 50	35 : 65	40 : 60	<b>32 : 68</b>
• By Employee Level (Management : Professional : Semi-professional)	%	10 : 49 : 41	5 : 52 : 44	6 : 53 : 41	<b>1 : 55 : 44</b>
• By Age group (Under 30 yr : 30-50 yr : over 50 yr)	%	20 : 74 : 6	14 : 77 : 9	11 : 82 : 7	<b>12 : 83 : 5</b>
<b>Average salary of female to male</b>					
Management Level (Base Salary Only)					
• Female	Million Baht	3.23	3.17	3.16	<b>2.81</b>
• Male	Million Baht	3.58	3.57	3.69	<b>3.64</b>
Management Level (Base Salary and other cash incentives)					
• Female	Million Baht	3.61	3.63	3.28	<b>3.32</b>
• Male	Million Baht	4.10	4.14	3.90	<b>4.23</b>
Professional Level (Base Salary Only)					
• Female	Million Baht	0.86	0.81	0.85	<b>0.89</b>
• Male	Million Baht	0.93	0.93	0.97	<b>0.97</b>
Professional Level (Base Salary and other cash incentives)					
• Female	Million Baht	1.10	1.05	1.03	<b>1.14</b>
• Male	Million Baht	1.26	1.28	1.23	<b>1.32</b>
Semi-Professional Level (Base Salary Only)					
• Female	Million Baht	0.34	0.34	0.36	<b>0.37</b>
• Male	Million Baht	0.35	0.35	0.36	<b>0.36</b>
Semi-Professional Level (Base Salary and other cash incentives)					
• Female	Million Baht	0.49	0.51	0.50	<b>0.54</b>
• Male	Million Baht	0.55	0.55	0.54	<b>0.57</b>
Ratio of the annual total salary and other compensation for the highest paid individual, to the average annual total compensation for all employees					
• Executive level		2.34	2.28	2.43	<b>2.39</b>
• Management Level		2.47	2.47	2.66	<b>2.61</b>
• Operational level		2.07	2.09	2.13	<b>2.20</b>
<b>Labor and Human Right Violation</b>					
Incident of Labor and Human Right Violation Level 2 up	Case	0	0	0	<b>0</b>
Number of children under 15 years employed	Person	0	0	0	<b>0</b>
* Level 2 up refers Labor and Human Right Violation with a damage value of 100,000 Baht or more, or has received the attention of local media, communities, and social media that have spread related news 1- 2 days or more or there is a risk of damage to the organization's image and reputation.					



## Sustainable Procurement

	2019 (2562)	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Economic</b>					
Registered Suppliers (AVL - Approved Vendor List) received QCD Supplier Evaluation	100%	100%	100%	100%	100%
<b>Environment</b>					
Procurement Value with environmentally friendly suppliers (Million Baht) *	9,582	5,362	11,562	12,174	10,833***
Procurement items with environmentally friendly suppliers (Cases)**	14	17	17	17	17
Number of business partners obtaining green industry level 2 or higher (Cases)	68	50	50	45	44***
<b>Social</b>					
Percentage of contractors in the production process passing the BST group's safety assessment	100%	100%	100%	100%	100%
Percentage of transporter contractors passing the BST group's safety assessment	100%	100%	100%	100%	100%
Lost Time Injury Frequency Rate of Contractor (Cases/1,000,000 Hours Worked of Contractor)	0.07	0.00	0.00	0.00	0.00
<b>Governance</b>					
Percentage of new supplier signing BST Group Supplier Code of Conduct *2021 means the number of current business partners	-	-	95%	100%	100%
Percentage of contracts signed with business partners included clause of Environmental, Governance, Labor and Human Rights * Implementation started Jun. 2022	-	-	-	16%	100%
Percentage of procurement officers/buyers received training on sustainable procurement	-	-	-	97%	100%

\* Environmentally friendly procurement (Green Procurement) means procuring products and services for products that are environmentally friendly (Green Product)

\*\* Environmentally friendly products (Green Product) mean products and services that receive an environmental label (Eco Label), such as photocopy paper with a green label, air conditioners that receive an energy saving label, some chemicals that receive Carbon footprint label, etc.

\*\*\* In 2023, the value of green procurement decreased due to shutdowns due to machinery problems and the economic recession. In addition, procurement from green business partners decreased because plants did not have activities that required some of green services in that year.

## Corporate Social Responsibility

	2019 (2562)	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
Expenses to support CSR activities (million baht)	4.0	3.0	5.1	6.0	6.5
Mobile medical units for community health care (times)	8	COVID-19	COVID-19	13	13
The community enterprises to create careers and generate income (number of new enterprises)	2	3	3	3	3
Community Satisfaction Survey (household sector)	88%	84%	90%	72%	74%
Community Satisfaction Survey (community leadership sector)	-	-	88%	88%	92%
Employee participation in CSR activities (% participation)	78%	66%	100%	100%	100%

\*COVID-19 – No activity due to COVID-19

## Governance

	2019 (2562)	2020 (2563)	2021 (2564)	2022 (2565)	2023 (2566)
<b>Percentage of Employees Passing Ethic Test (%)</b>	n.a.	n.a.	100%	100%	<b>100%</b>
<b>Total Number of Incidents and Complaints Level 2 Up</b>	n.a.	n.a.	2	0	<b>2</b>
<b>Number of Resolved Incident and Complaints Level 2 Up</b>	n.a.	n.a.	2	0	<b>2</b>
<b>Resolved Incident and Complaints Level 2 Up by Categories</b>					
<b>1. Code of Conduct Violations or Dishonesty Level 2 Up</b>	n.a.	n.a.	0	0	<b>1</b>
11 Conflicts of Interest	n.a.	n.a.	0	0	<b>0</b>
12 Fraud and Corruption / Bribery	n.a.	n.a.	0	0	<b>1</b>
13 Labor Human Rights Violations					
13.1 Sexual Harassment	n.a.	n.a.	0	0	<b>0</b>
13.2 Non- Sexual Harassment	n.a.	n.a.	0	0	<b>0</b>
14 Anti-Trust	n.a.	n.a.	0	0	<b>0</b>
15 Use of Insider Information	n.a.	n.a.	0	0	<b>0</b>
16 Money Laundering	n.a.	n.a.	0	0	<b>0</b>
17 Insider Trading	n.a.	n.a.	0	0	<b>0</b>
18 Other	n.a.	n.a.	0	0	<b>0</b>
<b>2. Non-Compliance with Law or Company's Regulations Level 2 Up</b>	n.a.	n.a.	0	0	<b>1</b>
2.1 Law Compliance or Company's Regulations	n.a.	n.a.	0	0	<b>0</b>
2.2 Information Security Management	n.a.	n.a.	2	0	<b>1</b>
2.3 PDPA	n.a.	n.a.	0	0	<b>0</b>
<b>3. Complaints that could not be Substantiated</b>	n.a.	n.a.	0	0	<b>0</b>

n.a. - Not available

\* Level 2 up refers to code of conduct violations or dishonesty incident or Incident of non-compliance with laws or company regulations including company's delegation of authority and regulations issued by the company or Incident of insecurity of data or personal information that has a damage value of 100,000 baht or more, or has received attention from the local media, community, or has had related news spread on social media for 1-2 days or more, or is at risk of damage to its image and reputation of the organization