



SUSTAINABILITY PERFORMANCE DATA

PTT GLOBAL CHEMICAL PUBLIC COMPANY LIMITED

แนวทางการจัดทำรายงาน (Reporting Guidelines) ^(GRI 2-1, 2-2, 2-3, 2-4, 2-5)

Reporting Guidelines ^(GRI 2-1, 2-2, 2-3, 2-4, 2-5)

บริษัท พีทีที โกลบอล เคมิคอล จำกัด (มหาชน) หรือ GC จัดให้มีการเปิดเผยข้อมูลด้านความยั่งยืน เพื่อสื่อสารกลยุทธ์ระบบการบริหารจัดการ กระบวนการดำเนินงาน และผลการดำเนินงานด้านความยั่งยืนในประเด็นที่สำคัญต่อการประกอบธุรกิจและผู้มีส่วนได้เสียทุกภาคส่วนในปีนี้ พร้อมทั้งรายงานความก้าวหน้าและผลการดำเนินงานที่สนับสนุนต่อเป้าหมายการพัฒนาที่ยั่งยืนของโลก หรือ Sustainable Development Goals (SDGs) ทั้งนี้ การเปิดเผยข้อมูลด้านยั่งยืนนี้จัดทำขึ้นตามมาตรฐาน GRI ซึ่งได้รับการตรวจสอบโดยคณะกรรมการการพัฒนายั่งยืน และหน่วยงานอิสระจากภายนอก เพื่อทวนสอบและยืนยันความครบถ้วน สมบูรณ์ และถูกต้อง โดยข้อมูลดังกล่าวมีการนำเสนอที่ชัดเจนและผู้มีส่วนได้เสียสามารถเข้าถึงได้ รวมถึงได้เปิดเผยข้อมูลตามแนวทางของ IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information หลักเกณฑ์ทั่วไปสำหรับบริษัทฯ ในการเปิดเผยข้อมูลทางการเงินที่เกี่ยวข้องกับความยั่งยืน และ IFRS S2 หลักเกณฑ์การเปิดเผยข้อมูลของบริษัทฯ ด้านโอกาสและความเสี่ยงที่เกี่ยวข้องกับการเปลี่ยนแปลงสภาพภูมิอากาศ (Climate Change) รวมถึงตัวชี้วัดตามกลุ่มอุตสาหกรรม (Industry-based Metrics) หรือ SASB (Sustainability Accounting Standards Board)

PTT Global Chemical Public Company Limited, or GC, has disclosed sustainability information to communicate its strategies, management systems, operational processes, and sustainability performance on issues of significance to GC's business operations and stakeholders from all sectors throughout the year. It also reports on GC's progress and performance in supporting the Sustainable Development Goals (SDGs). This sustainability disclosure has been prepared in accordance with GRI Standards. It has been reviewed by the Sustainable Development Committee and independent third-party agencies to verify and confirm its completeness, integrity, and accuracy. In addition, GC has disclosed information in accordance with the guidelines of IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information, and IFRS S2: Climate-related Disclosures, which covers the company's opportunities and risks related to climate change, as well as industry-based metrics under the Sustainability Accounting Standards Board (SASB).

ข้อมูลด้านความยั่งยืนนี้ครอบคลุมผลการดำเนินงานของบริษัทในกลุ่ม พีทีที โกลบอล เคมิคอล ในประเทศไทย ระหว่างวันที่ 1 มกราคม ถึง 31 ธันวาคม 2568 และรวมถึงที่บริษัทฯ ถือครองหุ้นตั้งแต่ร้อยละ 50 ขึ้นไป รวมถึงการดำเนินงานของบริษัทเอ็ชเอ็มซี โปลิเมอร์ จำกัด (HMC) นอกจากนั้นข้อมูลด้านความยั่งยืนนี้ยังครอบคลุมข้อมูลของบริษัท เอ็ชเอ็มซี โปลิเมอส์ จำกัด เนื่องจากบริษัทฯ เป็นผู้ถือหุ้นรายใหญ่ที่สุดและมีผลกระทบที่มีนัยสำคัญ ทั้งนี้ สามารถอ้างอิงข้อมูลสัดส่วนการถือหุ้นของบริษัทฯ ได้จากรายงานประจำปีของบริษัทฯ และเว็บไซต์ www.pttgcgroup.com

This sustainability disclosure covers the operational performance of companies under PTT Global Chemical Group in Thailand for the period from January 1 to December 31, 2025, including companies in which GC holds 50% or more of the total shares, as well as the operations of HMC Polymers Co., Ltd. (HMC). In addition, this sustainability disclosure also covers information on HMC Polymers Co., Ltd., as GC is the largest shareholder

with significant impact. Information regarding GC's shareholding structure is available in GC's Annual Report and on its website: www.pttgcggroup.com

เพื่อให้การรายงานข้อมูลด้านความยั่งยืนของบริษัทในกลุ่ม พีทีที โกลบอล เคมิคอล ในประเทศไทย มีความสอดคล้องกับมาตรฐาน GRI และสะท้อนผลการดำเนินงานด้านความยั่งยืนของกลุ่มบริษัท อย่างถูกต้องและเป็นปัจจุบัน บริษัทฯ ได้ดำเนินการ ทบทวนและปรับปรุงแนวทางการคำนวณผลการดำเนินงานด้านการบริหารจัดการความยั่งยืน ดังต่อไปนี้:

- (1) บริษัทฯ ดำเนินการปรับแนวทางการคำนวณผลการดำเนินงานด้านการบริหารจัดการก๊าซเรือนกระจก อันเนื่องมาจากบริษัทฯ ได้ดำเนินการทบทวนเป้าหมายในปี 2568 จากเป้าหมายเดิมในการลดการปล่อยก๊าซเรือนกระจก (ขอบเขต 1 และ 2) ร้อยละ 20 ภายในปี 2573 เป็นมากกว่าร้อยละ 20 ภายในปี 2578 ให้สอดคล้องกับเป้าหมายของกลุ่ม ปตท. ส่งผลให้ตัวเลขเป้าหมายและผลการดำเนินงานด้านการบริหารจัดการก๊าซเรือนกระจก ได้รับการทบทวนและปรับปรุงให้สอดคล้องกัน
- (2) บริษัทฯ ดำเนินการปรับแนวทางการคำนวณอัตราการบาดเจ็บจากการทำงาน (Total Recordable Injury Rate: TRIR) ของพนักงาน และผู้รับเหมา

To ensure that the sustainability reporting of companies within the PTT Global Chemical Group in Thailand aligns with the GRI standards and accurately reflects the Group's sustainability performance in a correct and up-to-date manner, the Company has reviewed and revised its calculation approaches for sustainability management performance as follows:

1. GC has revised its approach to calculating greenhouse gas management performance, as the company reviewed its 2025 targets and changed its original goal of reducing greenhouse gas emissions (Scope 1 and 2) by 20% by 2030 to more than 20% by 2035, in alignment with the PTT Group's targets. As a result, GC's greenhouse gas management targets and performance have been reviewed and adjusted to ensure consistency. As a result, the Company's GHG management targets and performance figures have been reviewed and updated for consistency.
2. GC has revised its calculation approach for the Total Recordable Injury Rate (TRIR) for employees and contractors.

กลุ่มบริษัทฯ ที่อยู่ในขอบเขตของรายงาน (GC Group in The Reporting Scope)^(GRI 2-2)

GC Group in The Reporting Scope^(GRI 2-2)

บริษัท Company	ปี 2566 2023	ปี 2567 2024	ปี 2568 2025
บริษัท พีทีที โกลบอล เคมิคอล จำกัด (มหาชน) PTT Global Chemical Public Company Limited	✓	✓	✓
บริษัท โซลูชั่น ครีเอชั่น จำกัด Solution Creation Company Limited	✓	✓	✓
บริษัท จีซี เมนเทนแนนซ์ แอนด์ เอนจิเนียริง จำกัด GC Maintenance and Engineering Company Limited	✓	✓	✓
บริษัท เอ็นพีซี เซฟตี้ แอนด์ เอ็นไวรอนเมนทอลเซอร์วิส จำกัด NPC Safety and Environmental Service Company Limited	✓	✓	✓
บริษัท จีซี ศูนย์บริหารเงิน จำกัด GC Treasury Center Company Limited	✓	✓	✓
บริษัท จีซี เอสเตท จำกัด GC Estate Company Limited	✓	✓	✓
บริษัท จีซี มาร์เก็ตติ้ง โซลูชั่นส์ จำกัด GC Marketing Solutions Company Limited	✓	✓	✓
บริษัท ดับบลิวเอชเอ จีซี โลจิสติกส์ จำกัด WHA GC Logistics Company Limited	✓	✓	✓
บริษัท จีซี โพลีออลส์ จำกัด GC Polyols Company Limited	✓	✓	✓
บริษัท โกลบอลกรีนเคมิคอล จำกัด (มหาชน) Global Green Chemicals Public Company Limited	✓	✓	✓
บริษัท พีทีที เอ็มซีซี ไบโอเคมี จำกัด PTT MCC Biochem Company Limited	✓	✓	✓

บริษัท พีทีที อาซาฮี เคมิคอล จำกัด	✓	✓	
PTT Asahi Chemical Company Limited			
บริษัท เอ็ชเอ็มซี โพลีเมอส์ จำกัด	✓	✓	✓
HMC Polymers Company Limited			
บริษัท จีซี-เอ็ม พีทีเอ จำกัด	✓	✓	✓
GC-M PTA Company Limited			
บริษัท ไทย เพ็ท เรซิน จำกัด	✓	✓	✓
Thai PET Resin Company Limited			
บริษัท เอ็นวิคโค จำกัด	✓	✓	✓
ENVICCO Company Limited			

หมายเหตุ:

Remarks:

- (1) ข้อมูลด้านความยั่งยืนครอบคลุมข้อมูลบางส่วนของบริษัทฯ คิดเป็นสัดส่วนมากกว่าร้อยละ 75 ของรายได้ทั้งหมด
- (1) The sustainability data covers partial data of the Company, representing more than 75% of total revenue.
- (2) ข้อมูลด้านความยั่งยืนจัดทำขึ้นโดยอ้างอิงแนวทางการรายงานของ GRI Standard 2021 ที่ใช้เป็นกรอบการเก็บข้อมูลการดำเนินงาน รวมถึงผลลัพธ์ด้านความยั่งยืนที่เกี่ยวข้องของทุกบริษัทในขอบเขตการรายงาน ให้เป็นไปในแนวทางเดียวกัน
- (2) The sustainability data is prepared with reference to the GRI Standards 2021 reporting guidelines, used as a framework for collecting operational data and relevant sustainability outcomes of all companies within the reporting scope in a consistent manner.
- (3) ข้อมูลด้านความยั่งยืนครอบคลุมข้อมูลของบริษัท เอ็ชเอ็มซี โพลีเมอส์ จำกัด ซึ่งบริษัทฯ ถือหุ้นร้อยละ 41.44 เนื่องจากบริษัทฯ เป็นผู้ถือหุ้นรายใหญ่ที่สุดและมีผลกระทบที่มีนัยสำคัญ
- (3) The sustainability data includes data of HMC Polymers Company Limited, in which the Company holds a 41.44% shareholding, as the Company is the largest shareholder and has significant influence.
- (4) ณ วันที่ 5 กันยายน 2567 บริษัท จีซี โลจิสติกส์ โซลูชั่นส์ จำกัด (GCL) เปลี่ยนชื่อเป็น บริษัท ดับบลิวเอชเอ จีซี โลจิสติกส์ จำกัด (WGCL)
- (4) As of September 5, 2024, GC Logistics Solutions Company Limited (GCL) was renamed to WHA GC Logistics Company Limited (WGCL).
- (5) บริษัท ยุติกิจการ บริษัท พีทีที อาซาฮี เคมิคอล จำกัด (PTTAC) ซึ่งเป็นบริษัทร่วมค้าที่บริษัทถือหุ้นร้อยละ 50
- (5) The Company ceased operations of PTT Asahi Chemical Company Limited (PTTAC), a joint venture in which the Company held a 50% shareholding.

ในฐานะที่บริษัทฯ เข้าร่วมเป็นสมาชิกที่ปฏิบัติตามข้อตกลงโลกแห่งสหประชาชาติในระดับสูงสุด (United Nations Global Compact, LEAD Level) บริษัทฯ ได้จัดทำกรรายงานความก้าวหน้า (Communication on Progress) <https://www.unglobalcompact.org/what-is-gc/participants/12570-PTT-Global-Chemical-Public-Company-Limited> เพื่อมุ่งสู่การบรรลุเป้าหมายการพัฒนาที่ยั่งยืนของโลกอีกด้วย (Sustainable Development Goals: SDGs)

As a member of the United Nations Global Compact, LEAD Level, GC has developed the Communication on Progress report <https://www.unglobalcompact.org/what-is-gc/participants/12570-PTT-Global-Chemical-Public-Company-Limited> in an endeavor to achieve the Sustainable Development Goals (SDGs).

ช่องทางการติดต่อ (GRI 2-1,2-3) CONTACT INFORMATION (GRI 2-1,2-3) 🔊 สอบถามข้อมูลเพิ่มเติมได้ที่: หน่วยงานกลยุทธ์ความยั่งยืนและ Decarbonization 🔊 For more information: Corporate Sustainability and Decarbonization บริษัท พีทีที โกลบอล เคมิคอล จำกัด (มหาชน) สำนักงานใหญ่ 555/1 ศูนย์เอนเนอร์ยี่คอมเพล็กซ์ อาคารเอ ชั้น 18 ถนนวิภาวดีรังสิต แขวงจตุจักร เขตจตุจักร กรุงเทพฯ 10900 PTT Global Chemical Public Company Limited, Head Office, 555/1 Energy Complex, Building A, 18th Floor, Vibhavadi Rangsit Road, Chatuchak, Chatuchak, Bangkok 10900 Thailand. อีเมล: Corporatesustainability@pttgcgroup.com Email: Corporatesustainability@pttgcgroup.com

SUSTAINABILITY PERFORMANCE DATA

PTT Global Chemical Public Company Limited and Subsidiaries*

*Subsidiaries include 1) Solution Creation Company Limited 2) GC Maintenance and Engineering Company Limited 3) NPC Safety and Environmental Service Company Limited 4) GC Treasury Center Company Limited 5) GC Estate Company Limited 6) GC Marketing Solutions Company Limited 7) GC Polyols Company Limited 8) Global Green Chemicals Public Company Limited 9) GC-M PTA Company Limited 10) Thai PET Resin Company Limited 11) ENVICCO Limited

Financial Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
201-1 (2016)	Direct Economic Value Generated					
	Sales revenue	Million baht	678,267	616,635	604,045	484,907
	Revenues from sale of goods and rendering of services	Million baht	683,954	621,631	608,550	487,585
	Net sales plus revenues from financial investments and sales of assets ¹	Million baht	684,968	625,647	610,366	489,057
	Economic Value Distributed					
	Employee wages ² and benefits ³	Million baht	8,746	12,868	12,547	12,244
	Operating cost ⁴	Million baht	668,947	618,411	625,108	501,385
	Payments to government ⁵ : Gross taxes	Million baht	3,346	1,729	2,130	1,237
	Payments to providers of capital ⁶ : Dividends paid	Million baht	11,746	1,269	3,503	2,517
	Community investments	Million baht	77.27	56.54	46.91	17.12
	Economic value retained	Million baht	-6,802	-8,686	-32,696	-28,343
204-1 (2016)	Proportion of spending on local suppliers in Thailand	%	81	81	76	84

¹ Net sales plus revenues from financial investment include revenues from sale of goods and rendering of services, and investment income.

² Total Wages comprises employee salaries, including amounts paid to government institutions (such as employee taxes, levies, and unemployment funds) on behalf of employees. Non-employees working in an operational role are normally not included here, but rather under operating costs as a service purchased.

³ Total benefits include regular contributions (such as to pensions, insurance, company vehicles, and private health), as well as other employee support such as housing, interest free loans, public transport assistance, educational grants, and redundancy payments. They do not include training, costs of protective equipment, or other cost items directly related to the employee's job function.

⁴ Operating Cost includes cost of sale of goods and rendering of services, selling and distribution expenses and, and administrative expenses.

⁵ All of the organization's taxes (include corporate, income, and property) plus related penalties paid at the international, national, and local level, excludes deferred taxes.

⁶ Dividend to all shareholders, plus interest payments made to providers of loans. (Interest payments made to providers of loans can include; interest on all forms of debt and borrowings and arrears of dividends due to preferred shareholders).

Manufacture Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
2-5 (2021)	Return on Environmental Investment					
	Total expenditures	Million baht	1,453	2,039	1,940	2,036
	Capital investments	Million baht	546	961	887	1,190
	Operating expenses	Million baht	907	1,078	1,053	846
	Waste disposal, emission treatment, and remediation costs	Million baht	840	1,009	994	814
	Prevention and environmental management costs	Million baht	67	69	59	32
	Savings, cost avoidance, income, tax incentives, etc.	Million baht	494	585	380	389.48
	Operations covered (by revenue, production volume, or employees, etc.)	% of operation covered	100	100	100	100

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	Worker									
	Total worker ¹	Persons	9,270		8,782		8,677		8,397	
		Persons	6,663	2,607	6,276	2,506	6,157	2,520	5,909	2,488
2-7 (2021)	Total employee ²	Persons	7,668		6,405		7,936		6,129	
		Persons	4,709	1,740	4,680	1,725	5,869	2,067	4,444	1,685
2-8 (2021)	Contractor ^{3,4}	Persons	2,819		805		741		2,268	
		Persons	1,952	867	344	461	288	453	1,465	803
	Other ⁴	Persons	2		0		0		0	
		Persons	2	0	0	0	0	0	0	0
2-7 (2021)	Total Employee by Area									
	Rayong	Persons	4,309	1,114	4,294	1,102	5,464	1,444	4,033	1,076
	Bangkok	Persons	354	623	336	618	355	618	361	604
	Other provinces	Persons	46	3	50	5	50	5	50	5
	Total Employee by Employment Contract and by Area									
	Permanent contract ⁵	Persons	4,703	1,740	4,680	1,725	5,869	2,067	4,444	1,685
	Rayong	Persons	4,309	1,113	4,294	1,102	5,464	1,444	4,033	1,076
	Bangkok	Persons	348	624	336	618	355	618	361	604
	Other provinces	Persons	46	3	50	5	50	5	50	5
	Temporary contract ⁶	Persons	6	0	0	0	0	0	0	0
	Rayong	Persons	0	0	0	0	0	0	0	0
	Bangkok	Persons	6	0	0	0	0	0	0	0
	Other provinces	Persons	0	0	0	0	0	0	0	0
	Non-guaranteed hours employees	Persons	0	0	0	0	0	0	0	0
	Rayong	Persons	0	0	0	0	0	0	0	0
	Bangkok	Persons	0	0	0	0	0	0	0	0
	Other provinces	Persons	0	0	0	0	0	0	0	0
	Total Employee by Employment Type									
	Full-time	Persons	4,709	1,740	4,680	1,725	5,869	2,067	4,444	1,685
	Rayong	Persons	4,309	1,113	4,294	1,102	5,464	1,444	4,033	1,076
	Bangkok	Persons	354	624	336	618	355	618	361	604
	Other provinces	Persons	46	3	50	5	50	5	50	5
	Part-time	Persons	0	0	0	0	0	0	0	0
	Rayong	Persons	0	0	0	0	0	0	0	0
	Bangkok	Persons	0	0	0	0	0	0	0	0
	Other provinces	Persons	0	0	0	0	0	0	0	0
405-1 (2016)	Total Employee by Age Group									
	<30 years	% of total employee	19.41		11.88		15.15		7.52	
		Persons	856		761		1,202		461	
		% of total employee	13.47	5.94	8.48	3.40	10.65	4.50	5.09	2.43
		Persons	601	265	543	218	845	357	312	149

¹ Total worker is total employee including contractor and other persons working for GC Group.

² Total employee is total workforce for GC Group.

³ Worker (exclude employee) refers to significant workers that are contractors.

⁴ Workers who are not employees.

⁵ Permanent contractor is a permanent employment contract is a contract with an employee for full-time or part-time work for an indeterminate period.

⁶ Temporary contract is of limited duration and terminated by a specific event, including the end of a project or work phase or return of replaced personnel.

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	30 - 50 years	% of total employee	99.33		68.54		65.90		68.80	
		Persons	4,431		4,390		5,230		4,217	
		% of total employee	71.22	28.31	48.73	19.81	47.57	18.33	48.20	20.61
		Persons	3,177	1,254	3,121	1,269	3,775	1,455	2,954	1,263
	>50 years	% of total employee	25.82		19.58		18.95		23.67	
		Persons	1,152		1,254		1,504		1,451	
		% of total employee	20.87	4.95	15.86	3.72	15.74	3.21	19.22	4.45
		Persons	931	221	1,016	238	1,249	255	1,178	273
Total Employee by Employee Category (Level)										
Executive (Level 13-18)	% of total employee	0.94	0.38	0.66	0.27	0.40	0.13	0.54	0.18	
	Persons	42	17	42	17	32	10	33	11	
Middle management (Level 10-12)	% of total employee	11.72	6.03	9.90	4.32	8.13	3.68	10.62	4.68	
	Persons	523	269	634	277	645	292	651	287	
Senior (Level 8-9)	% of total employee	26.16	12.80	19.64	9.49	15.66	8.29	17.12	10.25	
	Persons	1,167	571	1,258	608	1,243	658	1,049	628	
Employee (Level 7 and Below)	% of total employee	66.73	19.79	42.83	12.85	49.37	13.48	44.17	12.37	
	Persons	2,977	883	2,743	823	3,918	1,070	2,707	758	
Unclassified ¹	% of total employee	0	0	0.05	0	0.39	0.47	0.07	0.02	
	Persons	0	0	3	0	31	37	4	1	
Total Employee by Nationality										
Thai	% of total employee	144.36		99.84		99.91		99.97		
	Persons	6,440		6,395		7,929		6,127		
Japanese	% of total employee	0.04		0.08		0.05		0		
	Persons	2		5		4		0		
American	% of total employee	0		0		0		0		
	Persons	0		0		0		0		
German	% of total employee	0		0		0		0		
	Persons	0		0		0		0		
Turkey	% of total employee	0.02		0		0		0		
	Persons	1		0		0		0		
France	% of total employee	0.04		0.02		0.01		0.02		
	Persons	2		1		1		1		
Netherlands	% of total employee	0		0		0		0		
	Persons	0		0		0		0		
Others	% of total employee	0.09		0.06		0.03		0.02		
	Persons	4		4		2		1		
Total Management Employee by Nationality										
Thai	% of total management employee	130.76		99.28		99.49		99.80		
	Persons	846		963		974		980		
Japanese	% of total management employee	0.31		0.41		0.31		0		

¹ Unclassified means employees who serve the Company on contract as advisors, experts and specialists.

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
		Persons	2		4		3		0		
	American	% of total management employee	0		0		0		0		
		Persons	0		0		0		0		
	German	% of total management employee	0		0		0		0		
		Persons	0		0		0		0		
	Turkey	% of total management employee	0		0		0		0		
		Persons	0		0		0		0		
	France	% of total management employee	0.31		0.21		0.10		0.10		
		Persons	2		2		1		1		
	Netherlands	% of total management employee	0		0		0		0		
		Persons	0		0		0		0		
	Others	% of total employee	0.15		0.10		0.10		0.10		
		Persons	1		1		1		1		
	People with Disability										
	People with disability	% of total employee	0.17		0.05		0.04		0.05		
		Persons	11		3		3		3		
401-1 (2016)	New Employee										
	New employee	Persons	296		231		199		130		
			183	113	132	99	125	74	59	71	
	New hire rate	% of total employees	3.86		3.61		2.51		2.12		
			2.39	1.47	2.06	1.55	1.58	0.93	0.96	1.16	
	New Employee by Area										
	Rayong	Persons	152	73	118	62	79	38	40	42	
		% of total employees	3.41	1.64	1.84	0.97	1.00	0.48	0.65	0.69	
	Bangkok	Persons	31	40	14	37	44	36	17	29	
		% of total employees	0.69	0.90	0.22	0.58	0.55	0.45	0.28	0.47	
	Other provinces	Persons	0	0	0	0	2	0	2	0	
		% of total employees	0	0	0	0	0.03	0	0.03	0	
	New Employee Hire by Age Group and Gender										
	<30 years	Persons	82	62	63	44	49	41	16	33	
		% of total employees	1.27	0.96	0.98	0.69	0.62	0.52	0.26	0.54	
	30 - 50 years	Persons	97	51	62	54	68	30	39	35	

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
		% of total employees	1.50	0.79	0.97	0.84	0.86	0.38	0.64	0.57	
	>50 years	Persons	4	0	7	1	8	3	4	3	
		% of total employees	0.06	0	0.11	0.02	0.10	0.04	0.07	0.05	
	Turnover										
	Total employee turnover rate	Persons	365		336		287		341		
			232	133	212	124	194	93	244	97	
		% of total employees	4.76		5.25		3.62		5.56		
			3.03	2.98	3.31	1.94	2.44	1.17	3.98	1.58	
	Voluntary employee turnover rate	Persons	306		266		209		229		
			185	121	158	108	136	73	156	73	
		% of total employees	6.86		4.15		2.63		3.74		
			4.15	2.71	2.47	1.69	1.71	0.92	2.55	1.19	
	Turnover by Age Group and Gender										
	< 30 years	Persons	54	43	39	42	36	24	28	16	
		% of total employees	1.21	0.96	0.53	0.57	0	0	0	0	
	30 - 50 years	Persons	125	71	126	80	91	47	118	53	
		% of total employees	2.80	1.59	1.70	1.08	0.01	0.01	0.02	0.01	
	> 50 years	Persons	53	19	90	26	67	22	98	28	
		% of total employees	1.19	0.43	1.21	0.35	0.01	0	0.02	0	
	Turnover by Area and Gender										
	Rayong	Persons	206	78	31	36	170	54	221	53	
		% of total employees	4.62	1.75	0.48	0.56	2.14	0.68	3.61	0.86	
	Bangkok	Persons	22	55	101	64	24	39	23	44	
		% of total employees	0.49	1.23	1.58	1	0.30	0.49	0.38	0.72	
	Other provinces	Persons	4	0	80	24	0	0	0	0	
		% of total employees	0.09	0	1.25	0.37	0	0	0	0	
Open positions filled by internal candidates		%	71		74		89		36		
Average hiring cost / FTE in the last fiscal year		Baht/FTE	38,000		37,283		38,082		35,465		
401-2	Parental Leave										
(2016),	Employees entitled to parental leave	Persons	4,389	1,708	4,412	1,725	5,497	2,067	4,186	1,685	
401-3	Employees taking parental leave	Persons	71	88	122	55	101	61	111	55	
(2016)	Employees returning to work after parental leave	Persons	71	88	117	52	101	61	111	55	
	Employees returning to work after parental leave who were still	Persons	68	86	117	51	97	58	108	53	

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	employed for 12 months after returning									
	Employees returning to work retention rate	%	95.77	97.73	95.90	92.73	96.04	95.08	97.30	96.36
404-1 (2016)	Training and Development									
	Average hours per FTE of training and development	Hours/ person/ year	45.26		40.33		36.18		61.28	
			40.89	39.22	44.0	36.7	45.64	26.73	38.33	22.94
	Average amount spent per FTE on training and development	Baht/ person/ year	14,290.47		13,241.70		13,076.24		10,125.63	
	Total investment on employees training	Million baht	79.31	31.98	73.20	25.12	75.13	28.65	62.06	22.99

	Average Hours of Training by Management Level and Gender									
	Average hours of training by management level	Hour /person /year	17.70	15.59	27.4	22.4	45.36	26.53	24.77	15.83
	Executive (Level 13-18)	Hour /person /year	17.19	11.58	23.6	6.4	143.20	96.41	8.19	4.57
	Middle management (Level 10-12)	Hour /person /year	17.51	13.20	26.9	28.2	37.69	26.61	23.65	14.65
	Senior (Level 8-9)	Hour /person /year	22.07	17.35	33.6	24.6	42.05	26.51	24.45	18.90
	Employee (Level 7 and below)	Hour /person /year	173.31	15.34	25.6	26.4	47.24	26.79	42.80	25.19
	Average hours of training by employee category (function) and gender									
	Average hours of training by employee category (function)	Hour /person /year	13.61	58.35	24.5	22.2	45.37	26.26	32.29	23.82
	Technical function	Hour /person /year	125.82	85.40	58.4	46.3	26.62	11.12	49.14	29.50
	Administrative	Hour /person /year	5.20	1.99	8.6	8.2	.21	0.77	6.14	22.39
	Production	Hour /person /year	7.58	76.79	16.4	13.1	13.81	0.29	48.61	21.35
	Support function	Hour /person /year	14.64	44.55	14.6	21.1	4.74	14.08	25.27	22.06
	Average Hours of Training by Type of Training									
	Technical	Hour /person/year	11.50		33.42		5.45		8.94	
	Leadership	Hour /person/year	8.45		61.21		2.59		5.99	
	Occupational health and safety	Hour /person/year	24.54		285.52		19.74		10.85	
	Resilience and agility (support for business for expansion)	Hour /person/year	8.96		17.35		5.13		10.27	
	Others	Hour /person/year	10.36		285.48		7.48		6.83	
	Average Spent of Training by Management Level									
	Executive (Level 13-18)	Baht/person /year	8,740.04		15,193.35		154,526.89		68,174.33	
	Middle management (Level 10-12)	Baht/person /year	5,430.49		479.55		37,526.15		13,059.66	
	Senior (Level 8-9)	Baht/person /year	8,895.09		6,005.03		14,439.00		7,550.46	
	Employee (Level 7 and below)	Baht/person /year	4,104.49		1,370.28		6,916.30		5,527.51	
	Average Spent of Training by Type of Training									
	Technical	Baht/person/year	2,036.22		2,743.63		2,603.62		1,552.58	
	Leadership	Baht/person/year	1,574.58		16,454.49		4,064.46		25,303.37	
	Occupational health and safety	Baht/person/year	383.12		1,866.99		2,588.23		1,543.40	
	Resilience and agility (support for business for expansion)	Baht/person/year	3,584.12		4,120.01		2,141.81		2,706.19	

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Others	Baht/person/year	585.38		9,167.10		1,689.43		821.18		
201-1 (2016)	Quantitative financial benefit of human capital investment over time	Million baht	118.40		206.34		86.95		258.47		
	(a) Total revenue	Million baht	678,267		616,635		604,045		484,907.00		
	(b) Total operating expenses	Million baht	668,947		618,411		625,108		501,385.00		
	(c) Total employee-related expense (salaries + benefits)	Million baht	8,746		12,868		12,547		12,244.00		
	Resulting HC ROI: (total revenue - (total operating expenses - total employee related expenses)) / total employee related expenses	-	2.07		0.86		-0.68		-0.35		
404-3 (2016)	Type of Performance Appraisal										
	Management by objectives: systematic use of agreed measurable targets by line superior	% of all employees	100		100		100		100		
	Multidimensional performance appraisal	% of all employees	100		100		100		100		
	Formal comparative ranking of employees within one employee category	% of all employees	100		100		100		100		
-	Employee Engagement										
	Employee engagement result	% of actively engaged employees	65		65		77		76		
			72	47	71	50	81	67			
	Employee engagement target	% of actively engaged employees	75		72		68		80		
	Coverage	% of employees who responded to the survey	97		98		99		97		
	Employee Engagement by Age Group and Gender										
	Under 25 years	% of actively engaged employees	84	NA	80	NA	92	69	69	59	
	25 - 34 years	% of actively engaged employees	62	34	65	43	76	61	76	57	
	35 - 44 years	% of actively engaged employees	72	45			76	61	87	78	
	45 - 54 years	% of actively engaged employees	78	62	77	62	85	78	NA	NA	

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	55 years and above	% of actively engaged employees	75	69	71	65	86	60	NA	NA
404-3 (2016)	Employee Receiving Regular Performance and Career Development Reviews (excl. People in Unclassified Group) by Level									
	Executive (Level 13-18)	Persons	42	17	42	17	32	10	33	11
		% of total executive employee	100	100	100	100	100	100	100	100
	Middle management (Level 10-12)	Persons	523	269	634	277	648	292	651	287
		% of total middle management employee	100	100	100	100	100	100	100	100
	Senior (Level 8-9)	Persons	1,167	571	1,258	608	1241	658	1,049	628
		% of total senior employee	100	100	100	100	100	100	100	100
	Employee (Level 7 and below)	Persons	2,977	882	2,743	823	3,948	1,107	2,707	758
		% of total employee (level 7 and below)	100	100	100	100	100	100	100	100
405-1 (2016)	Gender Diversity and Equal Remuneration									
	Women in workforce	Persons		NA		NA		2,067		1,685
		% of total workforce		NA		NA		26		27.49
		% of target at fiscal year		NA		NA		25		NA
	Women in management positions	Persons		NA		NA		302		298
		% of total management workforce		NA		NA		31		31
		% of target at fiscal year		NA		NA		25		25
	Women in top management positions	Persons		NA		NA		10		11
		% of total top management positions		NA		NA		24		28
		% of target at fiscal year		NA		NA		20		20
	Women in junior management positions	Persons		NA		NA		292		287
		% of total junior management positions		NA		NA		31		31
		% of target at fiscal year		NA		NA		25		25
	Women in management positions in revenue generating functions e.g. Sales, Marketing, Operation and BD that under BU.	Persons		NA		NA		72		98
		% of total managers in revenue generating functions		NA		NA		23		21

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
		% of target at fiscal year	NA		NA		15		15		
	Women in STEM-related positions ¹	Persons	NA		NA		1,253		1,107		
		% of total STEM positions	NA		NA		24		24		
		% of target at fiscal year	NA		NA		15		15		
	Number of women on board of directors/supervisory board	Persons	NA		NA		1		5		
		%	NA		NA		6.67		9		
405-2	Ratio Salary (Average Female Salary / Average Male Salary)										
(2016)	Executive (Level 13-18): Base salary	Ratio	NA	NA	NA	NA	1.00	1.02	1.00	0.83	
		Baht	NA	NA	NA	NA	4,958,101	5,045,868	3,978,498	3,283,828	
	Executive (Level 13-18): Base salary + other cash incentives	Ratio	NA	NA	NA	NA	1.00	1.05	1.00	0.89	
		Baht	NA	NA	NA	NA	6,713,849	7,016,156	5,202,521	4,639,661	
	Management (Level 10-12): Base salary	Ratio	NA	NA	NA	NA	1.00	1.18	1.00	1.02	
		Baht	NA	NA	NA	NA	1,071,254	1,261,509	2,169,805	2,221,362	
	Management (Level 10-12): Base salary + Others cash incentives	Ratio	NA	NA	NA	NA	1.00	1.21	1.00	1.01	
		Baht	NA	NA	NA	NA	1,539,488	1,870,271	3,667,331	3,692,341	
	Non-managment (Level 9 and below): Base salary	Ratio	NA	NA	NA	NA	1.00	0.75	1.00	1.03	
		Baht	NA	NA	NA	NA	929,986	695,842	595,361	615,733	
	Difference Between Men and Women Employees										
		Mean gender pay gap (%)	%	NA		NA		NA		93.51	
		Median gender pay gap (%)	%	NA		NA		NA		91.35	
		Mean bonus gap (%)	%	NA		NA		NA		107.24	
		Median bonus gap (%)	%	NA		NA		NA		115.35	
2-9	Board Structure										
(2021)	Total number of board members	Persons	14		15		15		15		
	Number of executive director	Persons	1		1		1		1		
	Number of non-executive directors (excl. independent directors)	Persons	4		1		5		6		
	Number of independent directors	Persons	9		13		9		8		
-	Number of independent directors (DJSI Definition) ²	Persons	13		14		13		14		
2-30	Labor Practice Indicators										
(2021)	Employees represented by an independent trade union	%	100		100		100		100		

¹ STEM - Science, Technology, Engineering and Mathematics. Positions include, but are not limited to, the following: computer programmer, web developer, statistician, logistician, engineer, physicist, scientist.

² GC Independent director criteria which are aligned with the SAM's criteria (DJSI Definition), which 4 out of 9 and the first 2 from 3 criteria.

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
Health and Safety											
403-8 (2018)	Workers Covered by an Occupational Health and Safety Management System										
	Employee										
	Covered by an occupational health and safety management system	Persons	7,668		6,405		7,936		6,129		
		%	100		100		100		100		
	Covered by such a system that has been internally audited	Persons	7,668		6,405		7,936		6,129		
		%	100		100		100		100		
	Covered by such a system that has been audited or certified by an external party	Persons	7,668		6,405		7,936		6,129		
		%	100		100		100		100		
	Contractor ¹										
	Covered by an occupational health and safety management system	Persons	2,819		805		741		2,268		
		%	100		100		100		100		
	Covered by such a system that has been internally audited	Persons	2,819		805		741		2,268		
		%	100		100		100		100		
	Covered by such a system that has been audited or certified by an external party	Persons	2,819		805		741		2,268		
		%	100		100		100		100		
	403-9 (2018)	Fatalities as a Result of Work-Related Injury									
		Employees	Case	1		0		0		0	
1				0	0	0	0	0	0	0	
Rayong		Case	1	0	0	0	0	0	0	0	
Bangkok		Case	0	0	0	0	0	0	0	0	
Other provinces		Case	0	0	0	0	0	0	0	0	
Contractors ¹		Case	1		0		0		0		
			1	0	0	0	0	0	0	0	
Rayong		Case	1	0	0	0	0	0	0	0	
Bangkok		Case	0	0	0	0	0	0	0	0	
Other provinces		Case	0	0	0	0	0	0	0	0	
Rate Fatalities as a Result of Work-Related Injury											
Employees		Case/1 million manhours	0.06		0		0		0		
			0.07	0	0	0	0	0	0	0	
Rayong		Case/1 million manhours	0.07	0	0	0	0	0	0	0	
Bangkok		Case/1 million manhours	0	0	0	0	0	0	0	0	
Other provinces		Case/1 million manhours	0	0	0	0	0	0	0	0	
Contractors ¹		0.09		0		0		0			

¹ Worker (excludes employees) refers to significant workers that are contractors

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
		Case/1 million manhours	0.06	0.21	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0.06	0.21	0	0	0	0	0	0
	Bangkok	Case/1 million manhours	0.06	0.21	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0.06	0.21	0	0	0	0	0	0
403-9	High-Consequence Work-Related Injuries (Excluding Fatalities)									
(2018)	Employees	Case	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Contractor ¹	Case	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Rate of High-Consequence Work-Related Injuries (Excluding Fatalities)									
	Employees	Case/1 million manhours	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Contractors ¹	Case/1 million manhours	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0

¹ Worker (exclude employee) refers to significant workers that are contractors.

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Total Recordable Work-Injuries ¹									
	Employees	Case	8		1		3		2	
			7	1	1	0	3	0	1	1
	Rayong	Case	7	1	1	0	3	0	1	1
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Contractors ¹	Case	13		16		5		3	
			12	1	13	3	5	0	2	1
	Rayong	Case	12	1	13	3	5	0	2	1
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
403-9 (2018)	Recordable Work-Injuries Rate (IR) ²									
	Employees	Case/1 million manhours	0.46		0.06		0.17		0.11	
			0.52	0.26	0.08	0	0.17	0	0.07	0.25
	Rayong	Case/1 million manhours	0.52	0.26	0.08	0	0.17	0	0.07	0.25
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Contractors ²	Case/1 million manhours	0.59		0.77		0.39		0.22	
			0.69	0.21	0.81	0.63	0.39	0	0.21	0.26
	Rayong	Case/1 million manhours	0.69	0.21	0.81	0.63	0.39	0	0.21	0.26
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Number of Hours Worked									
	Employees	Manhours	17,270,017		16,830,173		17,242,920		18,614,522	

¹ Main types of work-related injury include Medical Treatment Case (MTC), Restrict Treatment Case (RTC).

² Injury types include medical treatment, restricted work and loss time cases.

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Contractor ¹	Manhours	22,126,292		20,779,999		12,783,596		13,425,210		
	Lost-Time Injury Frequency Rate (LTIFR)										
	Employees	Case	0		0		0		0		
		Case/1 million manhours	0		0		0		0		
	Data coverage	% of revenue	100		100		100		100		
	Contractors ²	Case	2		5		0		3		
		Case/1 million manhours	0.09		0.24		0		0.22		
	Data coverage	% of revenue	100		100		100		100		
	Lost Work Day (LWD) & Lost Day Rate (LDR)										
	Employees	Day ³	0		0		0		0		
		Day/1 million manhours ³	0		0		0		0		
	Contractors ²	Day ³	0		216		0		36		
		Day/1 million manhours ³	0		10.39		0		2.68		
	403-10 (2018)	Number of Fatalities as a Result of Work-Related Ill Health									
		Employees	Case	0		0		0		0	
0				0	0	0	0	0	0	0	
Rayong		Case	0	0	0	0	0	0	0	0	
Bangkok		Case	0	0	0	0	0	0	0	0	
Other provinces		Case	0	0	0	0	0	0	0	0	
Contractors ²		Case	0		0		0		0		
			0	0	0	0	0	0	0	0	
Rayong		Case	0	0	0	0	0	0	0	0	
Bangkok		Case	0	0	0	0	0	0	0	0	
Other provinces		Case	0	0	0	0	0	0	0	0	
403-10 (2018)	Number of Cases of Recordable Work-Related Ill Health										
	Employees	Case	0		0		0		0		
			0	0	0	0	0	0	0	0	
	Rayong	Case	0	0	0	0	0	0	0	0	
	Bangkok	Case	0	0	0	0	0	0	0	0	
	Other provinces	Case	0	0	0	0	0	0	0	0	
	Contractors ²	Case	0		0		0		0		
			0	0	0	0	0	0	0	0	
	Rayong	Case	0	0	0	0	0	0	0	0	
	Bangkok	Case	0	0	0	0	0	0	0	0	
	Other provinces	Case	0	0	0	0	0	0	0	0	
	Occupational Diseases Rate (ODR) ²										
	Employees		0		0		0		0		

¹ Worker (exclude employee) refers to significant workers that are contractors.

² Occupation Disease Rate refers to Occupational Illness Frequency Rate (OIFR).

³ Changed unit from case to day and case/ 1 million manhour to day/ 1 million manhour

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
		Case/1 million manhours	0	0	0	0	0	0	0	0	
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0	
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0	
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0	
	Data coverage	% of revenue	100		100		100		100		
	Contractors ¹	Case/1 million manhours	0		0		0		0		
			0	0	0	0	0	0	0	0	
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0	
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0	
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0	
Occupational Health and Safety											
G4- OG13	Process Safety Events - Tier 1										
	Number per million hours worked	Number	2		1		0		0		
	By business activity: production	Number	2		1		0		0		
	By business activity: transportation	Number	0		0		0		0		
	By business activity: storage	Number	0		0		0		0		
	By business activity: other	Number	0		0		0		0		
	Data coverage	% of revenue	100		100		100		100		
	Target of tier 1 process safety events per million hours worked	Number	0		0		0		0		
	Process Safety Events - Tier 2										
	Number per million hours worked	Number	4		1		5		5		
	By business activity: production	Number	4		1		5		5		
	By business activity: transportation	Number	0		0		0		0		
	By business activity: storage	Number	0		0		0		0		
	By business activity: other	Number	0		0		0		0		
	Data coverage	% of revenue	100		100		100		100		
	-	Process safety incidents									
		Process safety incidents count (PSIC)	Case	NA		NA		NA		NA	

¹ Worker (excludes employees) refers to significant workers that are contractors.

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Process safety total incident rate (PSTIR)	Number	NA		NA		NA		NA		
	Process safety incident severity rate (PSISR)	Number	NA		NA		NA		NA		
-	Transport incidents										
	Number of transport incidents	Case	NA		NA		NA		NA		
	Safety training										
-	Quantitative Number of staff trained on health and safety standards within the last year	Person	4,599		4,652		6,527		3,245		

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
Corporate Governance						
2-11 (2021)	Non-executive Chairman/Lead Director					
	Number of years that company adopt approach the "Chairman is non-executive and independent"	Year	11	12	13	14
2-9 (2021)	Board Industry Experience					
	Number of board members that have relevant working experience in company's sector according to GICS level 1 sector classification	Number	9	9	7	5
2-9 (2021)	Board Effectiveness					
	Average board meeting attendance	% of meetings of board of directors/ supervisory board	99.5	99.1	98.9	100
	Minimum of attendance for all members required, at least	%	76	75	75	75
	Number of non-executive/ independent directors with 4 or less other mandates	Number	13	14	14	14
	Number of other mandates for non-executive/independent directors restricted to	Number	4	4	4	5
2-9 (2021)	Average Tenure					
	Average tenure of board members in years	Year	2.7	1.5	2.4	2.4
2-19 (2021)	Executive Compensation – Alignment with Long-term Performance					
	The longest performance period covered by your executive compensation plan	Year	0	0	0	0
	The longest time vesting period for variable CEO compensation	Year	0	0	0	0
2-21 (2021)	Transparency of Executive Compensation					
	Total compensation of CEO	Baht	22,460,000	17,799,000	18,546,000	18,882,000
	Salary of CEO	Baht	12,454,000	13,178,000	13,522,000	15,243,000
	Bonus of CEO	Baht	8,827,000	3,300,000	3,844,000	2,481,000
	Provident Fund of CEO	Baht	1,179,000	1,321,000	1,180,000	1,158,000
	Total compensation of Executives (except the CEO)	Baht	56,358,000	142,360,671	76,302,000	48,633,000
	Salary of Executives (except the CEO)	Baht	34,832,000	109,087,320	49,144,000	35,274,000
	Bonus of Executives (except the CEO)	Baht	16,739,000	22,878,124	19,970,000	8,067,000
	Provident Fund of Executives (except the CEO)	Baht	4,787,000	10,395,227	7,188,000	5,292,000
	Total compensation of Executives (Executive Vice President)	Baht	105,626,000	101,093,920	95,617,000	65,080,000
	Salary of Executives (Executive Vice President)	Baht	59,671,000	71,746,520	63,626,000	49,007,000
	Bonus of Executives (Executive Vice President)	Baht	37,561,000	20,033,400	23,172,000	8,995,000
	Provident Fund of Executives (Executive Vice President)	Baht	8,394,000	9,314,000	8,819,000	7,078,000
	Total compensation of Executives (Senior Vice President)	Baht	253,571,000	218,158,903	186,464,61	178,767,000
	Salary of Executives (Senior Vice President)	Baht	147,590,000	153,411,024	152,316,04	128,194,000
	Bonus of Executives (Senior Vice President)	Baht	85,875,000	44,627,682	13,852,06	32,880,000
	Provident Fund of Executives (Senior Vice President)	Baht	20,106,000	20,120,197	20,296,501	17,693,000
2-21 (2021)	Disclosure of Median or Mean Compensation of all Employees & CEO Compensation					
	Median annual compensation of all employees, except the CEO	Baht	989,0183	1,546,000	1,694,000	1,671,000
	Mean annual compensation of all employees, except the CEO	Baht	1,160,163	1,860,000	2,005,000	1,993,000

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Ratio of the median employee compensation and the total annual compensation of the CEO	Ratio	23	11.51	10.95	11.30
	Ratio of the mean employee compensation and the total annual compensation of the CEO	Ratio	19	9.57	9.25	9.47
-	Management Ownership Requirements					
	Number of a company share that CEO hold	Times of the annual base salary	10	10	10	NA ¹
	Other members of the executive committee besides the CEO have to build up a share ownership	Times of the annual base salary	5	5	5	NA ¹
-	Management Ownership					
	Number of a company share that CEO hold	Times of the annual base salary	0	0	0	0
	Average across other executive committee members hold company shares	Times of the annual base salary	0.91	0.91	0.48	0.48
-	Government Ownership					
	The total percentage of government ownership (sum of % of individual governmental institutions owning more than 5% of voting rights)	%	24.35	24.38	24.35	24.22
-	Family Ownership					
	Total percentage of voting rights that (founding) family members individually have more than 5% of the voting rights.	Total % of voting rights of the company	NA	NA	NA	NA
Risk and Crisis Management						
-	Risk Governance					
	Number of non-executive members of board of directors/supervisory board with expertise in (enterprise) risk management	Persons	13	14	14	14
Compliance						
205-2 (2016)	Anti-Bribery and Corruption (ABC)					
	ABC has been communicated to Governance body members ²					
	Governance body members that the organization's anti-corruption policies and procedures have been communicated to	Persons	30	68	49	37
		% of governance body members	100	100	100	100

¹ In 2025 GC doesn't have management ownership policy/statement. Thus, such information was not available.

² For the fiscal year 2022, the count of governance body members does not include employees worked at secotend within the GC group.

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Total number and percentage of <u>governance body members</u> that the organisation's anti-corruption policies and procedures have been communicated to, by <u>region</u>					
	Rayong	Persons	12	29	23	16
		% of governance body members	100	100	100	100
	Bangkok	Persons	18	39	26	21
		% of governance body members	100	100	100	100
	Other provinces	Persons	NA	NA	NA	NA
		% of governance body members	NA	NA	NA	NA
<u>ABC communicated to employees</u>						
	Employees that anti-corruption policies and procedures have been communicated to	Persons	7,668	7,425	8,711	6,129
		%	100	100	100	100
	Total number and percentage of <u>employees</u> that anti-corruption policies and procedures have been communicated to, by <u>employee category</u>					
	Senior executive	Persons	30	68	49	44
		% of employees	100	100	100	100
	Management	Persons	1,010	1,031	1,046	938
		% of employees	100	100	100	100
	Non-management	Persons	6,628	6,326	7,548	5,147
		% of employees	100	100	100	100
	Total number and percentage of <u>employees</u> that anti-corruption policies and procedures have been communicated to, by <u>region</u>					
	Rayong	Persons	6,439	6,225	7,532	5,109
		% of employees	100	100	100	100
	Bangkok	Persons	1,176	1,142	1,124	965
		% of employees	100	100	100	100
	Other provinces	Persons	53	58	55	55
		% of employees	100	100	100	100
<u>ABC has been communicated to business partner</u>						
	Business partners that anti-corruption policies and procedures have been communicated to	Persons	362	386	604	644
		%	100	100	100	100
	Total number and percentage of <u>business partners</u> that anti-corruption policies and procedures have been communicated to, by <u>type of business partner</u>					
	Contractors / Suppliers / Service Providers	Persons	352	380	496	375
		% of business partners	100	100	82	100
	Subsidiaries	Persons	32	27	57	26
		% of business partners	100	100	100	100
	Joint ventures (including stakes above 10%)	Persons	16	18	18	18
		% of business partners	100	39	39	100
	Total number and percentage of <u>business partners</u> that the anti-corruption policies and procedures have been communicated to, by <u>region</u>					
	Rayong	Persons	86	100	144	99
		% of business partners	23.76	26.32	29.11	100
	Bangkok	Persons	199	195	268	198
		% of business partners	54.97	51.32	54.11	100

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Other provinces	Persons	77	85	83	78
		% of business partners	21.27	22.38	16.77	100
	Governance body members training on ABC¹					
	Governance body member training on Anti-Bribery and Corruption (ABC)	Persons	30	68	49	37
		%	100	100	100	100
	Total number and percentage of <u>governance body members</u> training on Anti-Bribery and Corruption (ABC), by <u>region</u>					
	Rayong	Persons	12	29	23	16
		% of governance body members	100	100	100	100
	Bangkok	Persons	18	39	26	21
		% of governance body members	100	100	100	100
	Other provinces	Persons	NA	NA	NA	NA
		% of governance body members	NA	NA	NA	NA
	Employees training on ABC					
	Employee training on Anti-Bribery and Corruption (ABC)	Persons	7,668	7,425	8,711	6,129
		% of total employees	100	100	100	100
	Total number and percentage of <u>employees</u> training on Anti-Bribery and Corruption (ABC), by <u>employee category</u>					
	Senior executive	Persons	30	68	49	44
		% of senior executive	100	100	100	100
	Management	Persons	1,010	1,031	1,046	938
		% of management employee	100	100	100	100
	Non-management	Persons	6,628	6,326	7,548	5,147
		% of non-management employee	100	100	100	100
	Total number and percentage of <u>employees</u> training on Anti-Bribery and Corruption (ABC), by <u>region</u>					
	Rayong	Persons	6,439	6,225	7,532	5,109
		% of employee in Rayong	100	100	100	100
	Bangkok	Persons	1,176	1,142	1,124	965
		% of employee in Bangkok	100	100	100	100
	Other provinces	Persons	53	58	55	55
		% of employee in other provinces	100	100	100	100

¹ For the fiscal year 2022, the count of governance body members does not include employees worked at secomend within the GC group.

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
205-2 (2016)	Codes of Business Conduct: Coverage					
	Coverage of codes of conduct has been deployed in the past three years					
	Employees	% of total employees	100	100	100	100
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers	100	100	100	100
	Subsidiaries	% of total subsidiaries	100	100	100	100
	Joint ventures (including stakes below 51%)	% of total joint ventures	100	100	100	100
	Coverage of codes of conduct written acknowledgement has been obtained in the past three years					
	Employees	% of total employees	100	100	100	100
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers	100	100	100	100
	Subsidiaries	% of total subsidiaries	100	100	100	100
	Joint ventures (including stakes below 51%)	% of total joint ventures	100	100	100	100
	Coverage of codes of conduct training has been provide in the past three years					
	Employees	% of total employees	100	100	100	100
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers	100	100	100	100
	Subsidiaries	% of total subsidiaries	100	100	100	100
	Joint ventures (including stakes below 51%)	% of total joint ventures	100	100	100	100
	206-1 (2016)	Anticompetitive Practices				
Total amount of any fines or settlements related to antitrust/anticompetitive business practices (excluding legal fees)		Baht	0	0	0	0
		% of total revenues	0	0	0	0
Amount of contingent liabilities for ongoing antitrust/anticompetitive investigations		% of total revenues	0	0	0	0
205-3 (2016), 206-1 (2016), 406-1 (2016)	Codes of Business Conduct: Reporting on Breaches					
	Number of code of conduct breaches reporting					
	Code of Conduct complaints	Case	5	9	13	8
	Corruption	Case	0	2	1	0
	Privacy	Case	0	0	0	0
	Money laundering or insider trading	Case	0	0	0	0
	Conflict of interest	Case	0	2	3	0
	Corporate compliance	Case	5	5	9	8
	Antitrust/Anticompetitive	Case	0	0	0	0

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Discrimination	Case	0	0	0	0
	Sexual harassment	Case	0	0	0	0
	Non-sexual harassment	Case	0	0	0	0
	<u>Number of code of conduct breaches ongoing investigation in the reporting year</u>					
	Code of Conduct complaints	Case	0	0	0	0
	Corruption	Case	0	0	0	0
	Privacy	Case	0	0	0	0
	Money laundering or insider trading	Case	0	0	0	0
	Conflict of interest	Case	0	0	0	0
	Corporate compliance	Case	0	0	0	0
	Antitrust	Case	0	0	0	0
	Discrimination	Case	0	0	0	0
	Sexual harassment	Case	0	0	0	0
	Non-sexual harassment	Case	0	0	0	0
	<u>Number of confirmed cases of code of conduct breaches</u>					
	Code of Conduct complaints	Case	0	4	3	3
	Corruption	Case	0	2	1	0
	Privacy	Case	0	0	0	0
	Money laundering or insider trading	Case	0	0	0	0
	Conflict of interest	Case	0	0	1	0
	Corporate compliance	Case	0	2	1	3
	Antitrust	Case	0	0	0	0
	Discrimination	Case	0	0	0	0
	Sexual harassment	Case	0	0	0	0
	Non-sexual harassment	Case	0	0	0	0
206-1 (2016)	<u>Details of actions taken against the substantiated cases</u>					
	Verbal warning	Case	6	2	1	2
	Written warning	Case	3	2	0	1
	Dismissal	Case	6	6	2	0
	Other (contract termination)	Case	4	0	0	0
2-27 (2021)	Total number of significant instances of non-compliance with laws and regulations during the reporting period					
	<u>Instances for which fines were incurred</u>					
	Total number of cases	Case	0	0	0	0
	Corruption and bribery	Case	0	0	0	0
	Social and community	Case	0	0	0	0
	Environmental	Case	0	0	0	0
	Occupational health & safety	Case	0	0	0	0
	Product and packages	Case	0	0	0	0
	Human rights	Case	0	0	0	0
	<u>Instances for which non-monetary sanctions were incurred</u>					
	Total number of cases	Case	0	0	0	0
	Corruption and bribery	Case	0	0	0	0
	Social and community	Case	0	0	0	0
	Environmental	Case	0	0	0	0
	Occupational health & safety	Case	0	0	0	0
	Product and packages	Case	0	0	0	0
	Human rights	Case	0	0	0	0

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period					
	Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period					
	Total monetary value	Baht	0	0	0	0
	Corruption and bribery	Baht	0	0	0	0
	Social and community	Baht	0	0	0	0
	Environmental	Baht	0	0	0	0
	Occupational health & safety	Baht	0	0	0	0
	Product and packages	Baht	0	0	0	0
	Human rights	Baht	0	0	0	0
Supply Chain						
308-1 (2016)	Percentage of new suppliers that were screened using <u>environmental criteria</u>	% of new suppliers	100	100	100	100
414-1 (2016)	Percentage of new suppliers that were screened using <u>social criteria</u>	% of new suppliers	100	100	100	100
KPIs for Supplier Screening						
2-6 (2021)	Total number of Tier-1 suppliers	Number	4,242	4,241	4,216	4,222
	Total number of significant suppliers in Tier-1	Number	84	153	200	201
	% of total spend on significant suppliers in Tier-1	% of total spend	30	56	90.44	90.18
	Total number of significant suppliers in non Tier-1	Number	NA	0	1	0
	Total number of significant suppliers (Tier-1 and non Tier-1)	Number	84	153	201	201
KPIs for Supplier Assessment and Development						
308-2 (2016)	Total number of suppliers assessed via desk assessments/on-site assessments	Number	84	153	86	200
414-2 (2016)	Total number of suppliers assessed via desk assessments/on-site assessments target at fiscal year	Number	84	153	212	201
	% of significant suppliers assessed	% of significant suppliers	100	100	42.79	99.50
	Number of suppliers assessed with substantial actual/potential negative impacts	Number	0	11	7	14
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	% of significant suppliers	0	100	100	100
	Number of suppliers with substantial actual/potential negative impacts that were terminated	Number	0	0	0	0
	Total number of suppliers supported in corrective action plan implementation	Number	0	11	7	14
	Total number of suppliers supported in corrective action plan implementation target at fiscal year	Number	0	11	7	14
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	% of significant suppliers	0	100	100	100
	Total number of suppliers in capacity building programs	Number	4	11	93	64
	Total number of suppliers in capacity building programs target at fiscal year	Number	NA	11	93	64
% of significant suppliers in capacity building programs	% of significant suppliers	4.8	7.2	46.27	8.46	
Corporate Social Responsibility						
201-1 (2016)	Philanthropic Activities					
	Total contributions	Million Baht	142.29	106.28	72.77	69.62
	Charitable donations	Million Baht	43.45	37.83	23.27	16.34
		% of total cost	30.21	35.60	31.97	23.46

Social and Relationship Capital

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Community investments	Million Baht	77.27	56.54	46.91	17.12
		% of total cost	53.72	53.20	64.46	24.59
	Commercial initiatives	Million Baht	21.58	11.91	2.59	36.16
		% of total cost	15	11.20	3.56	51.93
	Input					
	Management overheads	Million Baht	56.22	45.76	NA	NA
	Employee volunteering time during paid working hours	Million Baht	9.40	9.74	11.09	10.57
		Hour	24,679	24,867	27,615	22,918
	Cash contribution	Million Baht	94.98	77.35	48	59.48
	Products or services donations	Million Baht	26.57	24.69	19.85	8.68
413-1	Local Community					
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	%	100	100	100	100
	Community satisfaction survey	%	90.46	92.38	92.72	92.72
	Community satisfaction target at fiscal year	%	> 86	> 86	>86	>86
	Social Reporting					
-	Social Reporting - Coverage					
	Coverage of publicly available social data ¹	% of business operations	100	100	100	100
Customer Relation Management						
-	Percentage of satisfied clients	% of total clients	95	95	96	96
	Data coverage	% of key clients	100	100	100	100
	Target of satisfied clients at fiscal year	% of total clients	95	95	95	95
	Customer satisfaction result	%	93	93	94	94
	Data coverage	% of key clients	100	100	100	100
	Customer satisfaction target at fiscal year	%	90	90	93	93

¹ The scope of this report covers the companies under GC, by which GC holds greater than or equal to 50% of the total shares and has operational control.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
301-1 (2016)	Material					
	Total material used	Million tons	25.41	26.95	27.51	24.41
	Non renewable material	Million tons	24.89	26.41	27.03	23.84
	Renewable material	Million tons	0.52	0.54	0.47	0.57
301-2 (2016)	Recycled input materials used	%	2	2	2	NA
302-1 (2016)	Energy Consumption					
	Total energy consumed	MWh	36,882,002.30	39,301,803.77	36,410,566.73	34,987,371.24
	Percentage grid electricity	%	7.44	7.95	6.41	7.59
	Percentage renewable	%	0	0.02	0.03	0.03
	Total self-generated energy	MWh	18,325,256.79	21,019,448.28	19,562,256.39	20,833,549.97
	Total direct non-renewable energy consumption	MWh	31,365,326.88	33,778,672.42	33,707,316.68	31,797,313.56
	Natural gas	MWh	12,825,626.08	12,448,018.55	13,890,581.99	10,807,102.63
	LPG	MWh	4,591.40	4,467.20	54,245.33	9,081.66
	Diesel	MWh	701.79	789.70	820.22	734.45
	Pyrolysis gas oil	MWh	48,293.59	97,164.20	28,464.99	0
	Recovered volatile (RV)	MWh	2,031.38	0	5,750.27	456.25
	Foul hexane	MWh	8,599.05	8,256.05	0	0
	Fuel oil	MWh	150,226.80	203,037.08	169,486.73	146,388.60
	Fuel gas	MWh	18,325,256.79	21,016,939.64	19,557,967.16	20,833,549.97
	Total indirect energy consumption by primary energy source	MWh	9,883,926.43	11,199,182.70	8,643,873.77	9,056,737.14
	Steam / heating / cooling and other energy (non-renewable) purchased for consumption	MWh	7,114,719.25	8,073,448.39	8,643,873.77	9,056,737.14
	Electricity (non-renewable) purchased	MWh	2,742,560.64	3,125,734.31	2,332,510.05	2,656,395.32
	Steam (non-renewable) purchased	MWh	7,114,719.25	8,073,448.39	6,311,363.71	6,400,341.82
	Cooling (non-renewable) purchased	MWh	26,646.54	0	0	0
	Total non-renewable energy sold	MWh	5,278,408.27	5,682,255.09	5,951,392.25	5,866,679.46
	Electricity sold	MWh	2,066,431.02	2,088,174.73	2,150,186.10	2,169,153.90
	Steam sold	MWh	3,208,432.25	3,591,924.74	3,797,314.88	3,697,525.56
	Return steam condensate sold	MWh	3,545.01	2,155.62	3,891.26	0
	Heating sold	MWh	0	0	0	0
	Cooling sold	MWh	0	0	0	0
	Total non-renewable energy consumption within the organization	MWh	31,150,882.88	33,464,958.19	33,448,549.15	31,640,652.60
	Total renewable energy (wind, solar, biomass, hydroelectric, geothermal, etc.) purchased or generated	MWh	1,339.37	6,203.73	10,768.53	10,662.60
	Solar cell	MWh	1,339.37	3,695.09	6,479.29	10,662.60
	Wind turbine	MWh	0	2,508.64	4,289.24	0
	Total energy consumption within the organization from non-renewable sources	MWh	36,617,809.09	39,295,600.03	36,399,798.20	34,987,371.24
	Data coverage	% of production volume	100	100	100	100
	Total non-renewable energy consumption target at fiscal year	MWh	37,026,601	33,464,958	33,448,549	31,640,652.60

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
302-2 (2016)	Energy consumption outside of the organization	MWh	NA	NA	NA	NA
302-3 (2016)	Total energy intensity ¹	MWh/ton production	NA	NA	NA	NA
302-4 (2016)	Total energy saved by efforts to reduce energy use and increase energy efficiency	MWh	400,235.70	205,386.20	267,167.23	441,582.92
	Fuel savings	MWh	228,350.81	69,741.29	59,029.76	224,531.17
	Total indirect energy saved from initiatives to reduce indirect energy use	MWh	171,884.89	135,644.91	208,137.47	217,051.75
	Electricity savings	MWh	10,189.93	10,848.98	24,426.40	28,391.95
	Steam savings	MWh	161,694.96	124,795.93	183,711.07	188,659.81
	Greenhouse Gas Emissions (GHGs) ²					
305-1 (2016)	Total direct GHGs emissions (scope 1) ³	Million tons CO ₂ equivalent	6.14	6.13	6.17	5.76
	Direct GHG emissions from methane	Million tons CO ₂ equivalent	0.32	0.35	0.33	0.35
	Data coverage	% of production volume	100	100	100	100
	Total biogenic CO ₂ emissions (scope 1)	Tons CO ₂ equivalent	150.00	166.00	152.00	14,731
305-2 (2016)	Indirect GHGs emissions from energy purchased and consumes (scope 2) ²	Million tons CO ₂ equivalent	2.00	1.80	1.66	1.66
	Market-based energy indirect (scope 2) GHG emissions	Million tons CO ₂ equivalent	2.00	1.80	1.66	1.66
	Location-based energy indirect (scope 2) GHG emissions	Million tons CO ₂ equivalent	2.00	1.79	1.85	1.69
	Data coverage	% of production volume	100	100	100	100
305-3 (2016)	Other relevant indirect GHG emission (scope 3) ^{2,4}	Million tons CO ₂ equivalent	36.62	41.35	40.24	36.21
	Total biogenic CO ₂ emissions (scope 3)	Tons CO ₂ equivalent	NA	NA	NA	516,307
305-4 (2016)	GHG emission intensity (scope 1 & 2) ⁵	Tons CO ₂ equivalent/ tons production	0.40	0.37	0.36	0.37
305-5 (2016)	Total estimated annual CO ₂ savings ²	Tons CO ₂ equivalent	59,903	36,981	39,351	86,386
-	GHG annual reduction target at fiscal year	Tons CO ₂ equivalent	NA	30,000	21,641	26,400

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ All types of energy included in the intensity ratio and consumed within the organization

² GHGs emissions based on report of 1) GHGs calculation standard, methodology, emission factors and GWP referred to IPCC 2006, WRI GHG protocol and ISO 14064. 2) The operational control approach for emissions.

³ All greenhouse gases included in the report.

⁴ The GHG emission of JV has already been reported under scope3, category 15. Indirect GHG emission scope 3 categories activities reported include 1) Purchased goods and service, 2) Capital goods, 3) Fuel- and energy-related activities, 4) Upstream transportation and distribution, 5) Downstream transportation and distribution (Polymer products), 6) Processing of sold products, 7) Use of sold products, 8) End-of-life treatment of sold products, 9) Investment.

⁵ Types of GHGs emissions, which are direct (scope 1) and energy indirect (scope 2), included in the intensity ratio.

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
305-7 (2016)	NOx, SOx, and Other Significant Air Emissions ¹					
	Volatile organic compounds (VOCs)	Tons VOCs	482	571	574	448
	Data coverage	% of production volume	100	100	100	100
	VOCs target at fiscal year	Tons VOCs	NA	NA	NA	480
	VOCs intensity	Tons VOCs/ million tons production	28	32	32	23
	Nitrogen oxides (NOx) emissions	Tons NOx	3,213	2,748	3,268	2,712
	Data coverage	% of production volume	100	100	100	100
	NOx emissions target at fiscal year	Tons NOx	NA	NA	3,470	2,750
	NOx intensity	Tons NOx / million tons production	159.06	126.81	148.61	137
	Sulfur oxides (SOx) emissions	Tons SOx	492	429	510	363
	Data coverage	% of production volume	100	100	100	100
	SOx emissions target at fiscal year	Tons SOx	NA	NA	570	380
	SOx intensity	Tons SOx / million tons production	24	20	23	18
	Total suspended particulate (TSP)	Tons	NA	NA	NA	NA
	TSP intensity	Tons/ million tons production	NA	NA	NA	NA
	Persistent organic pollutants (POP)	Tons POP	NA	NA	NA	NA
	Hazardous air pollutants (HAP)	Tons HAP	NA	NA	NA	NA
303-5 (2018)	Water Consumption					
	Withdrawal: Total municipal water supplies (or from other water utilities)	Million m ³	47.96	48.55	51.71	47.02
	Withdrawal: Fresh surface water	Million m ³	0.28	0.41	0.55	0.79
	Withdrawal: Fresh ground water	Million m ³	0	0.01	0.01	0.01
	Discharge: Water returned to extraction source at similar or higher quality as raw water extracted	Million m ³	NA	NA	NA	NA
	Water withdrawal (excluding salt water)	Million m ³	48.25	48.97	51.10	47.81
	Water discharge (excluding salt water)	Million m ³	9.81	12.36	10.15	10.08
	Total net fresh water consumption	Million m ³	38.44	36.61	40.96	37.73
	Percentage of Data coverage	% of production volume	100	100	100	100
	Target of total net fresh water consumption at fiscal year	Million m ³	NA	NA	NA	38.00
	Total water consumption from all areas	Million m ³	38.44	36.61	40.96	37.73
	Total water consumption from areas with water stress	Million m ³	37.29	35.51	39.73	36.60
	Change in water storage, if water storage has been identified as having a significant water-related impact.	Million m ³	NA	NA	NA	NA

¹ Standards, methodologies, source of emission factors and assumptions used are identified relevant regulations. The Air Emissions standards include Notification of Ministry of Industry, B.E. 2549 (2006), Re: Prescribing Quantity of Air Pollutant Emitted from Industrial Facilities, Notification of Natural Resources and Environment, B.E. 2549 (2006), Re: Establishment of Air Emissions Control Standard of Industrial Emissions, EIA or EHIA. The measurement approaches include direct and/or continuous measurement.

² From new projects that contribute to CO₂ savings (realized)

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
303-3 (2018)	Water Withdrawal					
	Total water withdrawal from all areas	Mega litres	55,866.94	56,100.89	60,523.72	56,865.63
	Fresh water (≤1,000 mg/L TDS ¹)	Mega litres	48,247.54	48,971.10	52,302.57	47,842.25
	Surface water	Mega litres	284.69	411.89	552.45	785.45
	Groundwater	Mega litres	4.64	6.92	5.66	5.87
	Seawater	Mega litres	0	0	0	0
	Produced water	Mega litres	0	0	39.44	28.91
	Third-party water	Mega litres	47,958.21	48,552.29	50,546.78	47,022.02
	Other water (>1,000 mg/L TDS).	Mega litres	7,619.40	7,129.79	8,012.71	9,023.38
	Surface water	Mega litres	0	0	0	0
	Groundwater	Mega litres	0	0	0	0
	Seawater	Mega litres	7,569.40	6,997.87	7,804.26	8,808.74
	Produced water	Mega litres	0	0	0	0
	Third-party water	Mega litres	50	132	208	215
	Total water withdrawal from all areas with water stress	Mega litres	55,568.48	55,638.78	58,612.90	55,171.14
	Fresh water (≤1,000 mg/L TDS)	Mega litres	47,949.08	48,509.00	50,600.19	46,147.77
	Surface water	Mega litres	284.69	411.89	552.45	785.45
	Groundwater	Mega litres	4.64	6.92	5.66	5.87
	Seawater	Mega litres	0.00	0.00	0.00	0.00
	Produced water	Mega litres	0.00	0.00	39.44	28.91
	Third-party water	Mega litres	47,659.75	48,090.19	50,002.64	45,327.53
	Other water (>1,000 mg/L TDS).	Mega litres	7,619.40	7,129.79	8,012.71	9,023.38
	Surface water	Mega litres	0.00	0.00	0.00	0.00
	Groundwater	Mega litres	0.00	0.00	0.00	0.00
	Seawater	Mega litres	7,569.40	6,997.87	7,804.26	8,808.74
	Produced water	Mega litres	0.00	0.00	0.00	0.00
	Third-party water	Mega litres	50.00	131.91	208.45	214.63
	Water recycled	Mega litres	1,655.01	2,466.45	1,870.50	2,233.38
	Total Water recycled & water reused	Mega litres	1,655.01	2,466.45	1,870.50	2,233.38
		% of total water withdrawal	2.96	4.40	3.09	3.93
303-4 (2018)	Water Discharge ²					
	Total water discharge to all areas	Mega litres	19,617.99	24,725.74	25,243.85	20,163.10
	Fresh water (≤1,000 mg/L TDS)	Mega litres	0	0	0	0
	Surface water	Mega litres	NA	NA	NA	NA
	COD loading	Tons	NA	NA	NA	NA
	Groundwater	Mega litres	NA	NA	NA	NA
	Seawater	Mega litres	NA	NA	NA	NA
	COD loading	Tons	NA	NA	NA	NA
	Third-party water sent for use to other organizations	Mega litres	NA	NA	NA	NA

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ TDS – Total dissolved solids

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

² Treatment methods were Reverse Osmosis (R.O.) systems and biological treatment, and discharged water was not reused by another organization. In addition, information sources about the volume of water discharge include flow meters and regulatory permits.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	COD loading	Tons	NA	NA	NA	NA
	Other water (>1,000 mg/L TDS).	Mega litres	19,617.99	24,725.74	25,243.85	20,163.10
	Surface water	Mega litres	768	708	1,197	384
	COD loading	Tons	6.42	7.82	9.64	24
	Groundwater	Mega litres	0	0	0	0
	Seawater	Mega litres	9,809	12,363	12,640.36	10,082
	COD loading	Tons	133.67	162.98	234.83	200
	Third-party water sent for use to other organizations	Mega litres	9,041	11,655	8,951.67	9,698
	Third-party water	Mega litres	9,041	11,655	8,951.67	9,698
	COD loading	Tons	1,269.52	1,075.16	872	845
	Total direct COD	Tons	1,410	1,246	1,116	1,069
	Data coverage	% of production volume	100	100	100	100
	Total direct COD target at fiscal year	Tons COD	NA	NA	NA	1,100
306-3 (2020)	Routine Waste Generation					
	Total waste generated	Tons	136,521.28	121,023.04	85,219.00	77,130.43
	Total hazardous waste generated (as defined by national legislation)	Tons	95,486.50	85,920.96	51,184.75	44,837.68
	Data coverage	% of production volume	100	100	100	100
	Total hazardous waste disposal target at fiscal year	Tons	NA	NA	NA	38,600
	Total non-hazardous waste generated (as defined by national legislation)	Tons	41,034.79	35,102.08	34,034.25	32,292.76
	Data coverage	% of production volume	100	100	100	100
	Total Non-Hazardous Waste disposal target at fiscal year	Tons	NA	NA	NA	2,300
306-4 (2020)	Total weight of waste diverted from disposal	Tons	41,198.40	34,164.17	37,410.62	36,435.15
	Total hazardous waste diverted from disposal	Tons	11,688.28	6,810.40	6,671.52	6,370.59
	Preparation for reuse	Tons	738.61	24.13	177.13	300.17
	Onsite	Tons	0	0	0	0
	Offsite	Tons	738.61	24.13	177.13	300.17
	Recycling	Tons	10,062.03	4,779.05	5,768.86	5,166.01
	Onsite	Tons	0	0	0	0
	Offsite	Tons	10,062.03	4,779.05	5,768.86	5,166.01
	Other recovery operations	Tons	887.64	2,007.22	725.54	904.41
	Onsite	Tons	0	0	0	0
	Offsite	Tons	887.64	2,007.22	725.54	904.41
	Percentage of hazardous waste recycled	% of hazardous waste recycled	12.24	7.93	13.03	14.21
	Total non-hazardous waste diverted from disposal ¹	Tons	29,510.12	27,353.77	30,739.10	30,064.56

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Preparation for reuse	Tons	1,721.48	943.76	592.05	2,308.20
	Onsite	Tons	0	0	0	0
	Offsite	Tons	1,721.48	943.76	592.05	2,308.20
	Recycling	Tons	27,463.97	25,969.39	29,722.02	27,455.14
	Onsite	Tons	0	0	0	0
	Offsite	Tons	27,463.97	25,969.39	29,722.02	27,455.14
	Other recovery operations	Tons	324.68	440.62	425.03	301.22
	Onsite	Tons	0	0	0	0
	Offsite	Tons	324.68	440.62	425.03	301.22
306-5 (2020)	Total weight of waste directed to disposal	Tons	95,322.88	86,858.87	47,808.38	40,695.29
	Total hazardous waste directed to disposal	Tons	83,798.22	79,110.56	44,513.23	38,467.08
	Incineration (with energy recovery)	Tons	58,354.38	64,699.09	30,624.77	30,581.81
	Onsite	Tons	0	0	0	0
	Offsite	Tons	58,354.38	64,699.09	30,624.77	30,581.81
	Incineration (without energy recovery)	Tons	25,350.46	13,171.54	13,692.90	7,875.28
	Onsite	Tons	0	0	0	0
	Offsite	Tons	25,350.46	13,171.54	13,692.90	7,875.28
	Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations (storage in packing or containers (used battery))	Tons	93.37	1,239.93	195.55	9.99
	Onsite	Tons	0	0	0	0
	Offsite	Tons	93.37	1,239.93	195.55	9.99
	Total non-hazardous waste directed to disposal	Tons	11,524.67	7,748.32	3,295.15	2,228.20
	Incineration (with energy recovery)	Tons	7,395.33	6,929.91	2,937.10	1,808.56
	Onsite	Tons	0	0	0	0
	Offsite	Tons	7,395.33	6,929.91	2,937.10	1,808.56
	Incineration (without energy recovery)	Tons	8.64	11.80	5.00	49.37
	Onsite	Tons	0	0	0	0
	Offsite	Tons	8.64	11.80	5.00	49.37
	Secured Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations (Land reclamation)	Tons	4,120.70	806.61	353.05	370.27
	Onsite	Tons	0	0	0	0
	Offsite	Tons	4,120.70	806.61	353.05	370.27
-	Municipal waste to sanitary landfill	Tons	2,248.62	2,019.84	2,033.02	2,781.34
306-3 (2020)	Non-routine Waste Generation ¹					
	Total waste generated	Tons	41,524.00	7,244.57	234.50	12,642.59

¹ As fully complied with the waste disposal defined by Notification of the Ministry of Industry Re: Disposal of Wastewater or Unused Materials 2005, GC transfers all waste to external waste disposers for direct disposal (Off-site) only.

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ Non-routine waste generation includes: 1) Waste from large construction as defined by the EIA 2) Spills 3) Waste from emergency/ unplanned shutdown

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Hazardous waste generated (as defined by national legislation)	Tons	970.00	2,003.70	204.35	11,942.09
	Total non-hazardous waste generated (as defined by national legislation)	Tons	40,554.00	5,240.87	30.15	700.50
306-4 (2020)	Total hazardous waste diverted from disposal	Tons	31.00	446.68	204.35	518.18
	Preparation for reuse	Tons	0	0	0	415.65
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	415.65
	Recycling	Tons	31.00	338.91	204.35	77.48
	Onsite	Tons	0	0	0	0
	Offsite	Tons	31.00	338.91	204.35	77.48
	Other recovery operations ¹	Tons	0	107.77	0	25.05
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	107.77	0	25.05
	Percentage of hazardous waste recycled	% of hazardous waste recycled	3.20	22.29	100	4.34
	Total non-hazardous waste diverted from disposal ¹	Tons	3,647.00	1.39	0	187.32
	Preparation for reuse	Tons	0	0	0	180.02
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	180.02
	Recycling	Tons	3,647.00	1.39	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	3,647.00	1.39	0	0
	Other recovery operations ²	Tons	0	0	0	7.30
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	7.30
306-5 (2020)	Total hazardous waste directed to disposal	Tons	939.00	1,557.02	0	11,423.91
	Incineration (with energy recovery)	Tons	939.00	1,485.99	0	9,850.44
	Onsite	Tons	0	0	0	0
	Offsite	Tons	939.00	1,485.99	0	9,850.44
	Incineration (without energy recovery)	Tons	0	71.03	0	1,573.47
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	71.03	0	1,573.47
	Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Total weight of non-hazardous waste directed to disposal	Tons	36,907.00	5,239.48	30.15	513.18

¹ As fully complied with the waste disposal defined by Notification of the Ministry of Industry Re: Disposal of Wastewater or Unused Materials 2005, GC transfers all waste to external waste disposers for direct disposal (off-site) only.

² Other recovery operation includes reclamation of metal compounds and residues from treatment operations and concrete composition from construction and demolition (bricks, wood, glass, metals, plastic, solvents, asbestos and excavated soil) and residues waste for animal feeds.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Incineration (with energy recovery)	Tons	0	2.26	0	8.28
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	2.26	0	8.28
	Incineration (without energy recovery)	Tons	0	0	0	504.90
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	504.90
	Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Municipal waste	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations	Tons	36,907.00	5,237.22	30.15	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	36,907.00	5,237.22	30.15	0
306-3 (2016)	Spills					
	Oil spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered ¹	m ³	0	0	0	0
		m ³	0	0	0	0
	Fuel spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered	m ³	0	0	0	0
		m ³	0	0	0	0
	Waste spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered	m ³	0	0	0	0
		m ³	0	0	0	0
	Chemical spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered	m ³	0	0	0	0
		m ³	0	0	0	0
-	Environmental Violations					
	Number of violations of legal obligations/ regulations	Number	0	0	0	0
	Amount of fines/penalties related to the above	Million baht	0	0	0	0
	Environmental liability accrued at year end	Number	0	0	0	0
	Total actual and opportunity costs (e.g. forgone income) from water-related incidents	Baht	0	0	0	0
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	0	0	0	0
	Environmental Reporting					
2-5 (2021)	Coverage of publicly available environmental data ²	% of production volume	100	100	100	100

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ As fully complied with the waste disposal defined by Notification of the Ministry of Industry Re: Disposal of Wastewater or Unused Materials 2005, GC transfers all waste to external waste disposers for direct disposal (Off-site) only.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
Operational Eco-Efficiency						
-	Denominator - Production / Revenues					
	Total production volume	Million tons	20.20	21.67	21.99	19.81
Product Stewardship						
-	Life Cycle Assessment					
	Full product LCAs conducted	% of total products	5.00%	5.00%	5.00%	5.00%
	Simplified product LCAs conducted	% of total products	58.00%	68.00%	68.00%	67.00%
	Others	% of total products	37.00%	27.00%	27.00%	28.00%
301-1 (2016)	Renewable Raw Materials					
	Raw materials (by weight or volume) from renewable resources	% of total products	2.05	2.01	2.00	2.34
-	Hazardous Substances					
	Company's products (in terms of revenues) containing restricted substances in the Annex XVII of REACH regulation	% of total products	4	2	2	2
	Company's products (in terms of revenues) containing substances of the Candidate List of substances of very high concern (SVHC) for Authorisation above 0.1% by weight	% of total products	2.00	1.85	1.66	1.72
	Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	% of total products	25	23	21	21
	Products (in terms of revenues) that has undergone a risk assessment process to assess their potential impacts on human health and the environment	% of total products	100	100	100	100
	Revenue from products designed for usephase resource efficiency	Million baht	NA	NA	25,603	28,905
	Climate Strategy Impact					
-	Climate Strategy Impacts					
	Total estimated annual CO ₂ savings ¹	Tons CO ₂ equivalent	100,336	52,606	58,017	85,198
	Total annual investments required of anticipated annual CO ₂	Million baht	268	605	349	1,116
	Total anticipated annual cost savings	Million baht	384	365	382	389
	GHG annual reduction target at fiscal year	Tons CO ₂ equivalent	NA	30,000	21,641	26,400

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ From new projects that contribute to CO₂ savings (realized)

SUSTAINABILITY PERFORMANCE DATA

Joint Ventures (JV)*

*JV include 1) WHA GC Logistics Company Limited 2) PTT MCC Biochem Company Limited 3) HMC Polymers Company Limited

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	Worker									
	Total worker ¹	Persons	1,415		1,615		1,400		1,361	
		Persons	1,016	399	1,187	428	999	401	953	408
2-7 (2021)	Total employee ²	Persons	794		930		775		776	
		Persons	545	249	666	264	529	246	524	252
2-8 (2021)	Contractor ^{3,4}	Persons	620		596		535		503	
		Persons	470	150	480	116	428	107	390	113
	Other ⁴	Persons	1		89		90		82	
		Persons	1	0	41	48	42	48	39	43
2-7 (2021)	Total Employee by Area									
	Rayong	Persons	495	139	620	149	482	142	482	147
	Bangkok	Persons	48	108	46	115	47	104	42	105
	Other provinces	Persons	2	2	0	0	0	0	0	0
	Total Employee by Employment Contract and by Area									
	Permanent contract ⁵	Persons	545	249	666	264	529	246	524	252
	Rayong	Persons	495	139	620	149	482	142	482	147
	Bangkok	Persons	48	108	46	115	47	104	42	105
	Other provinces	Persons	2	2	0	0	0	0	0	0
	Temporary contract ⁶	Persons	0	0	0	0	0	0	0	0
	Rayong	Persons	0	0	0	0	0	0	0	0
	Bangkok	Persons	0	0	0	0	0	0	0	0
	Other provinces	Persons	0	0	0	0	0	0	0	0
	Non-guaranteed hours employees	Persons	0	0	0	0	0	0	0	0
	Rayong	Persons	0	0	0	0	0	0	0	0
	Bangkok	Persons	0	0	0	0	0	0	0	0
	Other provinces	Persons	0	0	0	0	0	0	0	0
	Total Employee by Employment Type									
	Full-time	Persons	545	249	666	264	529	246	524	252
	Rayong	Persons	495	139	620	149	482	142	482	147
	Bangkok	Persons	48	108	46	115	47	104	42	105
	Other provinces	Persons	2	2	0	0	0	0	0	0
	Part-time	Persons	0	0	0	0	0	0	0	0
	Rayong	Persons	0	0	0	0	0	0	0	0
	Bangkok	Persons	0	0	0	0	0	0	0	0
	Other provinces	Persons	0	0	0	0	0	0	0	0

¹ Total worker is total employee including contractor and other persons working for GC Group.

² Total employee is total workforce for GC Group.

³ Worker (exclude employee) refers to significant workers that are contractors.

⁴ Workers who are not employees

⁵ Permanent contractor is a permanent employment contract is a contract with an employee for full-time or part-time work for an indeterminate period.

⁶ Temporary contract is of limited duration and terminated by a specific event, including the end of a project or work phase or return of replaced personnel.

Human Capital

			Data Collection Period							
GRI	Required Data	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
405-1 (2016)	Total Employee by Age Group									
	<30 years	% of total employee	20.03		16.56		14.71		12.89	
		Persons	159		154		114		100	
		% of total employee	14.23	5.79	11.83	4.73	10.97	3.74	9.79	3.09
		Persons	113	46	110	44	85	29	76	24
	30 - 50 years	% of total employee	65.49		70.86		70.58		72.42	
		Persons	520		659		547		562	
		% of total employee	42.21	21.28	50.54	20.32	46.58	24	47.04	25.39
		Persons	351	169	470	189	361	186	365	197
	>50 years	% of total employee	14.48		12.58		14.71		14.69	
		Persons	115		117		114		114	
		% of total employee	10.20	4.28	9.25	3.33	10.71	4	10.70	3.99
		Persons	81	34	86	31	83	31	83	31
	Total Employee by Employee Category (Level)									
	Executive (Level 13-18)	% of total employee	1.26	0.13	0.65	0	0.90	0	0.90	0
		Persons	10	1	6	0	7	0	7	0
	Middle management (Level 10-12)	% of total employee	8.06	5.04	7.63	4.09	8.77	5.29	9.15	5.54
		Persons	64	40	71	38	68	41	71	43
	Senior (Level 8-9)	% of total employee	13.35	9.07	14.73	9.57	13.68	10.97	14.30	11.08
		Persons	106	72	137	89	106	85	111	86
	Employee (Level 7 and Below)	% of total employee	45.97	17.13	48.60	14.73	44.90	15.48	43.17	15.85
		Persons	365	136	452	137	348	120	335	123
	Unclassified ¹	% of total employee	0	0	0	0	0	0	0	0
		Persons	0	0	0	0	0	0	0	0
	Total Employee by Nationality									
	Thai	% of total employee	99.50		99.46		99.61		99.74	
		Persons	790		925		772		773	
	Japanese	% of total employee	0.50		0.54		0.39		0.39	
		Persons	4		5		3		3	
	American	% of total employee	0		0		0		0	
		Persons	0		0		0		0	
	German	% of total employee	0		0		0		0	
		Persons	0		0		0		0	
	Turkey	% of total employee	0		0		0		0	
		Persons	0		0		0		0	
	France	% of total employee	0		0		0		0	
		Persons	0		0		0		0	
	Netherlands	% of total employee	0		0		0		0	
		Persons	0		0		0		0	
	Others	% of total employee	0		0		0		0	
		Persons	0		0		0		0	

¹Unclassified means employees who serve the Company on contract as advisors, experts and specialists.

Human Capital

			Data Collection Period									
GRI	Required Data	Unit	2022		2023		2024		2025			
			Male	Female	Male	Female	Male	Female	Male	Female		
	Total Management Employee by Nationality											
	Thai	% of total management employee	96.52		95.65		97.41		97.52			
		Persons	111		110		113		118			
	Japanese	% of total management employee	3.48		4.35		2.59		2.48			
		Persons	4		5		3		3			
	American	% of total management employee	0		0		0		0			
		Persons	0		0		0		0			
	German	% of total management employee	0		0		0		0			
		Persons	0		0		0		0			
	Turkey	% of total management employee	0		0		0		0			
		Persons	0		0		0		0			
	France	% of total management employee	0		0		0		0			
		Persons	0		0		0		0			
	Netherlands	% of total management employee	0		0		0		0			
		Persons	0		0		0		0			
	Others	% of total employee	0		0		0		0			
		Persons	0		0		0		0			
	People with Disability											
	People with disability	% of total employee	0		0		0		0			
		Persons	0		0		0		0			
	401-1 (2016)	New Employee										
		New employee	Persons	62		60		43		36		
				39	23	41	19	28	15	22	14	
		New hire rate	% of total employees	7.81		6.45		5.55		4.64		
				4.19	2.90	4.41	2.04	3.61	1.94	2.84	1.80	
		New Employee by Area										
Rayong		Persons	32	14	36	10	24	10	17	8		
		% of total employees	4.03	1.76	3.87	1.08	3.10	1.29	2.19	1.03		
Bangkok		Persons	7	8	5	9	4	5	5	6		
		% of total employees	0.88	1.01	0.54	0.97	0.52	0.65	0.64	0.77		
Other provinces		Persons	0	1	0	0	0	0	0	0		
		% of total employees	0	0.13	0	0	0	0	0	0		

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	New Employee Hire by Age Group and Gender									
	<30 years	Persons	19	10	17	7	14	5	11	7
		% of total employees	2.39	1.26	1.83	0.75	1.81	0.65	1.42	0.90
	30 - 50 years	Persons	20	13	24	12	14	10	10	7
		% of total employees	2.52	1.64	2.58	1.29	1.81	1.29	1.29	0.90
	>50 years	Persons	0	0	0	0	0	0	1	0
		% of total employees	0	0	0	0	0	0	0.13	0
	Turnover									
	Total employee turnover rate	Persons	55		55		52		41	
			29	26	34	21	32	20	28	13
		% of total employees	6.93		5.91		6.71		5.28	
			3.65	0.58	3.66	2.26	4.13	2.58	3.61	1.68
	Voluntary employee turnover rate	Persons	46		38		42		28	
			24	22	24	14	24	18	19	9
		% of total employees	5.79		4.09		5.42		3.61	
			3.02	2.77	2.58	1.51	3.10	2.32	2.45	1.16
	Turnover by Age Group and Gender									
	< 30 years	Persons	7	5	6	5	6	6	4	2
		% of total employees	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0
	30 - 50 years	Persons	21	19	19	14	16	11	14	6
		% of total employees	0.03	0.02	0.02	0.02	0.02	0.01	0.02	0.01
	> 50 years	Persons	1	2	9	2	10	3	10	5
		% of total employees	0	0	0.01	0	0.01	0	0.01	0.01
	Turnover by Area and Gender									
	Rayong	Persons	24	13	32	11	25	11	19	7
		% of total employees	3.02	1.64	3.44	1.18	3.23	1.42	2.45	0.90
	Bangkok	Persons	5	13	2	10	7	9	9	6
		% of total employees	0.63	1.64	0.22	1.08	0.90	1.16	1.16	0.77
	Other provinces	Persons	0	0	0	0	0	0	0	0
		% of total employees	0	0	0	0	0	0	0	0
	Open positions filled by internal candidates	%	0		0		0		36	
	Average hiring cost / FTE in the last fiscal year	Baht/FTE	0		0		0		35,465	
401-2	Parental Leave									
(2016),	Employees entitled to parental leave	Persons	545	249	474	264	475	246	472	252
401-3	Employees taking parental leave	Persons	11	7	10	12	7	10	5	10
(2016)	Employees returning to work after parental leave	Persons	11	6	10	12	7	9	5	9
	Employees returning to work after parental leave who were still employed for 12 months after returning	Persons	11	6	10	12	7	9	5	9
	Employees returning to work retention rate	%	100	85.71	100	100	100	90	100	90

Human Capital

			Data Collection Period							
GRI	Required Data	Unit	2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Training and Development									
(2016)	Average hours per FTE of training and development	Hours/ person/ year	37.92		34.97		NA		119.94	
			33.21	32.03	43.80	26.10	NA	NA	64.27	55.67
	Average amount spent per FTE on training and development	Baht/ person/ year	14,608.99		1.66		NA		7,706.19	
	Total investment on employees training	Million baht	15.19	6.60	15.89	3.20	NA	NA	4.45	1.53
	Average Hours of Training by Management Level and Gender									
	Average hours of training by management level	Hour /person /year	16.22	14.20	39.50	19.30	NA	NA	39.78	72.17
	Executive (Level 13-18)	Hour /person /year	10.04	1.38	34.30	5.60	NA	NA	13.33	NA
	Middle management (Level 10-12)	Hour /person /year	16.87	12.63	20.00	14.80	NA	NA	41.77	55.28
	Senior (Level 8-9)	Hour /person /year	27.93	20.80	61.20	27.60	NA	NA	52.15	74.66
	Employee (Level 7 and below)	Hour /person /year	17.21	12.57	42.40	29.00	NA	NA	51.89	86.58
	Average hours of training by employee category (function) and gender									
	Average hours of training by employee category (function)	Hour /person /year	18.02	16.00	23.70	15.90	NA	NA	46.09	42.60
	Technical function	Hour /person /year	27.62	15.93	31.20	28.90	NA	NA	76.57	73.47
	Administrative	Hour /person /year	5.72	16.30	5.90	9.00	NA	NA	1.04	18.37
	Production	Hour /person /year	11.39	7.15	35.90	11.00	NA	NA	70.78	37.50
	Support function	Hour /person /year	18.82	22.83	21.90	14.90	NA	NA	35.97	41.05
	Average Hours of Training by Type of Training									
	Resilience and agility (support for business for expansion)	Hour /person/year	8.24		7.33		NA		16.84	
	Leader	Hour /person/year	3.95		8.46		NA		3.33	
	Safety	Hour /person/year	10.02		10.70		NA		15.16	
Technical	Hour /person/year	7.58		7.88		NA		22.00		
Others	Hour /person/year	3.99		8.93		NA		4.61		
Average Spent of Training by Management Level										
Executive (Level 13-18)	Baht/person /year	9,169.90		23,329.68		NA		3,833.37		
Middle management (Level 10-12)	Baht/person /year	8,263.73		10,609.38		NA		6,366.43		
Senior (Level 8-9)	Baht/person /year	6,931.68		10,357.17		NA		9,764.27		
Employee (Level 7 and below)	Baht/person /year	3,968.02		13,161.63		NA		7,725.19		
Average Spent of Training by Type of Training										
Resilience and agility (support for business for expansion)	Baht/person/year	2,691.69		1,643.34		NA		6,514.54		
Leadership	Baht/person/year	13,006.27		3,137.21		NA		1,267.10		
Occupational health and safety	Baht/person/year	3,135.95		2,645.54		NA		2,812.71		
Technical	Baht/person/year	4,613.73		1,582.72		NA		1,399.35		
Others	Baht/person/year	630.61		1,810.17		NA		954.29		

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
404-3	Type of Performance Appraisal									
(2016)	Management by objectives: systematic use of agreed measurable targets by line superior	% of all employees	100		100		100		100	
	Multidimensional performance appraisal	% of all employees	100		100		100		100	
	Formal comparative ranking of employees within one employee category	% of all employees	100		100		100		100	
404-3	Employee Receiving Regular Performance and Career Development Reviews (excl. People in Unclassified Group) by Level									
(2016)	Executive (Level 13-18)	Persons	10	1	6	0	7	0	7	0
		% of total executive employee	100	100	100	0	100	0	100	100
	Middle management (Level 10-12)	Persons	64	40	71	38	68	41	71	43
		% of total middle management employee	100	100	100	100	100	100	100	100
	Senior (Level 8-9)	Persons	106	72	137	89	106	85	100	79
		% of total senior employee	100	100	100	100	100	100	100	100
	Employee (Level 7 and below)	Persons	365	136	452	137	348	120	346	130
		% of total employee (level 7 and below)	100	100	100	100	100	100	100	100
405-1	Gender Diversity and Equal Remuneration									
(2016)	Women in workforce	Persons	NA		NA		NA		252	
		% of total workforce	0		0		0		32.47	
		% of target at fiscal year	NA		NA		NA		NA	
	Women in management positions	Persons	NA		NA		NA		43	
		% of total management workforce	NA		NA		NA		31	
		% of target at fiscal year	NA		NA		NA		25	
	Women in top management positions	Persons	NA		NA		NA		0	
		% of total top management positions	NA		NA		NA		28	
		% of target at fiscal year	NA		NA		NA		20	
	Women in junior management positions	Persons	NA		NA		NA		43	
		% of total junior management positions	NA		NA		NA		31	

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
		% of target at fiscal year		NA		NA		NA		25
	Women in management positions in revenue generating functions e.g. Sales, Marketing, Operation and BD that under BU.	Persons		NA		NA		NA		7
		% of total managers in revenue generating functions		NA		NA		NA		21
		% of target at fiscal year		NA		NA		NA		15
	Women in STEM-related positions ¹	Persons		NA		NA		NA		136
		% of total STEM positions		NA		NA		NA		24
		% of target at fiscal year		NA		NA		NA		15
	Number of women on board of directors/supervisory board	Persons		NA		NA		NA		3
		%		NA		NA		NA		9
405-2	Ratio Salary (Average Female Salary / Average Male Salary)									
(2016)	Executive (Level 13-18): Base salary	Ratio	NA	NA	NA	NA	1.00	NA	1.00	NA
		Baht	NA	NA	NA	NA	2,864,471	NA	3,405,055	0
	Executive (Level 13-18): Base salary + other cash incentives	Ratio	NA	NA	NA	NA	1.00	NA	1.00	NA
		Baht	NA	NA	NA	NA	4,166,402	NA	4,951,004	0
	Management (Level 10-12): Base salary	Ratio	NA	NA	NA	NA	1.00	0.43	1.00	0.98
		Baht	NA	NA	NA	NA	14,919,317	6,353,589	1,130,915	1,106,611
	Management (Level 10-12): Base salary + Others cash incentives	Ratio	NA	NA	NA	NA	1.00	0.41	1.00	0.96
		Baht	NA	NA	NA	NA	24,302,125	10,012,256	1,691,009	1,616,839
	Non-managment (Level 9 and below): Base salary	Ratio	NA	NA	NA	NA	1.00	0.68	1.00	1.21
		Baht	NA	NA	NA	NA	26,209,676	17,737,082	349,171	421,216
	Difference Between Men and Women Employees									
	Mean gender pay gap (%)	%		NA		NA		NA		93.51
	Median gender pay gap (%)	%		NA		NA		NA		91.35
	Mean bonus gap (%)	%		NA		NA		NA		107.24
	Median bonus gap (%)	%		NA		NA		NA		115.35
2-30	Labor Practice Indicators									
(2021)	Employees represented by an independent trade union	%		100		100		100		100

¹ STEM - Science, Technology, Engineering and Mathematics. Positions include, but are not limited to, the following: computer programmer, web developer, statistician, logistician, engineer, physicist, scientist.

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
Health and Safety											
403-8 (2018)	Workers Covered by an Occupational Health and Safety Management System										
	Employee										
	Covered by an occupational health and safety management system	Persons	794		930		775		776		
		%	100		100		100		100		
	Covered by such a system that has been internally audited	Persons	794		930		775		776		
		%	100		100		100		100		
	Covered by such a system that has been audited or certified by an external party	Persons	794		930		775		776		
		%	100		100		100		100		
	Contractor ¹										
	Covered by an occupational health and safety management system	Persons	620		596		535		503		
		%	100		100		100		100		
	Covered by such a system that has been internally audited	Persons	620		596		535		503		
		%	100		100		100		100		
	Covered by such a system that has been audited or certified by an external party	Persons	620		596		535		503		
		%	100		100		100		100		
	403-9 (2018)	Fatalities as a Result of Work-Related Injury									
		Employees	Case	0		0		0		0	
0				0	0	0	0	0	0	0	
Rayong		Case	0	0	0	0	0	0	0	0	
Bangkok		Case	0	0	0	0	0	0	0	0	
Other provinces		Case	0	0	0	0	0	0	0	0	
Contractors ¹		Case	0		0		0		0		
			0	0	0	0	0	0	0	0	
Rayong		Case	0	0	0	0	0	0	0	0	
Bangkok		Case	0	0	0	0	0	0	0	0	
Other provinces		Case	0	0	0	0	0	0	0	0	
Rate Fatalities as a Result of Work-Related Injury											
Employees		Case/1 million manhours	0		0		0		0		
			0	0	0	0	0	0	0	0	
Rayong		Case/1 million manhours	0	0	0	0	0	0	0	0	
Bangkok		Case/1 million manhours	0	0	0	0	0	0	0	0	
Other provinces		Case/1 million manhours	0	0	0	0	0	0	0	0	
Contractors ¹	Case/1 million manhours	0		0		0		0			
		0	0	0	0	0	0	0	0		
Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0		

¹ Worker (excludes employees) refers to significant workers that are contractors

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
403-9 (2018)	High-Consequence Work-Related Injuries (Excluding Fatalities)									
	Employees	Case	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Contractor ¹	Case	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Rate of High-Consequence Work-Related Injuries (Excluding Fatalities)									
	Employees	Case/1 million manhours	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Contractors ¹	Case/1 million manhours	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Total Recordable Work-Injuries ²									
	Employees	Case	0		2		3		3	
			0	0	1	1	3	0	2	1
	Rayong	Case	0	0	1	1	3	0	2	1
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Contractors ¹	Case	3		7		1		1	
			3	0	7	0	1	0	1	0
	Rayong	Case	3	0	7	0	1	0	1	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0

¹ Worker (exclude employee) refers to significant workers that are contractors.

² Main types of work-related injury include Medical Treatment Case (MTC), Restrict Treatment Case (RTC).

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
403-9 (2018)	Recordable Work-Injuries Rate (IR) ¹										
	Employees	Case/1 million	0		0.81		1.24		1.77		
		manhours	0	0	0.47	2.78	1.49	0	1.38	4.04	
	Rayong	Case/1 million	0	0	0	0	0	0	1.38	4.04	
		manhours									
	Bangkok	Case/1 million	0	0	0	0	0	0	0	0	
		manhours									
	Other provinces	Case/1 million	0	0	0	0	0	0	0	0	
		manhours									
	Contractors ²	Case/1 million	0.73		1.48		0.24		0.38		
		manhours	0.85	0	1.67	0	0.28	0	0.42	0	
	Rayong	Case/1 million	0.85	0	1.67	0	0.28	0	0.42	0	
		manhours									
	Bangkok	Case/1 million	0	0	0	0	0	0	0	0	
		manhours									
	Other provinces	Case/1 million	0	0	0	0	0	0	0	0	
		manhours									
	Number of Hours Worked										
	Employees	Manhours	2,461,901		2,468,051		2,425,131		1,699,373		
	Contractor ²	Manhours	4,099,938		4,728,515		4,169,537		2,661,635		
	Lost-Time Injury Frequency Rate (LTIFR)										
Employees	Case	0		1		0		0			
	Case/1 million manhours	0		0.41		0		0			
Data coverage	% of revenue	100		100		100		100			
Contractors ²	Case	1		0		0		1			
	Case/1 million manhours	0.24		0		0		0.38			
Data coverage	% of revenue	100		100		100		100			
Lost Work Day (LWD) & Lost Day Rate (LDR)											
Employees	Day ³	0		2		0		0			
	Day/1 million manhours ³	0		0.42		0		0			
	Contractors ²	Day ³	12		0		0		2		
		Day/1 million manhours ³	2.93		0		0		0.75		
403-10 (2018)	Number of Fatalities as a Result of Work-Related Ill Health										
	Employees	Case	0		0		0		0		
			0	0	0	0	0	0	0	0	
	Rayong	Case	0	0	0	0	0	0	0	0	
	Bangkok	Case	0	0	0	0	0	0	0	0	
	Other provinces	Case	0	0	0	0	0	0	0	0	
	Contractors ²	Case	0		0		0		0		

¹ Injury types include medical treatment, restricted work and loss time cases.

² Worker (exclude employee) refers to significant workers that are contractors.

³ Changed unit from case to day and case/ 1 million manhour to day/ 1 million manhour

Human Capital

GRI	Required Data	Unit	Data Collection Period							
			2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
403-10 (2018)	Number of Cases of Recordable Work-Related Ill Health									
	Employees	Case	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Contractors ²	Case	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case	0	0	0	0	0	0	0	0
	Bangkok	Case	0	0	0	0	0	0	0	0
	Other provinces	Case	0	0	0	0	0	0	0	0
	Occupational Diseases Rate (ODR) ¹									
	Employees	Case/1 million manhours	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
	Data coverage	% of revenue	0		0		0			
	Contractors ²	Case/1 million manhours	0		0		0		0	
			0	0	0	0	0	0	0	0
	Rayong	Case/1 million manhours	0	0	0	0	0	0	0	0
	Bangkok	Case/1 million manhours	0	0	0	0	0	0	0	0
	Other provinces	Case/1 million manhours	0	0	0	0	0	0	0	0
Occupational Health and Safety										
G4-OG13	Process Safety Events - Tier 1									
	Number per million hours worked	Number	0		0		0		1	
	By business activity: production	Number	0		0		0		1	
	By business activity: transportation	Number	0		0		0		0	
	By business activity: storage	Number	0		0		0		0	
	By business activity: other	Number	0		0		0		0	
	Data coverage	% of revenue	100		100		100		100	
	Target of tier 1 process safety events per million hours worked	Number	0		0		0		0	

¹ Occupation Disease Rate refers to Occupational Illness Frequency Rate (OIFR).

² Worker (excludes employees) refers to significant workers that are contractors.

Human Capital

GRI	Required Data	Unit	Data Collection Period								
			2022		2023		2024		2025		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Process Safety Events - Tier 2										
	Number per million hours worked	Number	0		0		0		0		
	By business activity: production	Number	0		0		0		0		
	By business activity: transportation	Number	0		0		0		0		
	By business activity: storage	Number	0		0		0		0		
	By business activity: other	Number	0		0		0		0		
	Data coverage	% of revenue	100		100		100		100		
-	Process safety incidents										
	Process safety incidents count (PSIC)	Case	NA		NA		NA		NA		
	Process safety total incident rate (PSTIR)	Number	NA		NA		NA		NA		
	Process safety incident severity rate (PSISR)	Number	NA		NA		NA		NA		
-	Transport incidents										
	Number of transport incidents	Case	NA		NA		NA		NA		
-	Safety training										
	Quantitative Number of staff trained on health and safety standards within the last year	Person	N/A		N/A		N/A		NA		

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
301-1 (2016)	Material					
	Total material used	Million tons	0.56	0.54	0.16	1.09
	Non renewable material	Million tons	0.55	0.52	0.16	1.09
	Renewable material	Million tons	0.01	0.01	0	0
301-2 (2016)	Recycled input materials used	%	2	2	2	NA
302-1 (2016)	Energy Consumption					
	Total energy consumed	MWh	1,987,500.77	1,717,466.63	540,182.18	1,041,708.57
	Percentage grid electricity	%	22.30	21.95	7.19	0.19
	Percentage renewable	%	0	0	0	0
	Total self-generated energy	MWh	NA	NA	NA	NA
	Total direct non-renewable energy consumption	MWh	1,282,749.50	930,536.91	11,853.97	426,118.30
	Natural gas	MWh	702,116.95	659,991.22	11,853.97	9,525.98
	LPG	MWh	681.99	NA	0	0
	Diesel	MWh	93.07	124.06	0	0
	Pyrolysis gas oil	MWh	0	0	0	0
	Recovered volatile (RV)	MWh	0	0	0	0
	Foul hexane	MWh	0	0	0	0
	Fuel oil	MWh	0	0	0	0
	Fuel gas	MWh	579,857.49	270,421.63	0	416,592.32
	Total indirect energy consumption by primary energy source	MWh	704,751.27	1,117,245.86	528,328.21	615,590.27
	Steam / heating / cooling and other energy (non-renewable) purchased for consumption	MWh	704,751.27	1,117,245.86	528,328.21	615,590.27
	Electricity (non-renewable) purchased	MWh	443,236.80	376,930.74	38,845.23	1,967.44
	Steam (non-renewable) purchased	MWh	261,514.47	740,315.12	489,482.98	613,622.83
	Cooling (non-renewable) purchased	MWh	0	0	0	0
	Total non-renewable energy sold	MWh	0	330,316.14	0	0
	Electricity sold	MWh	0	0	0	0
	Steam sold	MWh	0	330,316.14	0	0
	Return steam condensate sold	MWh	0	0	0	0
	Heating sold	MWh	0	0	0	0
	Cooling sold	MWh	0	0	0	0
	Total energy consumption within the organization from non-renewable sources	MWh	1,987,500.77	1,717,466.63	540,182.18	1,041,708.57
	Data coverage	% of production volume	100	100	100	100
305-7 (2016)	NOx, SOx, and Other Significant Air Emissions ¹					
	Volatile organic compounds (VOCs)	Tons VOCs	186	163	174	119
	Data coverage	% of production volume	100	100	100	100
	VOCs target at fiscal year	Tons VOCs	NA	NA	NA	NA

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ Standards, methodologies, source of emission factors and assumptions used are identified relevant regulations. The Air Emissions standards include Notification of Ministry of Industry, B.E. 2549 (2006), Re: Prescribing Quantity of Air Pollutant Emitted from Industrial Facilities, Notification of Natural Resources and Environment, B.E. 2549 (2006), Re: Establishment of Air Emissions Control Standard of Industrial Emissions, EIA or EHIA. The measurement approaches include direct and/or continuous measurement.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	VOCs intensity	Tons VOCs/ million tons production	154	160	150	112.99
	Nitrogen oxides (NOx) emissions	Tons NOx	63	40	55	31.64
	Data coverage	% of production volume	100	100	100	100
	NOx emissions target at fiscal year	Tons NOx	NA	NA	NA	NA
	NOx intensity	Tons NOx / million tons production	52	39	47	30.10
	Sulfur oxides (SOx) emissions	Tons SOx	16.79	17.09	17.09	0
	Data coverage	% of production volume	100	100	100	100
	SOx emissions target at fiscal year	Tons SOx	NA	NA	NA	NA
	SOx intensity	Tons SOx / million tons production	14	17	15	0
	Persistent organic pollutants (POP)	Tons POP	NA	NA	NA	NA
	Hazardous air pollutants (HAP)	Tons HAP	NA	NA	NA	NA
	Water Consumption					
303-5 (2018)	Withdrawal: Total municipal water supplies (or from other water utilities)	Million m ³	11.08	10.16	10.62	3.87
	Withdrawal: Fresh surface water	Million m ³	0	0	0	0
	Withdrawal: Fresh ground water	Million m ³	0	0	0	0
	Discharge: Water returned to extraction source at similar or higher quality as raw water extracted	Million m ³	NA	NA	NA	NA
	Water withdrawal (excluding salt water)	Million m ³	11.08	10.16	10.62	3.87
	Water discharge (excluding salt water)	Million m ³	4.89	4.36	4.74	0
	Total net fresh water consumption	Million m ³	6.19	5.80	5.89	3.87
	Percentage of Data coverage	% of production volume	100	100	100	100
	Target of total net fresh water consumption at fiscal year	Million m ³	NA	NA	NA	NA
	Total water consumption from all areas	Mega litres	NA	NA	NA	NA
	Total water consumption from areas with water stress	Mega litres	NA	NA	NA	NA
	Target of total net fresh water consumption in water-stressed areas at fiscal year	Million m ³	NA	NA	NA	NA
	Change in water storage, if water storage has been identified as having a significant water-related impact.	Mega litres	NA	NA	NA	NA
303-3 (2018)	Water Withdrawal					
	Total water withdrawal from all areas	Mega litres	11,075.32	10,161.38	10,624.27	3,871.54
	Fresh water (≤1,000 mg/L TDS ¹)	Mega litres	11,075.32	10,161.38	10,624.27	3,871.54
	Surface water	Mega litres	0	0	0	0
	Groundwater	Mega litres	0	0	0	0
	Seawater	Mega litres	0	0	0	0
	Produced water	Mega litres	0	0	0	0

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ TDS – Total dissolved solids

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Third-party water	Mega litres	11,075.32	10,161.38	10,624.27	3,871.54
	Other water (>1,000 mg/L TDS).	Mega litres	0	0	0	0
	Surface water	Mega litres	0	0	0	0
	Groundwater	Mega litres	0	0	0	0
	Seawater	Mega litres	0	0	0	0
	Produced water	Mega litres	0	0		
	Third-party water	Mega litres	0	0	0	0
	Total water withdrawal from all areas with water stress	Mega litres	0	0	0	0
	Fresh water ($\leq$ 1,000 mg/L TDS)	Mega litres	0	0	0	0
	Surface water	Mega litres	NA	NA	NA	NA
	Groundwater	Mega litres	NA	NA	NA	NA
	Seawater	Mega litres	NA	NA	NA	NA
	Produced water	Mega litres	NA	NA	NA	NA
	Third-party water	Mega litres	NA	NA	NA	NA
	Surface water	Mega litres	NA	NA	NA	NA
	Groundwater	Mega litres	NA	NA	NA	NA
	Seawater	Mega litres	NA	NA	NA	NA
	Produced water	Mega litres	NA	NA	NA	NA
	Other water (>1,000 mg/L TDS).	Mega litres	NA	NA	NA	NA
	Surface water	Mega litres	NA	NA	NA	NA
	Groundwater	Mega litres	NA	NA	NA	NA
	Seawater	Mega litres	NA	NA	NA	NA
	Produced water	Mega litres	NA	NA	NA	NA
	Third-party water	Mega litres	NA	NA	NA	NA
	Surface water	Mega litres	NA	NA	NA	NA
	Groundwater	Mega litres	NA	NA	NA	NA
	Seawater	Mega litres	NA	NA	NA	NA
	Produced water	Mega litres	NA	NA	NA	NA
-	Water consumption intensity	m ³ / ton production	NA	NA	NA	NA
	Water recycled	Mega litres	NA	NA	NA	NA
	Total Water recycled & water reused	Mega litres	NA	NA	NA	NA
		% of total water withdrawal	NA	NA	NA	NA
303-4 (2018)	Water Discharge ¹					
	Total water discharge to all areas	Mega litres	4,886.60	4,362.09	4,736.04	886.93
	Fresh water ($\leq$ 1,000 mg/L TDS)	Mega litres	0	0	0	0
	Surface water	Mega litres	NA	NA	NA	NA
	COD loading	Tons	NA	NA	NA	NA
	Groundwater	Mega litres	NA	NA	NA	NA
	Seawater	Mega litres	NA	NA	NA	NA
	COD loading	Tons	NA	NA	NA	NA
	Third-party water sent for use to other organizations	Mega litres	NA	NA	NA	NA

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ Treatment methods were Reverse Osmosis (R.O.) systems and biological treatment, and discharged water was not reused by another organization. In addition, information sources about the volume of water discharge include flow meters and regulatory permits.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	COD loading	Tons	NA	NA	NA	NA
	Other water (>1,000 mg/L TDS).	Mega litres	4,886.60	4,362.09	4,736.04	886.93
	Surface water	Mega litres	0	0	0	0
	COD loading	Tons	NA	NA	NA	NA
	Groundwater	Mega litres	0	0	0	NA
	Seawater	Mega litres	0	0	0	33.42
	COD loading	Tons	NA	NA	NA	1.13
	Third-party water sent for use to other organizations	Mega litres	4,887	4,362	4,736	853.51
	COD loading	Tons	155.48	156.25	169.2	25.75
	Total direct COD	Tons	1,410	1,246	169	26.88
	Percentage of data coverage	% of production volume	NA	NA	NA	NA
	Total direct COD target at fiscal year	Tons COD	NA	NA	1,180	NA
	Total water discharge to areas with water stress	Mega litres	0	0	0	0
	Fresh water (≤1,000 mg/L TDS)	Mega litres	0	0	0	0
	Other water (>1,000 mg/L TDS)	Mega litres	0	0	0	0
306-3 (2020)	Routine Waste Generation					
	Total waste generated	Tons	5,920.91	4,168.44	7,348.63	2,790.38
	Total hazardous waste generated (as defined by national legislation)	Tons	3,627.81	2,578.40	4,159.64	768.74
	Data coverage	% of production volume	100	100	100	100
	Total hazardous waste disposal target at fiscal year	Tons	NA	NA	NA	NA
	Total non-hazardous waste generated (as defined by national legislation)	Tons	2,293.09	1,590.03	3,189.00	2,021.65
	Data coverage	% of production volume	100	100	100	100
	Total Non-Hazardous Waste disposal target at fiscal year	Tons	NA	NA	NA	NA
306-4 (2020)	Total weight of waste diverted from disposal	Tons	2,551.54	1,755.59	3,954.12	2,107.93
	Total hazardous waste diverted from disposal	Tons	329.34	198.96	1,112.16	97.29
	Preparation for reuse	Tons	0	0	72.99	84.48
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	72.99	84.48
	Recycling	Tons	264.33	111.18	991.99	12.09
	Onsite	Tons	0	0	0	0
	Offsite	Tons	264.33	111.18	991.99	12.09
	Other recovery operations	Tons	65.01	87.78	47.18	0.72
	Onsite	Tons	0	0	0	0
	Offsite	Tons	65.01	87.78	47.18	0.72
	Percentage ¹ of hazardous waste recycled	% of hazardous waste recycled	9.08	7.72	26.74	12.66

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Total non-hazardous waste diverted from disposal ¹	Tons	2,222.20	1,556.64	2,841.96	2,010.64
	Preparation for reuse	Tons	447.05	358.07	691.71	548.29
	Onsite	Tons	0	0	0	0
	Offsite	Tons	447.05	358.07	691.71	548.29
	Recycling	Tons	1,775.15	1,198.57	2,150.25	1,462.35
	Onsite	Tons	0	0	0	0
	Offsite	Tons	1,775.15	1,198.57	2,150.25	1,462.35
	Other recovery operations	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
306-5 (2020)	Total weight of waste directed to disposal	Tons	3,369	2,413	3,394.51	682.46
	Total hazardous waste directed to disposal	Tons	3,298	2,379	3,047	671.45
	Incineration (with energy recovery)	Tons	950.27	885.27	2,839.83	653.01
	Onsite	Tons	0	0	0	0
	Offsite	Tons	950.27	885.27	2,839.83	653.01
	Incineration (without energy recovery)	Tons	2,341.80	1,491.58	207.54	0.01
	Onsite	Tons	0	0	0	0
	Offsite	Tons	2,341.80	1,491.58	207.54	0.01
	Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations (storage in packing or containers (used battery))	Tons	6.41	2.60	0.10	18.43
	Onsite	Tons	0	0	0	0
	Offsite	Tons	6.41	2.60	0.10	18.43
	Total non-hazardous waste directed to disposal	Tons	70.89	33.40	347.04	11.01
	Incineration (with energy recovery)	Tons	41.71	33.02	344.54	0.02
	Onsite	Tons	0	0	0	0
	Offsite	Tons	41.71	33.02	344.54	0.02
	Incineration (without energy recovery)	Tons	0.17	0.38	0.50	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0.17	0.38	0.50	0
	Secured Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations (Land reclamation)	Tons	29.02	0	2	10.99
	Onsite	Tons	0	0	0	0
	Offsite	Tons	29.02	0	2	10.99
-	Municipal waste to sanitary landfill	Tons	479.54	368.37	320.16	161.23
306-3	Non-routine Waste Generation ²					

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ As fully complied with the waste disposal defined by Notification of the Ministry of Industry Re: Disposal of Wastewater or Unused Materials 2005, GC transfers all waste to external waste disposers for direct disposal (Off-site) only.

² Non-routine waste generation includes: 1) Waste from large construction as defined by the EIA 2) Spills 3) Waste from emergency/ unplanned shutdown

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
(2020)	Total waste generated	Tons	41,524	7,244.57	234.50	524.92
	Hazardous waste generated (as defined by national legislation)	Tons	970	2,003.70	204.35	27.78
	Total non-hazardous waste generated (as defined by national legislation)	Tons	40,554	5,240.87	30.15	497.14
306-4 (2020)	Total hazardous waste diverted from disposal	Tons	31	446.68	204.35	0.45
	Preparation for reuse	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Recycling	Tons	31	338.91	204.35	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	31	338.91	204.35	0
	Other recovery operations	Tons	0	107.77	0	0.45
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	107.77	0	0.45
	Percentage of hazardous waste recycled	% of hazardous waste recycled	3	22	100	1.62
	Total non-hazardous waste diverted from disposal ¹	Tons	3,647	1.39	0	497.14
	Preparation for reuse	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Recycling	Tons	3,647	1.39	0	84.97
	Onsite	Tons	0	0	0	0
	Offsite	Tons	3,647	1.39	0	84.97
	Other recovery operations ²	Tons	0	0	0	412.17
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	412.17
306-5 (2020)	Total hazardous waste directed to disposal	Tons	939	1,557.02	0	27.33
	Incineration (with energy recovery)	Tons	939	1,485.99	0	26.23
	Onsite	Tons	0	0	0	0
	Offsite	Tons	939	1,485.99	0	26.23
	Incineration (without energy recovery)	Tons	0	71.03	0	1.10
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	71.03	0	1.10
	Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ As fully complied with the waste disposal defined by Notification of the Ministry of Industry Re: Disposal of Wastewater or Unused Materials 2005, GC transfers all waste to external waste disposers for direct disposal (off-site) only.

² Other recovery operation includes reclamation of metal compounds and residues from treatment operations and concrete composition from construction and demolition (bricks, wood, glass, metals, plastic, solvents, asbestos and excavated soil) and residues waste for animal feeds.

Natural Capital*

GRI	Required Data	Unit	Data Collection Period			
			2022	2023	2024	2025
	Offsite	Tons	0	0	0	0
	Total weight of non-hazardous waste directed to disposal	Tons	36,907	5,239.48	30.15	0
	Incineration (with energy recovery)	Tons	0	2.26	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	2.26	0	0
	Incineration (without energy recovery)	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Landfilling	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Municipal waste	Tons	0	0	0	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	0
	Other disposal operations	Tons	36,907	5,237.22	30.15	0
	Onsite	Tons	0	0	0	0
	Offsite	Tons	36,907	5,237.22	30.15	0
306-3 (2016)	Spills					
	Oil spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered ¹	m ³	0	0	0	0
	Fuel spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered	m ³	0	0	0	0
	Waste spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered	m ³	0	0	0	0
	Chemical spills	Case	0	0	0	0
		m ³	0	0	0	0
	Volume of spill recovered	m ³	0	0	0	0
-	Environmental Violations					
	Number of violations of legal obligations/ regulations	Number	0	0	0	0
	Amount of fines/penalties related to the above	Million baht	0	0	0	0
	Environmental liability accrued at year end	Number	0	0	0	0
	Total actual and opportunity costs (e.g. forgone income) from water-related incidents	Baht	0	0	0	0
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	0	0	0	0
	Operational Eco-Efficiency					
-	Denominator - Production / Revenues					
	Total production volume ¹	Million tons	1.05	0.84	0.81	0.99

* In 2025, natural capital related performances have been subjected to recalculate. Thus, there were changes in 2022-2024 performances.

¹ In 2025, Total production volume have been subjected to recalculate due to GC ceased operations of PTT Asahi Chemical Company Limited (PTTAC). Thus, there were changes in 2022-2024 performances.



LRQA Independent Assurance Statement

Relating to PTT Global Chemical Public Company Limited's for the Integrated Sustainability Report for the calendar year 2025

This Assurance Statement has been prepared for PTT Global Chemical Public Company Limited in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA Group Limited (LRQA) was commissioned by PTT Global Chemical Public Company Limited (PTTGC), to provide independent assurance on its Integrated Sustainability Report for the calendar year 2025 ("the report") against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier using LRQA's verification procedure. LRQA's verification procedure is based on current best practice, is in accordance with ISAE 3000 (revised) and uses the following principles of inclusivity, materiality, responsiveness, impact, and reliability of performance data.

Our assurance engagement covered PTTGC's operations and activities in Thailand and specifically the following requirements:

- Confirming that the report is in accordance with the GRI Standards.
- Reviewing the double material assessment and Activities, value and other business relationships (GRI 2-6).
- Evaluating the reliability of data and information for selected specific standard disclosures:
Energy consumption within the organization (GRI 302-1); Energy intensity (GRI 302-3); Water withdrawal, discharge – included COD load and consumptions (GRI 303-3 to 5); SO_x, NO_x and other significant air emissions (GRI 305-7); Waste generated, diverted from disposal and directed to disposal (GRI 306-3 to 5); Negative environmental impacts in the supply chain and actions taken (GRI 308-2); Type of injury and rates of injury as LTIFR, occupational diseases, lost days and total number of work-related fatalities (GRI 403-9 and 10), Total number of Tier 1 and Tier 2 process safety events (GRI 11.8.3), and Ratio of basic salary and remuneration of women to men (GRI 405-2) and Negative social impacts in the supply chain and actions taken (GRI 414-2), OGSS OG13 : Number of Process Safety Event.

Our assurance engagement excluded the data and information of PTTGC's operations and activities outside of Thailand.

LRQA's responsibility is only to PTTGC. LRQA disclaims any liability or responsibility to others as explained in the end footnote. PTTGC'S responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by and remains the responsibility of PTTGC.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that PTTGC has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as no errors or omissions were detected
- Covered all the issues that are important to the stakeholders and readers of this Report.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

***Note:** The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.*

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing PTTGC'S approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this by interviewing PTTGC's Management who engage with stakeholder groups as well as reviewing documents and associated records.



- Reviewing PTTGC's process for identifying and determining material issues to confirm that the right issues were included in their Report. We also tested the filters used in determining material issues to evaluate whether PTTGC makes informed business decisions that may create opportunities that contribute towards sustainable development.
- Auditing PTTGC's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Confirming the reliability of the selected specific standards' data by sampling evidence at Olefin business units of GC2(UT and OLE1), Jetty and buffer tank farm of GC7, Aromatic tank farm of GC8, Aromatics plant of GC4, Phenol plant of GC18, Polyol plant of GC Polyol, Maintenance and Engineering Services of GCME and Subsidiary operations (Thai PET resin) in Rayong, Thailand.

Note: LRQA did not verify the data back to its original sources, nor did it assess the accuracy and completeness of the data reported by individual locations.

Observations

Further observations and findings, made during the assurance engagement, are:

- Stakeholder inclusivity:
We are not aware of any key stakeholder groups that have been excluded from PTTGC's stakeholder engagement process.
- Materiality:
PTTGC has processes in place for identifying and evaluating their material issues derived from stakeholder engagement, peer review, and the corporate's business risk profile.
- Responsiveness:
PTTGC has processes in place to response to various stakeholder groups in a variety of ways.
- Impact:
We believe that PTTGC should ensure the financial risk assessment does not compromise the priority of ESG impact in all relevant issues.
- Reliability:
We believe that PTTGC should continue to apply actual measured data from off gas consumption to further reduce data inaccuracies and enhance data reliability in future reports.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification audits is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification, together with the ISO 14064-1 assurance engagement is the only work undertaken by LRQA for PTTGC and as such does not compromise our independence or impartiality.

Opart Charuratana

Dated: 17 February 2026

LRQA Lead Verifier

On behalf of LRQA (Thailand) Limited.

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