

# Governance and Economic Performance

| Revenue   |                                             |             |            |            |            |            |
|-----------|---------------------------------------------|-------------|------------|------------|------------|------------|
| Indicator | Material Aspect                             | Unit        | 2022       | 2023       | 2024       | 2025       |
| GRI 201-1 | Revenue from sales and service <sup>1</sup> | million THB | 328,017.36 | 385,853.02 | 589,877.43 | 507,569.88 |
|           | Total revenue <sup>1</sup>                  | million THB | 329,871.06 | 388,632.44 | 594,200.29 | 512,350.28 |
|           | Net Profit                                  | million THB | 15,152.48  | 11,908.38  | 4,040.30   | 2,444.90   |
|           | EBITDA                                      | million THB | 44,724.00  | 41,680.00  | 40,409.05  | 35,753.17  |

| Expenditure for income distribution to stakeholders |                                                                          |             |            |            |            |            |
|-----------------------------------------------------|--------------------------------------------------------------------------|-------------|------------|------------|------------|------------|
| Indicator                                           | Material Aspect                                                          | Unit        | 2022       | 2023       | 2024       | 2025       |
| GRI 201-1                                           | Operating expenses <sup>1</sup>                                          | million THB | 281,748.69 | 352,114.90 | 560,039.17 | 479,347.49 |
|                                                     | Interest expenses paid to financial institution creditors and debentures | million THB | 2,975.74   | 3,947.09   | 5,515.77   | 4,816.68   |
|                                                     | Tax payment to government and local authorities                          | million THB | 26,028.27  | 26,722.83  | 37,386.59  | 54,560.75  |
|                                                     | Financial supports for membership of associations                        | million THB | 3.20       | 3.73       | 4.93       | 13.23      |
|                                                     | Community and social development                                         | million THB | 25.68      | 68.36      | 72.93      | 48.80      |
|                                                     | Donation to society and schools                                          | million THB | 6.20       | 5.24       | 17.92      | 18.41      |
|                                                     | Dividend payment to shareholders                                         | million THB | 3,054.70   | 2,055.91   | 2,889.64   | 619.60     |
|                                                     |                                                                          | THB/share   | 2.25       | 1.50       | 2.10       | 0.45       |
|                                                     | Wages and employee benefits                                              | million THB | 6,867.96   | 8,464.76   | 8,853.26   | 9,459.87   |

**Remarks:**

1. The subsidy from oil fuel fund has been categorised within the Revenue from sales and service since 2022.

| Supply chain management |                                                                  |             |          |          |          |          |
|-------------------------|------------------------------------------------------------------|-------------|----------|----------|----------|----------|
| Indicator               | Material Aspect                                                  | Unit        | 2022     | 2023     | 2024     | 2025     |
| GRI 204-1               | Local purchases of goods and services <sup>1</sup>               | million THB | 5,688.43 | 3,838.00 | 3,355.00 | 3,920.00 |
|                         | Percentage of local purchases of goods and services <sup>1</sup> | %           | 93       | 92       | 96       | 97       |

**Remarks:**

1. Purchasing of non-hydrocarbon goods and services in Thailand.

| Compliance with laws and regulations |                                                                                                               |      |      |      |      |      |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------|------|------|------|------|------|
| Indicator                            | Material Aspect                                                                                               | Unit | 2022 | 2023 | 2024 | 2025 |
| GRI 417-3                            | <b>Incidents of non-compliance regarding marketing communications</b>                                         |      |      |      |      |      |
|                                      | Significant case of non-compliance in marketing communication laws                                            | case | 0    | 0    | 0    | 0    |
| GRI 2-27                             | <b>Incidents of non-compliance with laws and regulations in the social, economic, and environmental areas</b> |      |      |      |      |      |
|                                      | Significant case associated with economic and social law violation                                            | case | 0    | 0    | 0    | 0    |
|                                      | Significant case associated with environment law violation                                                    | case | 0    | 0    | 0    | 0    |

| Corporate income tax (Bangchak Corporation PCL) (unit: million THB) |                             |                     |               |        |         |         |         |                 |         |         |         |         |                                   |         |         |        |        |                                   |       |       |       |        |                                 |       |       |       |       |     |
|---------------------------------------------------------------------|-----------------------------|---------------------|---------------|--------|---------|---------|---------|-----------------|---------|---------|---------|---------|-----------------------------------|---------|---------|--------|--------|-----------------------------------|-------|-------|-------|--------|---------------------------------|-------|-------|-------|-------|-----|
| Indicator                                                           | Tax jurisdiction            | Number of employees | Revenue       |        |         |         |         |                 |         |         |         |         | Profit / (loss) before income tax |         |         |        |        | Income tax paid (on a cash basis) |       |       |       |        | Income tax expense current year |       |       |       |       |     |
|                                                                     |                             |                     | Related party |        |         |         |         | Unrelated party |         |         |         |         | Total                             |         |         |        |        | income tax                        |       |       |       |        | Income tax paid                 |       |       |       |       |     |
|                                                                     |                             |                     | 2024          | 2025   | 2022    | 2023    | 2024    | 2025            | 2022    | 2023    | 2024    | 2025    | 2022                              | 2023    | 2024    | 2025   | 2022   | 2023                              | 2024  | 2025  | 2022  | 2023   | 2024                            | 2025  |       |       |       |     |
|                                                                     | Thailand                    | 6,596               | 6,442         | 73,173 | 69,920  | 156,761 | 147,214 | 237,935         | 311,748 | 460,724 | 402,274 | 311,108 | 381,668                           | 617,441 | 549,488 | 21,173 | 13,419 | (5,665)                           | 434   | 1,192 | 1,186 | 2,343  | 1,376                           | 115   | 1,864 | 259   | 334   |     |
|                                                                     | Japan                       | -                   | -             | 571    | 620     | 60      | -       | 1,048           | 1,130   | 524     | -       | 1,619   | 1,750                             | 583     | -       | (55)   | 717    | 96                                | -     | (6)   | 108   | 66     | -                               | 82    | 117   | 8     | -     |     |
|                                                                     | Singapore                   | 16                  | 16            | 76,827 | 104,305 | 246,890 | 190,942 | 53,684          | 54,703  | 97,438  | 79,821  | 130,511 | 159,008                           | 344,322 | 270,763 | 808    | 2,329  | 2,370                             | 944   | 41    | 162   | 86     | 118                             | 149   | 177   | 131   | 160   |     |
|                                                                     | The Netherlands             | -                   | -             | -      | -       | -       | -       | -               | -       | -       | -       | -       | -                                 | -       | -       | (5)    | (5)    | (5)                               | (8)   | -     | -     | -      | -                               | -     | -     | -     | -     |     |
| GRI 207-4                                                           | Norway                      | 488                 | 538           | -      | -       | -       | -       | 24,720          | 30,246  | 39,512  | 28,470  | 24,720  | 30,246                            | 39,512  | 28,470  | 11,787 | 3,641  | 14,961                            | (849) | 8,273 | 4,121 | 10,455 | 5,996                           | 1,683 | 7,237 | 9,807 | 1,615 |     |
|                                                                     | Taiwan                      | 7                   | 7             | 12     | 15      | 18      | 36      | -               | -       | 9       | 2       | 12      | 15                                | 27      | 38      | (37)   | (20)   | (379)                             | (62)  | -     | -     | -      | -                               | -     | -     | -     | -     |     |
|                                                                     | Laos                        | 8                   | 8             | 7      | 10      | 10      | 9       | 1,180           | 817     | 1,256   | 1,310   | 1,187   | 827                               | 1,267   | 1,319   | 80     | (12)   | 202                               | 482   | (38)  | 1     | 8      | 20                              | 1     | 8     | 15    | 34    |     |
|                                                                     | The United State of America | 1                   | 1             | -      | -       | -       | -       | -               | -       | 390     | 29      | -       | -                                 | -       | 390     | 29     | -      | 236                               | 1,274 | (18)  | -     | -      | 166                             | 95    | -     | -     | 116   | 103 |
|                                                                     | The United Arab Emirates    | -                   | 1             | -      | -       | -       | -       | -               | -       | -       | -       | 1,431   | -                                 | -       | -       | 1,431  | -      | -                                 | (3)   | -     | -     | -      | 5                               | -     | -     | -     | -     |     |



# Environmental Performance

| Energy Consumption |                                                           |                            |                                       |              |               |               |
|--------------------|-----------------------------------------------------------|----------------------------|---------------------------------------|--------------|---------------|---------------|
| Indicator          | Material Aspect                                           | Unit                       | Bangchak Corporation PCL <sup>1</sup> |              |               |               |
|                    |                                                           |                            | 2022                                  | 2023         | 2024          | 2025          |
| GRI 301-1          | Raw materials used                                        |                            |                                       |              |               |               |
|                    | Total raw materials used                                  | tonne                      | 8,440,006.03                          | 8,033,064.18 | 10,568,568.32 | 11,338,088.37 |
|                    | • Renewable materials                                     | tonne                      | 384,790.11                            | 370,516.40   | 401,488.01    | 341,896.45    |
|                    | • Non-renewable materials                                 | tonne                      | 8,055,215.91                          | 7,662,547.78 | 10,167,080.31 | 10,996,191.91 |
| GRI 2-6            | Product sales and transportation                          |                            |                                       |              |               |               |
|                    | Products sales                                            | ML                         | 13,190.74                             | 13,431.64    | 17,222.21     | 17,695.80     |
|                    | Product trasportation                                     | ML                         |                                       |              |               |               |
| GRI 302-1          | Energy consumption within the organization <sup>2,3</sup> |                            |                                       |              |               |               |
|                    | Net energy consumption                                    | TJ                         | 13,687.68                             | 13,647.46    | 13,605.10     | 14,507.58     |
|                    |                                                           | MWh                        | 3,802,162.54                          | 3,790,992.60 | 3,779,223.36  | 4,029,883.43  |
|                    | Total non-renewable energy consumption                    | TJ                         | 13,687.60                             | 13,647.39    | 13,605.04     | 14,507.53     |
|                    |                                                           | MWh                        | 3,802,142.27                          | 3,790,973.21 | 3,779,208.19  | 4,029,869.86  |
|                    | Total stationary combustion                               | TJ                         | 13,640.78                             | 13,590.41    | 13,534.78     | 14,453.60     |
|                    |                                                           | MWh                        | 3,789,136.27                          | 3,775,145.47 | 3,759,690.69  | 4,014,888.60  |
|                    | Total stationary combustion                               | TJ                         | 13,632.88                             | 13,583.65    | 13,528.30     | 14,449.96     |
|                    | • Fuel gas and LPG                                        | TJ                         | 5,080.25                              | 4,942.27     | 4,379.36      | 10,349.04     |
|                    | • Natural gas                                             | TJ                         | 8,552.13                              | 8,640.92     | 9,148.45      | 4,100.54      |
|                    | • Other fuels                                             | TJ                         | 0.49                                  | 0.46         | 0.49          | 0.38          |
|                    | Total mobile combustion                                   | TJ                         | 7.90                                  | 6.76         | 6.48          | 3.64          |
|                    | • Mobile fuel                                             | TJ                         | 7.90                                  | 6.76         | 6.48          | 3.64          |
|                    | Total electricity and steam consumption                   | TJ                         | 46.82                                 | 56.98        | 70.26         | 53.93         |
|                    |                                                           | MWh                        | 13,006.00                             | 15,827.61    | 19,517.49     | 14,981.26     |
|                    | • Electricity                                             | TJ                         | 46.82                                 | 56.98        | 70.26         | 53.93         |
|                    | Total renewable energy consumption                        | TJ                         | 0.07                                  | 0.07         | 0.05          | 0.05          |
|                    |                                                           | MWh                        | 20.27                                 | 19.39        | 15.17         | 13.57         |
|                    | • Wind and solar energy                                   | TJ                         | 0.07                                  | 0.07         | 0.05          | 0.05          |
|                    | Total energy sold                                         | TJ                         | 0.00                                  | 0.00         | 0.00          | 0.00          |
|                    |                                                           | MWh                        | 0.00                                  | 0.00         | 0.00          | 0.00          |
|                    | Electricity consumption intensity                         | kWh/tonne of raw materials | 1.54                                  | 1.97         | 1.85          | 1.32          |
|                    | Energy consumption intensity                              | MWh/tonne of raw materials | 0.45                                  | 0.47         | 0.36          | 0.36          |
| GRI 302-3          | Energy Consumption for Production (%FOEB)                 |                            |                                       |              |               |               |
|                    | Energy Consumption for Production (%FOEB)                 | % FOEB                     | 4.83                                  | 4.90         | 5.20          | 5.11          |

**Remarks:**

1. The reporting data of Bangchak Corporation PCL covers the areas of operation under the company's direct control, excluding subsidiaries.

2. Conversion of fuel to energy by applying heating value provided by the Department of Alternative Energy Development and Efficiency.

3. Transporting finished petroleum products is included in the refinery business's downstream transportation and distribution, excluding heavy fuel oil and lubricant transportation.

| GHG emissions                                         |                              |                                                                         |                    |                                          |              |              |              |
|-------------------------------------------------------|------------------------------|-------------------------------------------------------------------------|--------------------|------------------------------------------|--------------|--------------|--------------|
| Indicator                                             | Material Aspect              |                                                                         | Unit               | Bangchak Corporation PCL <sup>1, 2</sup> |              |              |              |
|                                                       |                              |                                                                         |                    | 2022                                     | 2023         | 2024         | 2025         |
| GRI305-1                                              | Operational control approach | Total direct GHG emission (scope 1) <sup>5-7, 10-11, 13</sup>           |                    |                                          |              |              |              |
|                                                       |                              | Total direct GHG emission (scope 1)                                     | tCO <sub>2</sub> e | 931,381.93                               | 940,847.78   | 976,280.59   | 907,297.18   |
|                                                       |                              | • CO <sub>2</sub>                                                       | tCO <sub>2</sub> e | 928,859.37                               | 938,485.10   | 973,768.69   | 904,739.95   |
|                                                       |                              | • CH <sub>4</sub> and fugitive CH <sub>4</sub>                          | tCO <sub>2</sub> e | 2,046.41                                 | 1,993.62     | 1,935.79     | 2,048.51     |
|                                                       |                              |                                                                         | tonne              | 68.22                                    | 66.45        | 64.51        | 68.28        |
|                                                       |                              | • CH <sub>4</sub>                                                       | tCO <sub>2</sub> e | 413.81                                   | 412.84       | 410.38       | 545.03       |
|                                                       |                              |                                                                         | tonne              | 13.80                                    | 13.76        | 13.66        | 14.59        |
|                                                       |                              | • Fugitive CH <sub>4</sub>                                              | tCO <sub>2</sub> e | 1,632.60                                 | 1,580.77     | 1,525.42     | 1,503.48     |
|                                                       |                              |                                                                         | tonne              | 54.42                                    | 52.69        | 50.85        | 53.70        |
|                                                       |                              | • N <sub>2</sub> O                                                      | tCO <sub>2</sub> e | 370.20                                   | 367.67       | 365.90       | 388.99       |
|                                                       |                              | • Hydrofluorocarbon (HFC)                                               | tCO <sub>2</sub> e | 105.76                                   | 1.29         | 210.08       | 119.24       |
|                                                       |                              | • Other biogenic (CH <sub>4</sub> and N <sub>2</sub> O)                 | tCO <sub>2</sub> e | 0.18                                     | 0.11         | 0.12         | 0.48         |
|                                                       |                              | Direct GHG emission (separately reporting)                              | tCO <sub>2</sub> e | 52.32                                    | 192.98       | 720.97       | 31.23        |
| GRI305-2                                              | Operational control approach | Total Indirect GHG emission (scope 2) <sup>5, 8, 10, 13</sup>           |                    |                                          |              |              |              |
|                                                       |                              | Total Indirect GHG emission (scope 2)                                   | tCO <sub>2</sub> e | 5,843.94                                 | 7,074.94     | 8,612.34     | 6,232.21     |
|                                                       |                              | Total Indirect GHG emission (scope 2) (Location-based)                  | tCO <sub>2</sub> e | 5,843.94                                 | 7,074.94     | 8,612.34     | 6,232.21     |
|                                                       |                              | Total Indirect GHG emission (scope 2) (Market-based)                    | tCO <sub>2</sub> e | 5,843.94                                 | 7,074.94     | 8,612.34     | 6,232.21     |
| GRI305-1<br>GRI305-2                                  | Operational control approach | Total GHG emission (scope 1 and 2)                                      | tCO <sub>2</sub> e | 937,225.87                               | 947,922.72   | 984,892.94   | 913,529.39   |
| GHG intensity                                         |                              |                                                                         |                    |                                          |              |              |              |
| GHG intensity (scope 1 and 2) of production processes |                              | tCO <sub>2</sub> e/tonne of raw materials                               | 0.11               | 0.12                                     | 0.09         | 0.08         |              |
| GHG intensity (scope 1 and 2) of office buildings     |                              | tCO <sub>2</sub> e/m <sup>2</sup>                                       |                    | 0.08                                     | 0.09         | 0.09         |              |
| GRI305-5                                              | Operational control approach | Reduction of GHG emissions                                              |                    |                                          |              |              |              |
|                                                       |                              | Reduction of GHG emissions                                              | tCO <sub>2</sub> e | 3,531.85                                 | 12,101.63    | 2,406.41     | 48,571.07    |
| GRI305-3                                              | Operational control approach | Other relevant indirect GHG emission (scope 3) <sup>3-5, 9, 11-13</sup> |                    |                                          |              |              |              |
|                                                       |                              | Other relevant indirect GHG emission (scope 3)                          | tCO <sub>2</sub> e | 3,120,812.01                             | 4,431,753.23 | 4,611,367.38 | 6,919,360.81 |
|                                                       |                              | • Upstream activities                                                   | tCO <sub>2</sub> e | 570,047.08                               | 1,880,686.60 | 1,898,591.80 | 2,117,139.51 |
|                                                       |                              | • Purchased goods and services                                          | tCO <sub>2</sub> e | 1,407.78                                 | 1,372,632.91 | 1,125,034.06 | 1,290,724.91 |
|                                                       |                              | • Upstream transportation and distribution                              | tCO <sub>2</sub> e | 568,639.30                               | 440,453.88   | 703,251.13   | 805,811.56   |
|                                                       |                              | • Waste generated in operations                                         | tCO <sub>2</sub> e |                                          | 67,454.64    | 70,097.68    | 20,458.86    |
|                                                       |                              | • Business Travel                                                       | tCO <sub>2</sub> e |                                          | 145.17       | 208.92       | 144.18       |
|                                                       |                              | • Downstream activities                                                 | tCO <sub>2</sub> e | 2,550,764.93                             | 2,551,066.63 | 2,712,775.58 | 4,802,221.30 |
|                                                       |                              | • Downstream transportation and distribution                            | tCO <sub>2</sub> e | 32,147.71                                | 39,233.27    | 70,714.72    | 94,559.06    |
|                                                       |                              | • Use of sold products                                                  | tCO <sub>2</sub> e | 2,518,617.22                             | 2,511,833.36 | 2,642,060.86 | 4,707,662.23 |
|                                                       |                              | • End-of-life treatment of sold products                                | tCO <sub>2</sub> e |                                          |              |              |              |
|                                                       |                              | Other relevant indirect GHG emission (scope 3) (separately reporting)   | tCO <sub>2</sub> e |                                          | 375,700.74   | 159,913.63   | 218,636.92   |

**Remarks:**

1. The reporting data of Bangchak Corporation PCL covers the areas of operation under the company's direct control, excluding subsidiaries.
2. The reporting boundary of GHG emissions has been expanded to Bang Pa-in and Surat Thani Oil Depot since 2023.
3. The reporting boundary of scope 3 emissions has been expanded to crude oil purchasing and business travel activities since 2023. The GHG calculation of business travelling based the ICAO Carbon Emissions Calculator (ICEC) principle.
4. The reporting boundary of scope 3 emissions under the Use of Sold Products category has been expanded to cover the use of products sold to industrial businesses and end users beyond service station sales since 2025.
5. The report of scope 1, 2, and 3 emissions data are calculated by using the BCP GHG calculation tool following IPCC 2006.
6. The emission factors from IPCC 2006 and API Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry 2009 are used for scope 1 emissions
7. In 2025, the methodology for calculating the Scope 1 greenhouse gas emission factor for the Bangchak Phra Khanong refinery process was revised to account for the proportion of each gas in the energy sources used. This improvement enhanced calculation accuracy and resulted in a 9.3% reduction in Scope 1 greenhouse gas emissions from the process when compared with the previous methodology (Disclosure 2-4).
8. The emission factors from Energy Policy and Planning Office, Ministry of Energy, Thailand (EPPPO) are used for scope 2 emissions calculation.
9. The emission factors from Thailand Greenhouse Gas Management Organization (TGO), IPCC, and Thai National LCI Database are used for scope 3 emissions calculation.
10. Conversion of fuel to energy by applying heating value provided by the Department of Alternative Energy Development and Efficiency.
11. Global Warming Potential (GWP) values are based on the Fifth Assessment Report (AR5) of the Greenhouse Gas Protocol.
12. Transporting finished petroleum products is included in the refinery business's downstream transportation and distribution, excluding heavy fuel oil and lubricant transportation.
13. The gases included in the green house gas calculation are CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFC.

| Air Emission <sup>6</sup> |                                                     |                                                |                          |          |          |          |
|---------------------------|-----------------------------------------------------|------------------------------------------------|--------------------------|----------|----------|----------|
| Indicator                 | Material Aspect                                     | Unit                                           | Bangchak Corporation PCL |          |          |          |
|                           |                                                     |                                                | 2022                     | 2023     | 2024     | 2025     |
| GRI 305-7                 | Nitrogen oxides (NO <sub>x</sub> ) <sup>1</sup>     |                                                |                          |          |          |          |
|                           | NO <sub>x</sub> (combustion)                        | tonne                                          | 506.11                   | 526.79   | 279.34   | 776.61   |
|                           | Target (control limit)                              | tonne                                          | 1,000.00                 | 1,000.00 | 1,000.00 | 800.00   |
|                           | Intensity of NO <sub>x</sub>                        | tonne/ thousand tonne of crude oil             | 0.087                    | 0.092    | 0.053    | 0.132    |
|                           | Sulfur dioxide (SO <sub>2</sub> ) <sup>1</sup>      |                                                |                          |          |          |          |
|                           | SO <sub>2</sub> (combustion)                        | tonne                                          | 45.25                    | 38.95    | 23.42    | 30.95    |
|                           | Target (control limit)                              | tonne                                          | 1,000.00                 | 1,000.00 | 1,000.00 | 250.00   |
|                           | Intensity of SO <sub>2</sub>                        | tonne/ thousand tonne of crude oil             | 0.008                    | 0.007    | 0.004    | 0.005    |
|                           | Total Suspended Particulate (TSP) <sup>1</sup>      |                                                |                          |          |          |          |
|                           | TSP PM10 (combustion)                               | tonne                                          | 7.54                     | 15.35    | 5.03     | 16.75    |
|                           | Target (control limit)                              | tonne                                          | 200.00                   | 200.00   | 200.00   | 50.00    |
|                           | Intensity of TSP                                    | tonne/ thousand tonne of crude oil             | 0.001                    | 0.003    | 0.001    | 0.003    |
|                           | Hydrogen sulfide (H <sub>2</sub> S) <sup>1</sup>    |                                                |                          |          |          |          |
|                           | H <sub>2</sub> S (SRU/TGTU Stack)                   | tonne                                          | 2.22                     | 6.62     | 10.65    | 9.37     |
|                           | Target (control limit)                              | tonne                                          | 20.00                    | 20.00    | 20.00    | 10.00    |
|                           | Intensity of H <sub>2</sub> S                       | tonne/ thousand tonne of crude oil             | 0.000                    | 0.001    | 0.002    | 0.002    |
|                           | Volatile Organic Compound (VOCs) <sup>2, 3, 4</sup> |                                                |                          |          |          |          |
|                           | VOCs inventory <sup>2, 3</sup>                      | tonne                                          | 480.21                   | 356.50   | 498.07   | 318.91   |
|                           | Fugitive VOCs <sup>4</sup>                          | tonne                                          | 2.99                     | 2.90     | 2.98     | 3.78     |
|                           | Target (control limit)                              | tonne                                          | 500.00                   | 500.00   | 600.00   | 600.00   |
|                           | Intensity of Fugitive VOCs                          | tonne/ thousand tonne of crude oil             | 0.001                    | 0.001    | 0.001    | 0.001    |
|                           | Flared hydrocarbon <sup>5</sup>                     |                                                |                          |          |          |          |
|                           | Flared hydrocarbon                                  | kL                                             | 1,327.24                 | 814.94   | 2,065.30 | 1,497.66 |
|                           |                                                     | Nm <sup>3</sup>                                | 0.27                     | 0.22     | 1.10     | 0.66     |
|                           | Flared hydrocarbon per total product produced       | Nm <sup>3</sup> /million barrel oil equivalent | 0.003                    | 0.003    | 0.010    | 0.006    |
|                           | Vented hydrocarbon <sup>7</sup>                     |                                                |                          |          |          |          |
|                           | Vented hydrocarbon                                  | Nm <sup>3</sup>                                | N/A                      | N/A      | N/A      | N/A      |
|                           | Vented hydrocarbon per total product produced       | Nm <sup>3</sup> /million barrel oil equivalent | N/A                      | N/A      | N/A      | N/A      |

**Remarks:**

1. Calculated from production capacity using a third-party entity.
2. Include VOC Inventory from combustion, flare, tank, marketing and terminal, and wastewater.
3. Use emission factors from AP 42-US EPA, for VOC inventory calculation from combustion, flare, and marketing and terminal. Tank 4 program and Water 9 program are used as tools for VOC inventory calculation from tank and wastewater respectively.
4. Calibrated measurement tools
5. Include flared hydrocarbon from Plant 2, 3, 4.
6. The reporting boundary of air emissions has been expanded to the Oil Depot at Bang Pa Inn in 2024. In addition, reporting of VOC emissions from product transportation by road has been included in 2025.
7. N/A means not applicable.

| Water Management    |                                                                                       |            |                                         |       |       |       |
|---------------------|---------------------------------------------------------------------------------------|------------|-----------------------------------------|-------|-------|-------|
| Indicator           | Material Aspect                                                                       | Unit       | Bangchak Corporation PCL <sup>1,2</sup> |       |       |       |
|                     |                                                                                       |            | 2022                                    | 2023  | 2024  | 2025  |
| GRI 303-3<br>(2018) | Total water withdrawal                                                                |            |                                         |       |       |       |
|                     | Total water withdrawal (excluding seawater and brine water from crude oil extraction) | million m3 | 2.344                                   | 2.796 | 2.767 | 3.124 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 2.334                                   | 2.714 | 2.735 | 3.030 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.010                                   | 0.082 | 0.032 | 0.094 |
|                     | Total water withdrawal (including seawater and brine water from crude oil extraction) | million m3 | 2.383                                   | 2.807 | 2.772 | 3.140 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 2.334                                   | 2.714 | 2.735 | 3.030 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.049                                   | 0.093 | 0.038 | 0.109 |
|                     | Total water withdrawal by source                                                      |            |                                         |       |       |       |
|                     | Surface water <sup>3</sup>                                                            | million m3 | 0.147                                   | 0.165 | 0.119 | 0.531 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.136                                   | 0.083 | 0.087 | 0.437 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.010                                   | 0.082 | 0.032 | 0.094 |
|                     | Groundwater <sup>4</sup>                                                              | million m3 | 0.440                                   | 0.020 | 0.082 | 0.035 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.440                                   | 0.020 | 0.082 | 0.035 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                     | Seawater <sup>4</sup>                                                                 | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                     | Produced water <sup>5</sup>                                                           | million m3 | 0.039                                   | 0.011 | 0.006 | 0.016 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.039                                   | 0.011 | 0.006 | 0.016 |
|                     | Third-party water <sup>4,6</sup>                                                      | million m3 | 1.757                                   | 2.611 | 2.565 | 2.558 |
|                     | • Surface water                                                                       | million m3 | 1.757                                   | 2.611 | 2.565 | 2.558 |
|                     | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 1.757                                   | 2.611 | 2.565 | 2.558 |
|                     | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |



| Water Management        |                                                                                                               |            |                                         |       |       |       |
|-------------------------|---------------------------------------------------------------------------------------------------------------|------------|-----------------------------------------|-------|-------|-------|
| Indicator               | Material Aspect                                                                                               | Unit       | Bangchak Corporation PCL <sup>1,2</sup> |       |       |       |
|                         |                                                                                                               |            | 2022                                    | 2023  | 2024  | 2025  |
| GRI 303-3<br><br>(2018) | Total water withdrawal in water stressed areas                                                                |            |                                         |       |       |       |
|                         | Total water withdrawal in water stressed areas (excluding seawater and brine water from crude oil extraction) | million m3 | 0.000                                   | 0.000 | 2.767 | 3.123 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 2.735 | 3.030 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.032 | 0.094 |
|                         | Total water withdrawal in water stressed areas (including seawater and brine water from crude oil extraction) | million m3 | 0.000                                   | 0.000 | 2.772 | 3.139 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 2.735 | 3.030 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.038 | 0.109 |
|                         | Total water withdrawal in water stressed areas by source                                                      |            |                                         |       |       |       |
|                         | Surface water <sup>3</sup>                                                                                    | million m3 | 0.000                                   | 0.000 | 0.119 | 0.531 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 0.087 | 0.437 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.032 | 0.094 |
|                         | Groundwater <sup>4</sup>                                                                                      | million m3 | 0.000                                   | 0.000 | 0.082 | 0.035 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 0.082 | 0.035 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                         | Seawater <sup>4</sup>                                                                                         | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                         | Produced water <sup>5</sup>                                                                                   | million m3 | 0.000                                   | 0.000 | 0.006 | 0.016 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.006 | 0.016 |
|                         | Third-party water <sup>4,6</sup>                                                                              | million m3 | 0.000                                   | 0.000 | 2.565 | 2.558 |
|                         | • Surface water                                                                                               | million m3 | 0.000                                   | 0.000 | 2.565 | 0.004 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 2.565 | 2.558 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
| GRI 303-4<br><br>(2018) | Total water discharge <sup>7</sup>                                                                            |            |                                         |       |       |       |
|                         | Total water discharge                                                                                         | million m3 | 0.899                                   | 0.948 | 0.983 | 1.055 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.103                                   | 0.482 | 0.540 | 0.718 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.796                                   | 0.465 | 0.443 | 0.337 |
|                         | Total water discharge by destination <sup>8</sup>                                                             |            |                                         |       |       |       |
|                         | • Surface water                                                                                               | million m3 | 0.897                                   | 0.945 | 0.980 | 1.052 |
|                         | • Seawater                                                                                                    | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |
|                         | • Third-party water                                                                                           | million m3 | 0.002                                   | 0.003 | 0.003 | 0.003 |
|                         | Total water discharge in water stressed areas                                                                 |            |                                         |       |       |       |
|                         | Total water discharge in water stressed areas                                                                 | million m3 | 0.000                                   | 0.000 | 0.983 | 1.055 |
|                         | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                                   | 0.000 | 0.540 | 0.718 |
|                         | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                                   | 0.000 | 0.443 | 0.337 |

| Water Management    |                                                                                                                |            |                                         |       |       |       |
|---------------------|----------------------------------------------------------------------------------------------------------------|------------|-----------------------------------------|-------|-------|-------|
| Indicator           | Material Aspect                                                                                                | Unit       | Bangchak Corporation PCL <sup>1,2</sup> |       |       |       |
|                     |                                                                                                                |            | 2022                                    | 2023  | 2024  | 2025  |
| GRI 303-5<br>(2018) | Total water consumption                                                                                        |            |                                         |       |       |       |
|                     | Total water consumption (excluding seawater and brine water from crude oil extraction)                         | million m3 | 1.445                                   | 1.848 | 1.783 | 2.068 |
|                     | Total water consumption (including seawater and brine water from crude oil extraction)                         | million m3 | 1.484                                   | 1.859 | 1.789 | 2.084 |
|                     | Total water consumption in water stressed areas (excluding seawater and brine water from crude oil extraction) | million m3 | 0.000                                   | 0.000 | 1.783 | 2.068 |
|                     | Total water consumption in water stressed areas (including seawater and brine water from crude oil extraction) | million m3 | 0.000                                   | 0.000 | 1.789 | 2.084 |
|                     | Change in water storage, if water storage has been identified as having a significant water-related impact     | million m3 | 0.000                                   | 0.000 | 0.000 | 0.000 |

| Water Management      |                                 |       |                                         |         |           |         |
|-----------------------|---------------------------------|-------|-----------------------------------------|---------|-----------|---------|
| Indicator             | Material Aspect                 | Unit  | Bangchak Corporation PCL <sup>1,2</sup> |         |           |         |
|                       |                                 |       | 2022                                    | 2023    | 2024      | 2025    |
| GRI 303-4-d<br>(2018) | Wastewater quality <sup>9</sup> |       |                                         |         |           |         |
|                       | COD                             | tonne | 33.532                                  | 38.146  | 41.547    | 39.636  |
|                       | BOD                             | tonne | 5.762                                   | 6.619   | 4.404     | 5.397   |
|                       | Oil and Grease                  | tonne | 2.691                                   | 2.839   | 3.004     | 3.177   |
|                       | TSS                             | tonne | 5.650                                   | 8.338   | 6.585     | 6.756   |
|                       | TDS                             | tonne | 1,273.700                               | 999.729 | 1,033.778 | 962.279 |
|                       | Sulfide                         | tonne | 0.450                                   | 0.475   | 0.495     | 0.530   |
|                       | Mercury                         | tonne | 0.001                                   | 0.001   | 0.001     | 0.002   |

**Remarks:**

1. The reporting data of Bangchak Corporation PCL covers the areas of operation under the company's direct control, excluding subsidiaries.
2. The reporting scope has been expanded to the Regional Business Centers since 2023.
3. Collect data from pump capacity and tank volume.
4. Collect data from meter reading and invoices.
5. The total produced water withdrawal volume is collected from crude oil extraction and processing and calculated from the ratio of oil and brine.
6. The 3<sup>rd</sup> party water of all areas is withdrawn from the surface water source.
7. The total amount of water discharge was collected from the water flow meter readings and calculation of wastewater treatment system design.
8. No water discharge to groundwater and seawater sources.
9. Characteristics of water is collected from analysis result from 3<sup>rd</sup> party laboratory which is licensed by department of Industry work.

| Industrial Waste Management                          |                                                                     |                                            |                                       |           |          |          |        |
|------------------------------------------------------|---------------------------------------------------------------------|--------------------------------------------|---------------------------------------|-----------|----------|----------|--------|
| Indicator                                            | Material Aspect                                                     | Unit                                       | Bangchak Corporation PCL <sup>1</sup> |           |          |          |        |
|                                                      |                                                                     |                                            | 2022                                  | 2023      | 2024     | 2025     |        |
| GRI306-3                                             | Total waste generated by category                                   |                                            |                                       |           |          |          |        |
|                                                      | Total waste generated <sup>2</sup>                                  | tonne/year                                 | 1,729.64                              | 12,723.76 | 5,819.86 | 4,084.89 |        |
|                                                      | • Total hazardous waste                                             | tonne/year                                 | 1,584.44                              | 3,435.37  | 5,379.88 | 1,618.37 |        |
|                                                      | • Total non-hazardous waste                                         | tonne/year                                 | 145.20                                | 9,288.39  | 439.98   | 2,466.52 |        |
|                                                      | Total waste generated by activity                                   |                                            |                                       |           |          |          |        |
|                                                      | Routine waste <sup>2</sup>                                          | tonne/year                                 | 1,102.96                              | 911.65    | 1,348.11 | 932.08   |        |
|                                                      | • Hazardous waste                                                   | tonne/year                                 | 957.76                                | 821.86    | 1,205.27 | 838.92   |        |
|                                                      |                                                                     | percentage                                 | 55.37                                 | 6.46      | 20.71    | 20.65    |        |
|                                                      | • Non-hazardous waste                                               | tonne/year                                 | 145.20                                | 89.79     | 142.84   | 93.16    |        |
|                                                      |                                                                     | percentage                                 | 8.39                                  | 0.71      | 2.45     | 2.29     |        |
|                                                      | Non-routine waste                                                   | tonne/year                                 | 626.68                                | 11,812.12 | 4,471.75 | 3,152.81 |        |
|                                                      | • Hazardous waste from non-routine activity <sup>2</sup>            | tonne/year                                 | 626.68                                | 2,078.18  | 1,621.57 | 779.45   |        |
|                                                      |                                                                     | percentage                                 | 36.23                                 | 16.33     | 27.86    | 118.63   |        |
|                                                      | • Non-hazardous waste from non-routine activity <sup>2</sup>        | tonne/year                                 | 0.00                                  | 10.89     | 15.92    | 154.80   |        |
|                                                      |                                                                     | percentage                                 | 0.00                                  | 0.09      | 0.27     | 3.81     |        |
|                                                      | • Hazardous waste from oil and chemical spill clean-up <sup>3</sup> | tonne/year                                 | 0.00                                  | 0.00      | 0.00     | 0.00     |        |
|                                                      |                                                                     | percentage                                 | 0.00                                  | 0.00      | 0.00     | 0.00     |        |
|                                                      | • Hazardous waste from construction activities <sup>3</sup>         | tonne/year                                 | 0.00                                  | 535.34    | 248.88   | 0.00     |        |
|                                                      |                                                                     | percentage                                 | 0.00                                  | 4.21      | 4.28     | 0.00     |        |
|                                                      | • Non-hazardous waste from construction activities <sup>3</sup>     | tonne/year                                 | 0.00                                  | 9,187.71  | 194.86   | 2,218.56 |        |
|                                                      |                                                                     | percentage                                 | 0.00                                  | 72.21     | 3.35     | 54.61    |        |
|                                                      | • Hazardous waste for Turnaround Maintenance <sup>3</sup>           | tonne/year                                 | 0.00                                  | 0.00      | 2,304.16 | 0.00     |        |
|                                                      |                                                                     | percentage                                 | 0.00                                  | 0.00      | 39.59    | 0.00     |        |
|                                                      | • Non-hazardous waste for Turnaround Maintenance <sup>3</sup>       | tonne/year                                 | 0.00                                  | 0.00      | 86.36    | 0.00     |        |
|                                                      |                                                                     | percentage                                 | 0.00                                  | 0.00      | 1.48     | 0.00     |        |
|                                                      | BCP Indicators                                                      | Industrial waste diverted from landfilling | percentage                            | 100.00    | 100.00   | 100.00   | 100.00 |
|                                                      |                                                                     | • Reuse and recycling                      | percentage                            | 56.67     | 19.20    | 30.13    | 21.97  |
| • Other recovery operation methods                   |                                                                     | percentage                                 | 7.80                                  | 70.95     | 33.03    | 65.57    |        |
| • Energy recovery (alternative fuels/ fuel blending) |                                                                     | percentage                                 | 35.52                                 | 9.85      | 36.00    | 12.38    |        |
| • Incineration without energy recovery               |                                                                     | percentage                                 | 0.01                                  | 0.00      | 0.83     | 0.08     |        |
| • Other disposal operation                           |                                                                     | percentage                                 | 0.00                                  | 0.00      | 0.00     | 0.00     |        |
| • Landfilling                                        |                                                                     | percentage                                 | 0.00                                  | 0.00      | 0.00     | 0.00     |        |

| Industrial Waste Management |                                                                         |            |                                       |          |          |          |
|-----------------------------|-------------------------------------------------------------------------|------------|---------------------------------------|----------|----------|----------|
| Indicator                   | Material Aspect                                                         | Unit       | Bangchak Corporation PCL <sup>1</sup> |          |          |          |
|                             |                                                                         |            | 2022                                  | 2023     | 2024     | 2025     |
| GRI 306-3                   | Total waste generated by category and disposal/recovery operation       |            |                                       |          |          |          |
|                             | Hazardous waste by disposal/recovery operation <sup>2</sup>             | tonne/year | 1,584.44                              | 3,435.37 | 5,379.88 | 1,618.37 |
| GRI 306-4                   | Hazardous waste diverted from disposal (offsite)                        | tonne/year | 991.38                                | 2,192.93 | 3,307.97 | 1,112.01 |
|                             | • Reuse                                                                 | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
|                             | • Recycling                                                             | tonne/year | 856.42                                | 1,101.73 | 1,616.90 | 802.20   |
|                             | • Recovery (reclamation, regeneration of metal and metallic compounds)  | tonne/year | 134.96                                | 1,091.20 | 1,691.07 | 309.81   |
| GRI 306-5                   | Hazardous waste directed to disposal (offsite)                          | tonne/year | 593.06                                | 1,242.45 | 2,071.91 | 506.36   |
|                             | • Incineration with energy recovery <sup>* DIW</sup>                    | tonne/year | 592.95                                | 1,242.45 | 2,023.44 | 503.25   |
|                             | • Incineration without energy recovery <sup>* DIW</sup>                 | tonne/year | 0.11                                  | 0.00     | 48.47    | 3.11     |
|                             | • Landfilling                                                           | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
|                             | • Other disposal operations                                             | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
| GRI 306-3                   | Non-hazardous waste by disposal/recovery operation <sup>2</sup>         | tonne/year | 145.20                                | 9,288.39 | 439.98   | 2,466.52 |
| GRI 306-4                   | Non-hazardous waste diverted from disposal (offsite)                    | tonne/year | 123.77                                | 9,277.50 | 368.00   | 2,464.04 |
|                             | • Reuse                                                                 | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
|                             | • Recycling                                                             | tonne/year | 56.06                                 | 1,340.99 | 136.74   | 95.34    |
|                             | • Other recovery operation (other recovery unlisted materials)          | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
|                             | • Other recovery operation (land reclamation: using construction waste) | tonne/year | 0.00                                  | 7,899.16 | 189.10   | 2,218.56 |
|                             | • Sorting                                                               | tonne/year | 67.71                                 | 37.35    | 42.16    | 150.14   |
|                             | • Composting                                                            | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
| GRI 306-5                   | Non-hazardous waste directed to disposal (offsite)                      | tonne/year | 21.43                                 | 10.89    | 71.98    | 2.48     |
|                             | • Incineration with energy recovery                                     | tonne/year | 21.43                                 | 10.89    | 71.98    | 2.48     |
|                             | • Incineration without energy recovery                                  | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
|                             | • Landfilling                                                           | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
|                             | • Other disposal operations <sup>3</sup>                                | tonne/year | 0.00                                  | 0.00     | 0.00     | 0.00     |
| *DIW                        | Hazardous waste directed to disposal (offsite) <sup>4, 5</sup>          | tonne/year | 593.06                                | 1,242.45 | 2,071.91 | 506.36   |
| 04                          | • Recycle (042, 041, 044 and 049)                                       | tonne/year | 592.95                                | 1,242.45 | 2,023.44 | 503.25   |
|                             | • 041: Use as fuel substitution or burn for energy recovery             |            |                                       |          |          |          |
|                             | • 042: Fuel blending                                                    |            |                                       |          |          |          |
|                             | • 044: Use as co-material in cement kiln or rotary kiln                 |            |                                       |          |          |          |
| 07                          | • Disposal (075: Incineration in hazardous waste incinerator)           | tonne/year | 0.11                                  | 0.00     | 48.47    | 3.11     |

**Remarks:**

1. The reporting boundary of industrial waste management has been expanded to Oil Depot at Bang Pa Inn in 2024.

2. Weight from the waste manifest.

3. The volume of waste sent to disposal is calculated from the number of packages per container and average weight per package.

4. According to Department of Industrial Works (DIW), Bangchak refinery have complied with DIW's Announcement of Waste processor B.E. 2550, Best Practice of Waste Management and Disposal B.E. 2551 and Hazardous Substance Act. 2535 and the waste management have been classified and managed according to Notification of Ministry of Industry Re: Industrial Waste Disposal B.E. 2548 (2005). Waste management can be classified into 8 methods as follows: Method 01 Sorting, Method 02 Storage, Method 03 Reuse, Method 04 Recycle, Method 05 Recovery, Method 06 Treatment, Method 07 Disposal and Method 08 Others.

5. Disposal methods and quantity from DIW waste disposal permit documents and manifests

| Office Waste Management |                                                                        |            |                          |       |       |        |
|-------------------------|------------------------------------------------------------------------|------------|--------------------------|-------|-------|--------|
| Indicator               | Material Aspect                                                        | Unit       | Bangchak Corporation PCL |       |       |        |
|                         |                                                                        |            | 2022                     | 2023  | 2024  | 2025   |
| GRI 306-3               | Total waste generated by category and disposal/recovery operation      |            |                          |       |       |        |
|                         | Total waste generated                                                  | tonne/year | 55.32                    | 74.70 | 95.32 | 112.69 |
|                         | • Total hazardous waste                                                | tonne/year | 0.15                     | 0.00  | 0.11  | 0.00   |
|                         | • Total non-hazardous waste                                            | tonne/year | 55.17                    | 74.65 | 95.22 | 112.69 |
| GRI 306-3               | Hazardous waste by disposal/recovery operation <sup>1</sup>            | tonne/year | 0.15                     | 0.00  | 0.11  | 0.00   |
| GRI 306-4               | Hazardous waste diverted from disposal (offsite)                       | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Reuse                                                                | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Recycling                                                            | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Recovery (reclamation, regeneration of metal and metallic compounds) | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
| GRI 306-5               | Hazardous waste directed to disposal (offsite)                         | tonne/year | 0.15                     | 0.00  | 0.11  | 0.00   |
|                         | • Incineration with energy recovery                                    | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Incineration without energy recovery                                 | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Landfilling                                                          | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Other disposal operations <sup>2</sup>                               | tonne/year | 0.15                     | 0.00  | 0.11  | 0.00   |
| GRI 306-3               | Non-hazardous waste by disposal/recovery operation <sup>1</sup>        | tonne/year | 55.17                    | 74.65 | 95.22 | 112.69 |
| GRI 306-4               | Non-hazardous waste diverted from disposal (offsite)                   | tonne/year | 15.96                    | 30.08 | 34.48 | 39.99  |
|                         | • Reuse                                                                | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Recycling                                                            | tonne/year | 5.57                     | 17.37 | 11.22 | 12.66  |
|                         | • Composting                                                           | tonne/year | 10.39                    | 12.71 | 23.26 | 27.33  |
| GRI 306-5               | Non-hazardous waste directed to disposal (offsite)                     | tonne/year | 39.21                    | 44.57 | 60.74 | 72.70  |
|                         | • Incineration with energy recovery                                    | tonne/year | 0.36                     | 6.21  | 12.46 | 11.23  |
|                         | • Incineration without energy recovery                                 | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |
|                         | • Landfilling                                                          | tonne/year | 38.85                    | 38.36 | 48.28 | 61.47  |
|                         | • Other disposal operations                                            | tonne/year | 0.00                     | 0.00  | 0.00  | 0.00   |

**Remarks:**

1. Office waste is managed to be offsite disposal.

2. Office hazardous which are batteries have been collected since 2023 and were recycled by an authorized disposal vendor in 2024.

# Social Performance

| Employee             |                               |           |                          |        |        |        |        |        |        |        |
|----------------------|-------------------------------|-----------|--------------------------|--------|--------|--------|--------|--------|--------|--------|
| Indicator            | Material Aspect               | Unit      | Bangchak Corporation PCL |        |        |        |        |        |        |        |
|                      |                               |           | 2022                     |        | 2023   |        | 2024   |        | 2025   |        |
|                      |                               |           | Person                   | %      | Person | %      | Person | %      | Person | %      |
| GRI 2-7<br>GRI 405-1 | Employment <sup>1</sup>       |           |                          |        |        |        |        |        |        |        |
|                      | Total employee                | person, % | 1,098                    | 100.00 | 1,184  | 100.00 | 1,368  | 100.00 | 1,384  | 100.00 |
|                      | Employee by gender            |           |                          |        |        |        |        |        |        |        |
|                      | • Male                        | person, % | 752                      | 68.49  | 773    | 65.29  | 859    | 62.79  | 867    | 62.64  |
|                      | • Female                      | person, % | 346                      | 31.51  | 411    | 34.71  | 509    | 37.21  | 517    | 37.36  |
|                      | Employee by age group         |           |                          |        |        |        |        |        |        |        |
|                      | Less than 30 years old        | person, % | 126                      | 11.48  | 148    | 12.50  | 135    | 9.87   | 125    | 9.03   |
|                      | • Male                        | person, % | 87                       | 7.92   | 88     | 7.43   | 76     | 5.56   | 73     | 5.27   |
|                      | • Female                      | person, % | 39                       | 3.55   | 60     | 5.07   | 59     | 4.31   | 52     | 3.76   |
|                      | Between 30-50 years old       | person, % | 804                      | 73.22  | 828    | 69.93  | 943    | 68.93  | 947    | 68.42  |
|                      | • Male                        | person, % | 549                      | 50.00  | 542    | 45.78  | 588    | 42.98  | 592    | 42.77  |
|                      | • Female                      | person, % | 255                      | 23.22  | 286    | 24.16  | 355    | 25.95  | 355    | 25.65  |
|                      | More than 50 years old        | person, % | 168                      | 15.30  | 208    | 17.57  | 290    | 21.20  | 312    | 22.54  |
|                      | • Male                        | person, % | 116                      | 10.56  | 143    | 12.08  | 195    | 14.25  | 202    | 14.60  |
|                      | • Female                      | person, % | 52                       | 4.74   | 65     | 5.49   | 95     | 6.94   | 110    | 7.95   |
|                      | Employee by greligion         |           |                          |        |        |        |        |        |        |        |
|                      | • Buddhism                    | person, % | 1,055                    | 96.08  | 1,135  | 95.86  | 1,312  | 95.91  | 1,327  | 95.88  |
|                      | • Christian - Catholic        | person, % | 20                       | 1.82   | 23     | 1.94   | 27     | 1.97   | 26     | 1.88   |
|                      | • Islam                       | person, % | 21                       | 1.91   | 23     | 1.94   | 25     | 1.83   | 28     | 2.02   |
|                      | • Others                      | person, % | 2                        | 0.18   | 3      | 0.26   | 4      | 0.29   | 3      | 0.22   |
|                      | Employee by level             |           |                          |        |        |        |        |        |        |        |
|                      | Manager level and above       | person, % | 169                      | 15.39  | 191    | 16.13  | 233    | 17.03  | 234    | 16.91  |
|                      | • Male                        | person, % | 102                      | 9.29   | 108    | 9.12   | 132    | 9.65   | 130    | 9.39   |
|                      | • Female                      | person, % | 67                       | 6.10   | 83     | 7.01   | 101    | 7.38   | 104    | 7.51   |
|                      | Senior officer                | person, % | 243                      | 22.13  | 268    | 22.64  | 344    | 25.15  | 371    | 26.81  |
|                      | • Male                        | person, % | 154                      | 14.03  | 166    | 14.02  | 208    | 15.20  | 227    | 16.40  |
|                      | • Female                      | person, % | 89                       | 8.11   | 102    | 8.61   | 136    | 9.94   | 144    | 10.40  |
|                      | Officer                       | person, % | 382                      | 34.79  | 429    | 36.23  | 505    | 36.92  | 499    | 36.05  |
|                      | • Male                        | person, % | 225                      | 20.49  | 231    | 19.51  | 262    | 19.15  | 259    | 18.71  |
|                      | • Female                      | person, % | 157                      | 14.30  | 198    | 16.72  | 243    | 17.76  | 240    | 17.34  |
|                      | Operator                      | person, % | 304                      | 27.69  | 296    | 25.00  | 286    | 20.91  | 280    | 20.23  |
|                      | • Male                        | person, % | 271                      | 24.68  | 268    | 22.64  | 257    | 18.79  | 251    | 18.14  |
|                      | • Female                      | person, % | 33                       | 3.01   | 28     | 2.36   | 29     | 2.12   | 29     | 2.10   |
|                      | Employee by area              |           |                          |        |        |        |        |        |        |        |
|                      | Bangkok and metropolitan area | person, % | 1,020                    | 92.90  | 1,105  | 93.33  | 1,289  | 94.23  | 1,303  | 94.15  |
|                      | Head office                   | person, % | 492                      | 44.81  | 575    | 48.56  | 713    | 52.12  | 736    | 53.18  |
|                      | • Male                        | person, % | 229                      | 20.86  | 247    | 20.86  | 295    | 21.56  | 311    | 22.47  |
|                      | • Female                      | person, % | 263                      | 23.95  | 328    | 27.70  | 418    | 30.56  | 425    | 30.71  |
|                      | Phra Khanong Refinery         | person, % | 528                      | 48.09  | 530    | 44.76  | 576    | 42.11  | 567    | 40.97  |
|                      | • Male                        | person, % | 461                      | 41.99  | 464    | 39.19  | 502    | 36.70  | 491    | 35.48  |
|                      | • Female                      | person, % | 67                       | 6.10   | 66     | 5.57   | 74     | 5.41   | 76     | 5.49   |
|                      | Northern region               | person, % | 10                       | 0.91   | 10     | 0.84   | 11     | 0.80   | 11     | 0.79   |
|                      | • Male                        | person, % | 8                        | 0.73   | 7      | 0.59   | 8      | 0.58   | 8      | 0.58   |
|                      | • Female                      | person, % | 2                        | 0.18   | 3      | 0.25   | 3      | 0.22   | 3      | 0.22   |

| Employee             |                             |                                              |                          |      |        |      |        |      |        |      |
|----------------------|-----------------------------|----------------------------------------------|--------------------------|------|--------|------|--------|------|--------|------|
| Indicator            | Material Aspect             | Unit                                         | Bangchak Corporation PCL |      |        |      |        |      |        |      |
|                      |                             |                                              | 2022                     |      | 2023   |      | 2024   |      | 2025   |      |
|                      |                             |                                              | Person                   | %    | Person | %    | Person | %    | Person | %    |
| GRI 2-7<br>GRI 405-1 | Employment <sup>1</sup>     |                                              |                          |      |        |      |        |      |        |      |
|                      | Employee by area            |                                              |                          |      |        |      |        |      |        |      |
|                      | Central region              | person, %                                    | 47                       | 4.28 | 47     | 3.97 | 46     | 3.36 | 49     | 3.54 |
|                      | • Male                      | person, %                                    | 35                       | 3.19 | 35     | 2.96 | 34     | 2.49 | 38     | 2.75 |
|                      | • Female                    | person, %                                    | 12                       | 1.09 | 12     | 1.01 | 12     | 0.88 | 11     | 0.79 |
|                      | Northeastern region         | person, %                                    | 12                       | 1.09 | 12     | 1.01 | 12     | 0.88 | 11     | 0.79 |
|                      | • Male                      | person, %                                    | 10                       | 0.91 | 10     | 0.84 | 10     | 0.73 | 9      | 0.65 |
|                      | • Female                    | person, %                                    | 2                        | 0.18 | 2      | 0.17 | 2      | 0.15 | 2      | 0.14 |
|                      | Southern region             | person, %                                    | 9                        | 0.82 | 10     | 0.84 | 10     | 0.73 | 10     | 0.72 |
|                      | • Male                      | person, %                                    | 9                        | 0.82 | 10     | 0.84 | 10     | 0.73 | 10     | 0.72 |
|                      | • Female                    | person, %                                    | 0                        | 0.00 | 0      | 0.00 | 0      | 0.00 | 0      | 0.00 |
|                      | Eastern region              | person, %                                    | 0                        | 0.00 | 0      | 0.00 | 0      | 0.00 | 0      | 0.00 |
|                      | • Male                      | person, %                                    | 0                        | 0.00 | 0      | 0.00 | 0      | 0.00 | 0      | 0.00 |
|                      | • Female                    | person, %                                    | 0                        | 0.00 | 0      | 0.00 | 0      | 0.00 | 0      | 0.00 |
|                      | Employee by race            |                                              |                          |      |        |      |        |      |        |      |
|                      | • Asian                     | % of total workforce                         | 99.91                    |      | 99.91  |      | 100.00 |      | 100.00 |      |
|                      |                             | % of total management workforce <sup>2</sup> | 99.87                    |      | 99.89  |      | 100.00 |      | 100.00 |      |
|                      | • White                     | % of total workforce                         | 0.09                     |      | 0.09   |      | 0.00   |      | 0.00   |      |
|                      |                             | % of total management workforce <sup>2</sup> | 0.13                     |      | 0.11   |      | 0.00   |      | 0.00   |      |
|                      | • Black or Afircan American | % of total workforce                         | 0                        |      | 0.00   |      | 0      |      | 0.00   |      |
|                      |                             | % of total management workforce <sup>2</sup> | 0                        |      | 0.00   |      | 0      |      | 0.00   |      |
|                      | • Hispanic or Latino        | % of total workforce                         | 0                        |      | 0.00   |      | 0      |      | 0.00   |      |
|                      |                             | % of total management workforce <sup>2</sup> | 0                        |      | 0.00   |      | 0      |      | 0.00   |      |
|                      | • Indigenous or Native      | % of total workforce                         | 0                        |      | 0.00   |      | 0      |      | 0.00   |      |
|                      |                             | % of total management workforce <sup>2</sup> | 0                        |      | 0.00   |      | 0      |      | 0.00   |      |

| Employee          |                                                                                                 |                                                          |                          |                                                          |        |                                                          |        |                                                          |        |       |
|-------------------|-------------------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------|----------------------------------------------------------|--------|----------------------------------------------------------|--------|----------------------------------------------------------|--------|-------|
| Indicator         | Material Aspect                                                                                 | Unit                                                     | Bangchak Corporation PCL |                                                          |        |                                                          |        |                                                          |        |       |
|                   |                                                                                                 |                                                          | 2022                     |                                                          | 2023   |                                                          | 2024   |                                                          | 2025   |       |
|                   |                                                                                                 |                                                          | Person                   | %                                                        | Person | %                                                        | Person | %                                                        | Person | %     |
| BCP<br>Indicators | Disability hiring                                                                               |                                                          |                          |                                                          |        |                                                          |        |                                                          |        |       |
|                   | Total disability hiring                                                                         | person                                                   | 11                       |                                                          | 12     |                                                          | 12     |                                                          | 14     |       |
|                   | Disabled employee by race                                                                       | person                                                   | 11                       |                                                          | 12     |                                                          | 12     |                                                          | 12     |       |
|                   | • Male                                                                                          | person, %                                                | 4                        | 36.36                                                    | 4      | 33.33                                                    | 4      | 33.33                                                    | 4      | 33.33 |
|                   | • Female                                                                                        | person, %                                                | 7                        | 63.64                                                    | 8      | 66.67                                                    | 8      | 66.67                                                    | 8      | 66.67 |
|                   | Disabled contractor by race                                                                     | person                                                   | 0                        |                                                          | 0      |                                                          | 0      |                                                          | 2      |       |
|                   | Empowerment for Person with Disabilities                                                        | Yes/No                                                   | No                       |                                                          | No     |                                                          | No     |                                                          | No     |       |
|                   | Fund Contribution                                                                               |                                                          |                          |                                                          |        |                                                          |        |                                                          |        |       |
|                   | Diversity of employees                                                                          |                                                          |                          |                                                          |        |                                                          |        |                                                          |        |       |
|                   | Share of women in total workforce                                                               | %                                                        | 31.51                    |                                                          | 34.71  |                                                          | 37.21  |                                                          | 37.36  |       |
|                   | Target of share of women in all management positions                                            | %                                                        | 39.79                    |                                                          | 39.79  |                                                          | 39.79  |                                                          | 39.79  |       |
|                   | Share of women in all management positions <sup>2</sup>                                         | %                                                        | 37.96                    |                                                          | 40.39  |                                                          | 41.17  |                                                          | 40.99  |       |
|                   | Share of women in junior management positions                                                   | %                                                        | 37.96                    |                                                          | 38.06  |                                                          | 39.53  |                                                          | 38.81  |       |
|                   | Share of women in top management positions <sup>3</sup>                                         | %                                                        | 43.48                    |                                                          | 40.74  |                                                          | 39.28  |                                                          | 50.00  |       |
|                   | Share of women in management positions in revenue-generating functions                          | %                                                        | 26.52                    |                                                          | 26.43  |                                                          | 19.35  |                                                          | 24.47  |       |
|                   | Share of women in STEM-related positions (STEM: Science Technology Engineering and Mathematics) | %                                                        | 27.14                    |                                                          | 36.03  |                                                          | 35.51  |                                                          | 42.34  |       |
|                   | Share of workforce on minority group - people with disability                                   | %                                                        | 1.00                     |                                                          | 1.00   |                                                          | 1.00   |                                                          | 1.00   |       |
| Share of LGBTQI+  | %                                                                                               | The respondents did not wish to disclose survey results. |                          | The respondents did not wish to disclose survey results. |        | The respondents did not wish to disclose survey results. |        | The respondents did not wish to disclose survey results. |        |       |



| Employee       |                                                                            |            |                          |        |        |        |        |        |        |        |
|----------------|----------------------------------------------------------------------------|------------|--------------------------|--------|--------|--------|--------|--------|--------|--------|
| Indicator      | Material Aspect                                                            | Unit       | Bangchak Corporation PCL |        |        |        |        |        |        |        |
|                |                                                                            |            | 2022                     |        | 2023   |        | 2024   |        | 2025   |        |
|                |                                                                            |            | Person                   | %      | Person | %      | Person | %      | Person | %      |
| GRI 401-1      | Employee turnover                                                          |            |                          |        |        |        |        |        |        |        |
|                | Employee turnover rate                                                     | %          | 55                       | 5.05   | 34     | 2.99   | 50     | 3.72   | 55     | 4.00   |
|                | Voluntary employee turnover rate                                           | %          | 49                       | 4.50   | 34     | 2.99   | 38     | 2.83   | 44     | 3.20   |
|                | Data Coverage                                                              | %          | 100                      |        | 100    |        | 100    |        | 100    |        |
|                | Voluntary employee turnover by gender                                      |            |                          |        |        |        |        |        |        |        |
|                | • Male                                                                     | person, %  | 25                       | 51.02  | 19     | 55.88  | 23     | 60.53  | 26     | 59.09  |
|                | • Female                                                                   | person, %  | 24                       | 48.98  | 15     | 44.12  | 15     | 39.47  | 18     | 40.91  |
|                | Voluntary employee turnover by age group                                   |            |                          |        |        |        |        |        |        |        |
|                | • Less than 30 years old                                                   | person, %  | 20                       | 40.81  | 14     | 41.18  | 9      | 23.68  | 12     | 27.27  |
|                | • Between 30-50 years old                                                  | person, %  | 26                       | 53.06  | 20     | 58.82  | 27     | 71.05  | 26     | 59.09  |
|                | • More than 50 years old                                                   | person, %  | 3                        | 6.12   | 0      | 0.00   | 2      | 5.26   | 6      | 13.64  |
|                | Voluntary employee turnover by level                                       |            |                          |        |        |        |        |        |        |        |
|                | • Manager level and above                                                  | person, %  | 6                        | 12.24  | 3      | 8.82   | 2      | 5.26   | 7      | 15.91  |
|                | • Senior officer and officer                                               | person, %  | 38                       | 77.55  | 30     | 88.23  | 34     | 89.47  | 35     | 79.55  |
|                | • Operator                                                                 | person, %  | 5                        | 10.20  | 1      | 2.95   | 2      | 5.26   | 2      | 4.55   |
|                | Voluntary employee turnover by race                                        |            |                          |        |        |        |        |        |        |        |
|                | • Asian                                                                    | person, %  | 49                       | 100.00 | 34     | 100.00 | 38     | 100.00 | 55     | 100.00 |
|                | • White                                                                    | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | • Black or African American                                                | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | • Hispanic or Latino                                                       | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | • Indigenous or Native                                                     | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | New Employee                                                               |            |                          |        |        |        |        |        |        |        |
|                | New Employee                                                               | person, %  | 57                       | 100.00 | 123    | 100.00 | 238    | 100.00 | 74     | 100.00 |
|                | New employee by gender                                                     |            |                          |        |        |        |        |        |        |        |
|                | • Male                                                                     | person, %  | 28                       | 49.12  | 43     | 34.96  | 119    | 50.00  | 44     | 59.46  |
|                | • Female                                                                   | person, %  | 29                       | 50.88  | 80     | 65.04  | 119    | 50.00  | 30     | 40.54  |
|                | New employee by age group                                                  |            |                          |        |        |        |        |        |        |        |
|                | • Less than 30 years old                                                   | person, %  | 30                       | 52.63  | 67     | 54.47  | 57     | 23.95  | 42     | 56.76  |
|                | • Between 30-50 years old                                                  | person, %  | 26                       | 45.61  | 55     | 44.71  | 137    | 57.56  | 31     | 41.89  |
|                | • More than 50 years old                                                   | person, %  | 1                        | 1.75   | 1      | 0.81   | 44     | 18.49  | 1      | 1.35   |
|                | New employee by level                                                      |            |                          |        |        |        |        |        |        |        |
|                | • Manager level and above                                                  | person, %  | 9                        | 15.79  | 9      | 7.31   | 39     | 16.39  | 3      | 4.05   |
|                | • Senior officer and officer                                               | person, %  | 46                       | 80.70  | 114    | 92.68  | 194    | 81.51  | 71     | 95.95  |
|                | • Operator                                                                 | person, %  | 2                        | 3.51   | 0      | 0.00   | 5      | 2.10   | 0      | 0.00   |
|                | New employee by race                                                       |            |                          |        |        |        |        |        |        |        |
|                | • Asian                                                                    | person, %  | 57                       | 100.00 | 123    | 100.00 | 238    | 100.00 | 74     | 100.00 |
|                | • White                                                                    | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | • Black or African American                                                | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | • Hispanic or Latino                                                       | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                | • Indigenous or Native                                                     | person, %  | 0                        | 0.00   | 0      | 0.00   | 0      | 0.00   | 0      | 0.00   |
| BCP Indicators | Percentage of open position filled by internal candidates (internal hires) | %          | 10.71                    |        | 11.20  |        | 12.75  |        | 12.16  |        |
|                | Average hiring cost per person <sup>4</sup>                                | THB/person | 41,000                   |        | 96,000 |        | 64,900 |        | 35,100 |        |

| Employee  |                                                                                                                          |                                        |                          |        |        |        |        |        |        |        |
|-----------|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------|--------------------------|--------|--------|--------|--------|--------|--------|--------|
| Indicator | Material Aspect                                                                                                          | Unit                                   | Bangchak Corporation PCL |        |        |        |        |        |        |        |
|           |                                                                                                                          |                                        | 2022                     |        | 2023   |        | 2024   |        | 2025   |        |
|           |                                                                                                                          |                                        | Person                   | %      | Person | %      | Person | %      | Person | %      |
| GRI401-3  | Parental leave                                                                                                           |                                        |                          |        |        |        |        |        |        |        |
|           | Employees who are entitled to parental leave                                                                             | person, %                              | 1,098                    | 100.00 | 1,184  | 100.00 | 1,368  | 100.00 | 1,384  | 100.00 |
|           | Female employees who were entitled to parental leave                                                                     | person, %                              | 346                      | 100.00 | 411    | 100.00 | 509    | 100.00 | 517    | 100.00 |
|           | • Female employees who took parental leave                                                                               | person, % in entitled female employees | 4                        | 1.16   | 5      | 1.22   | 8      | 1.57   | 7      | 1.35   |
|           |                                                                                                                          | person, % in all entitle employees     | 4                        | 0.36   | 5      | 0.42   | 8      | 0.58   | 7      | 0.51   |
|           | Male employees who were entitled to parental leave                                                                       | person, %                              | 752                      | 100.00 | 773    | 100.00 | 859    | 100.00 | 867    | 100.00 |
|           | • Male employees who took parental leave                                                                                 | person, % in entitled male employee    | 16                       | 2.13   | 0      | 0.00   | 23     | 2.68   | 15     | 1.73   |
|           |                                                                                                                          | person, % in all entitle employees     | 16                       | 1.46   | 0      | 0.00   | 23     | 1.68   | 15     | 1.08   |
|           | Female employees who returned to work after parental leave                                                               | person, %                              | 4                        | 100.00 | 5      | 100.00 | 8      | 100.00 | 7      | 100.00 |
|           | Male employees who returned to work after parental leave                                                                 | person, %                              | 16                       | 100.00 | 0      | 0.00   | 23     | 100.00 | 15     | 100.00 |
|           | Female employees who returned to work after parental leave that were still employed 12 months after their return to work | person, %                              | 4                        | 100.00 | 5      | 100.00 | 8      | 100.00 | 7      | 100.00 |
|           | Male employees who returned to work after parental leave that were still employed 12 months after their return to work   | person, %                              | 16                       | 100.00 | 0      | 0.00   | 23     | 100.00 | 15     | 100.00 |

| Employee       |                                                                     |                   |                          |             |             |             |
|----------------|---------------------------------------------------------------------|-------------------|--------------------------|-------------|-------------|-------------|
| Indicator      | Material Aspect                                                     | Unit              | Bangchak Corporation PCL |             |             |             |
|                |                                                                     |                   | 2022                     | 2023        | 2024        | 2025        |
| GRI 404-1      | Employee development                                                |                   |                          |             |             |             |
|                | Total training and development hour                                 | hour              | 31,932                   | 42,334      | 35,728      | 36,260      |
|                |                                                                     | hour/person       | 29.08                    | 35.75       | 27.00       | 26.20       |
|                | Training and development expense                                    | THB               | 17,491,887               | 28,209,700  | 44,929,566  | 35,959,088  |
|                |                                                                     | THB/person        | 15,931                   | 23,826      | 32,843      | 25,982      |
|                | Training and development hour by gender                             |                   |                          |             |             |             |
|                | • Male                                                              | hour/person       | 31.97                    | 36.82       | 34.00       | 32.83       |
|                | • Female                                                            | hour/person       | 22.80                    | 33.75       | 28.00       | 26.83       |
|                | Training and development hour by level                              |                   |                          |             |             |             |
|                | • Manager level and above                                           | hour/person       | 25.08                    | 22.19       | 18.19       | 31.54       |
|                | • Senior officer and officer                                        | hour/person       | 27.11                    | 24.31       | 20.03       | 24.15       |
|                | • Operator                                                          | hour/person       | 35.36                    | 36.31       | 38.00       | 13.49       |
|                | Training and development hour by business category                  |                   |                          |             |             |             |
|                | • President & Chief Executive Officer (PS)                          | hour/person       | 26.18                    | 37.84       | 32.05       | 50.79       |
|                | • Corporate Sustainability Development and Strategic Synergy (CSBU) | hour/person       | 14.55                    | 29.21       | 25.59       | 44.56       |
|                | • Corporate Management and Organization Development (MDBU)          | hour/person       | 25.23                    | 39.57       | 33.70       | 23.00       |
|                | • Accounting and Finance (AFBU)                                     | hour/person       | 46.10                    | 32.71       | 20.86       | 25.72       |
|                | • Marketing Business Group (MKBG)                                   | hour/person       | 13.05                    | 18.31       | 16.22       | 18.69       |
|                | • Refinery Business Group (RFBG)                                    | hour/person       | 37.22                    | 46.39       | 42.78       | 28.27       |
|                | Employee Engagement Score                                           | %                 | 75.00                    | 85.00       | 82.00       | 78.00       |
|                |                                                                     | data coverage (%) | 98.00                    | 93.00       | 98.00       | 99.00       |
|                | Labour and Human rights Complaints                                  | case              | 0                        | 0           | 0           | 0           |
|                | Harassment and Discrimination Complaints                            | case              | 0                        | 0           | 0           | 0           |
|                | Training to increase awareness of harassment and discrimination     | frequency         | 1 time/year              | 1 time/year | 1 time/year | 1 time/year |
| BCP Indicators | KPIs on employee development (Targets)                              |                   |                          |             |             |             |
|                | KPI 1: Average training hours per person                            |                   |                          |             |             |             |
|                | KPI 1: Average training hours per person by level                   |                   |                          |             |             |             |
|                | • Manager level and above                                           | hour/person       | 25                       | 22          | 19          | 32          |
|                | • Senior officer and officer                                        | hour/person       | 27                       | 24          | 20          | 24          |
|                | • Operator                                                          | hour/person       | 35                       | 36          | 38          | 13          |
|                | KPI 1: Average training hours per person by training category       |                   |                          |             |             |             |
|                | • Hard skills                                                       | hour/person       | 20                       | 25          | 18          | 8           |
|                | • Soft skills                                                       | hour/person       | 15                       | 10          | 12          | 19          |
|                | KPI 2: Average amount spent per person                              |                   |                          |             |             |             |
|                | KPI 2: Average amount spent per person by level                     |                   |                          |             |             |             |
|                | • Manager level and above                                           | THB/person        | 50,000                   | 50,000      | 50,000      | 40,000      |
|                | • Senior officer and officer                                        | THB/person        | 15,000                   | 20,000      | 20,000      | 15,000      |
|                | • Operator                                                          | THB/person        | 8,000                    | 10,000      | 10,000      | 8,000       |
|                | KPI 2: Average amount spent per person by training category         |                   |                          |             |             |             |
|                | • Hard skills                                                       | THB/person        | 10,000                   | 20,000      | 20,000      | 15,000      |
|                | • Soft skills                                                       | THB/person        | 15,000                   | 15,000      | 15,000      | 20,000      |

| Employee  |                                                                           |             |                          |          |          |          |
|-----------|---------------------------------------------------------------------------|-------------|--------------------------|----------|----------|----------|
| Indicator | Material Aspect                                                           | Unit        | Bangchak Corporation PCL |          |          |          |
|           |                                                                           |             | 2022                     | 2023     | 2024     | 2025     |
| GRI 405-2 | Ratio of basic salary and remuneration (women : men)                      |             |                          |          |          |          |
|           | Ratio of basic salary and remuneration                                    |             |                          |          |          |          |
|           | • Ratio of basic salary                                                   | women : men | 1.18                     | 1.16     | 1.12     | 1.11     |
|           | • Ratio of remuneration                                                   | women : men | 1.08                     | 1.00     | 1.01     | 0.98     |
|           | Ratio of basic salary by age group                                        |             |                          |          |          |          |
|           | • Less than 30 years old                                                  | women : men | 1.25                     | 1.18     | 1.08     | 1.00     |
|           | • Between 30-50 years old                                                 | women : men | 1.22                     | 1.25     | 1.24     | 1.24     |
|           | • More than 50 years old                                                  | women : men | 1.06                     | 1.16     | 1.08     | 0.99     |
|           | Ratio of remuneration by age group                                        |             |                          |          |          |          |
|           | • Less than 30 years old                                                  | women : men | 0.96                     | 0.78     | 0.92     | 0.88     |
|           | • Between 30-50 years old                                                 | women : men | 1.09                     | 1.08     | 1.10     | 1.09     |
|           | • More than 50 years old                                                  | women : men | 1.05                     | 1.03     | 1.02     | 0.96     |
|           | Ratio of basic salary by religion                                         |             |                          |          |          |          |
|           | • Buddhism                                                                | women : men | 1.19                     | 1.19     | 1.13     | 1.12     |
|           | • Others                                                                  | women : men | 0.87                     | 0.78     | 0.93     | 0.87     |
|           | Ratio of remuneration by religion                                         |             |                          |          |          |          |
|           | • Buddhism                                                                | women : men | 1.09                     | 1.02     | 1.01     | 0.99     |
|           | • Others                                                                  | women : men | 0.85                     | 0.68     | 0.81     | 0.75     |
|           | Ratio of basic salary by level                                            |             |                          |          |          |          |
|           | • Manager level and above                                                 | women : men | 0.92                     | 0.95     | 0.98     | 0.93     |
|           | • Senior Officer                                                          | women : men | 0.98                     | 0.94     | 0.93     | 0.94     |
|           | • Officer                                                                 | women : men | 0.95                     | 0.94     | 0.97     | 0.99     |
|           | • Operator                                                                | women : men | 1.05                     | 0.98     | 0.98     | 0.98     |
|           | Ratio of remuneration by level                                            |             |                          |          |          |          |
|           | • Manager level and above                                                 | women : men | 0.92                     | 0.87     | 0.98     | 0.84     |
|           | • Senior Officer                                                          | women : men | 0.95                     | 0.87     | 0.88     | 0.90     |
|           | • Officer                                                                 | women : men | 0.81                     | 0.74     | 0.80     | 0.87     |
|           | • Operator                                                                | women : men | 0.82                     | 0.79     | 0.74     | 0.79     |
|           | Ratio of basic salary by area                                             |             |                          |          |          |          |
|           | • Head office                                                             | women : men | 0.83                     | 0.85     | 0.87     | 0.84     |
|           | • Phra Khanong Refinery                                                   | women : men | 1.37                     | 1.30     | 1.24     | 1.30     |
|           | • Others (Northern, Central, Northeastern, Southern region)               | women : men | 0.77                     | 0.77     | 0.79     | 0.73     |
|           | Ratio of remuneration by area                                             |             |                          |          |          |          |
|           | • Head office                                                             | women : men | 0.82                     | 0.79     | 0.86     | 0.77     |
|           | • Phra Khanong Refinery                                                   | women : men | 1.22                     | 1.16     | 1.10     | 1.19     |
|           | • Others (Northern, Central, Northeastern, Southern region)               | women : men | 0.72                     | 0.70     | 0.76     | 0.71     |
| GRI 202-1 | Ratio of employee mean pay (based on basic salary) to legal minimum pay   |             |                          |          |          |          |
|           | • Male                                                                    | ratio       | 1.37                     | 1.40     | 1.48     | 1.72     |
|           | • Female                                                                  | ratio       | 1.45                     | 1.55     | 1.62     | 1.83     |
|           | Ratio of contractor mean pay (based on basic salary) to legal minimum pay | ratio       | Omission                 | Omission | Omission | Omission |
| GRI 202-2 | Share of native (Thai) employees on manager and above level.              | %           | 99.41                    | 99.48    | 100.00   | 100.00   |

| Employee       |                                                                  |      |                          |        |        |        |
|----------------|------------------------------------------------------------------|------|--------------------------|--------|--------|--------|
| Indicator      | Material Aspect                                                  | Unit | Bangchak Corporation PCL |        |        |        |
|                |                                                                  |      | 2022                     | 2023   | 2024   | 2025   |
| BCP Indicators | Average and Ratio of basic salary and remuneration (men : women) |      |                          |        |        |        |
|                | Mean gender pay gap<br>(based on basic salary)                   | %    | -17.55                   | -16.57 | -12.48 | -10.80 |
|                | Median gender pay gap<br>(based on basic salary)                 | %    | -21.34                   | -19.40 | -15.35 | -15.58 |
|                | Mean gender pay gap<br>(based on remuneration)                   | %    | -8.03                    | -0.08  | -1.44  | 1.74   |
|                | Median gender pay gap<br>(based on remuneration)                 | %    | -2.90                    | 2.98   | 5.85   | 0.42   |
|                | Mean bonus gap                                                   | %    | -17.31                   | -8.18  | -11.22 | -5.63  |
|                | Median bonus gap                                                 | %    | -18.96                   | -12.67 | -11.49 | -14.89 |

| Employee       |                                                                      |            |                          |        |      |        |            |           |            |           |
|----------------|----------------------------------------------------------------------|------------|--------------------------|--------|------|--------|------------|-----------|------------|-----------|
| Indicator      | Material Aspect                                                      | Unit       | Bangchak Corporation PCL |        |      |        |            |           |            |           |
|                |                                                                      |            | 2022                     |        | 2023 |        | 2024       |           | 2025       |           |
|                |                                                                      |            | Male                     | Female | Male | Female | Male       | Female    | Male       | Female    |
| BCP Indicators | Average annual salary and other incentives                           |            |                          |        |      |        |            |           |            |           |
|                | Executive level<br>(based on basic salary)                           | THB/person |                          |        |      |        | 5,652,034  | 5,251,326 | 6,804,840  | 5,179,601 |
|                | Executive level<br>(based on basic salary and other incentives)      | THB/person |                          |        |      |        | 12,487,106 | 8,892,030 | 15,635,351 | 9,098,780 |
|                | Management level<br>(based on basic salary)                          | THB/person |                          |        |      |        | 2,338,783  | 2,201,599 | 2,271,897  | 2,155,582 |
|                | Management level<br>(based on basic salary and other incentives)     | THB/person |                          |        |      |        | 4,221,169  | 4,103,838 | 3,678,459  | 3,431,577 |
|                | Non-management level<br>(based on basic salary)                      | THB/person |                          |        |      |        | 801,575    | 876,073   | 731,406    | 795,387   |
|                | Non-management level<br>(based on basic salary and other incentives) | THB/person |                          |        |      |        | 1,466,749  | 1,520,923 | 1,256,159  | 1,281,330 |
|                |                                                                      |            |                          |        |      |        |            |           |            |           |

| Employee       |                                             |           |                          |       |             |       |             |       |             |       |
|----------------|---------------------------------------------|-----------|--------------------------|-------|-------------|-------|-------------|-------|-------------|-------|
| Indicator      | Material Aspect                             | Unit      | Bangchak Corporation PCL |       |             |       |             |       |             |       |
|                |                                             |           | 2022                     |       | 2023        |       | 2024        |       | 2025        |       |
|                |                                             |           | Person                   | %     | Person      | %     | Person      | %     | Person      | %     |
| BCP Indicators | Provident Fund                              |           |                          |       |             |       |             |       |             |       |
|                | Employee contrubution in the Provident Fund | person, % | 1,072                    | 97.63 | 1,136       | 95.95 | 1,291       | 94.37 | 1,299       | 93.86 |
|                | Company contribution in the Provident Fund  | THB       | 95,988,146               |       | 102,404,524 |       | 132,179,411 |       | 140,960,371 |       |

## Remarks:

1. The Company has an exclusive full-time employment policy. There are no self-employment, temporary, part-time, non-guaranteed-hours employments with no seasonal 'variations in manpower. The number of employees is reported in headcount, the average number across the reporting period.
2. Employee in all management positions cover officer, senior officer, and manager and above.
3. Top management positions are all management-level positions with a reporting line 2 levels or less from the CEO.
4. The average cost of the new employee hiring process in 2023 increased from the previous year due to an increase in recruitment.

## Occupational Health and Safety

| Indicator         | Material Aspect                                                        | Unit                       | Bangchak Corporation PCL |         |            |          |           |           |           |           |      |  |
|-------------------|------------------------------------------------------------------------|----------------------------|--------------------------|---------|------------|----------|-----------|-----------|-----------|-----------|------|--|
|                   |                                                                        |                            | 2022                     |         | 2023       |          | 2024      |           | 2025      |           |      |  |
|                   |                                                                        |                            | Male                     | Female  | Male       | Female   | Male      | Female    | Male      | Female    |      |  |
| GRI 2-8           | Workers covered by an occupational health and safety management system |                            |                          |         |            |          |           |           |           |           |      |  |
|                   | Workers who are not employees                                          | person                     |                          |         | 640        |          | 6,155     |           | 2,982     |           |      |  |
|                   |                                                                        | person                     |                          |         | 461        | 179      | 4,333     | 1,822     | 2,337     | 645       |      |  |
| GRI 403-9         | Total working hour                                                     |                            |                          |         |            |          |           |           |           |           |      |  |
|                   | • Employee                                                             | hour                       | 2,043,252                |         | 2,130,210  |          | 2,570,331 |           | 2,662,618 |           |      |  |
|                   |                                                                        | hour                       | 1,448,331                | 594,921 | 1,464,011  | 666,200  | 1,713,944 | 856,387   | 1,731,309 | 931,309   |      |  |
|                   | • Contractor                                                           | hour                       | 1,777,186                |         | 1995613.72 |          | 5,850,099 |           | 6,022,166 |           |      |  |
|                   |                                                                        | hour                       | 1,401,309                | 375,877 | 1536011.2  | 459602.5 | 4,490,623 | 1,359,476 | 4,696,042 | 1,326,124 |      |  |
|                   | Work-related injuries                                                  |                            |                          |         |            |          |           |           |           |           |      |  |
|                   | Fatality as a result of work-related injury                            |                            |                          |         |            |          |           |           |           |           |      |  |
|                   | • Employee                                                             | case                       | 0                        |         | 0          |          | 0         |           | 0         |           |      |  |
|                   |                                                                        |                            | 0                        | 0       | 0          | 0        | 0         | 0         | 0         | 0         |      |  |
|                   |                                                                        | case/million working hours | 0.00                     |         | 0.00       |          | 0.00      |           | 0.00      |           |      |  |
|                   |                                                                        |                            | 0.00                     | 0.00    | 0.00       | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00 |  |
|                   |                                                                        |                            | data coverage (%)        | 100     |            | 100      |           | 100       |           | 100       |      |  |
|                   | • Contractor                                                           | case                       | 0                        |         | 0          |          | 0         |           | 0         |           |      |  |
|                   |                                                                        |                            | 0                        | 0       | 0          | 0        | 0         | 0         | 0         | 0         |      |  |
|                   |                                                                        | case/million working hours | 0.00                     |         | 0.00       |          | 0.00      |           | 0.00      |           |      |  |
|                   |                                                                        |                            | 0.00                     | 0.00    | 0.00       | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00 |  |
|                   |                                                                        |                            | data coverage (%)        | 100     |            | 100      |           | 100       |           | 100       |      |  |
|                   | Total Recordable Injury Frequency Rate (TRIFR)                         |                            |                          |         |            |          |           |           |           |           |      |  |
|                   | • Employee                                                             | case                       | 2                        |         | 0          |          | 0         |           | 0         |           |      |  |
|                   |                                                                        |                            | 2                        | 0       | 0          | 0        | 0         | 0         | 0         | 0         |      |  |
|                   |                                                                        | case/million working hours | 0.98                     |         | 0.00       |          | 0.00      |           | 0.00      |           |      |  |
|                   |                                                                        |                            | 1.38                     | 0.00    | 0.00       | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00 |  |
|                   |                                                                        |                            | data coverage (%)        | 100     |            | 100      |           | 100       |           | 100       |      |  |
|                   | • Contractor                                                           | case                       | 2                        |         | 3          |          | 7         |           | 4         |           |      |  |
|                   |                                                                        |                            | 2                        | 0       | 3          | 0        | 6         | 1         | 4         | 0         |      |  |
|                   |                                                                        | case/million working hours | 1.13                     |         | 1.50       |          | 1.20      |           | 0.66      |           |      |  |
|                   |                                                                        |                            | 1.43                     | 0.00    | 1.95       | 0.00     | 1.34      | 0.74      | 0.85      | 0.00      |      |  |
|                   |                                                                        |                            | data coverage (%)        | 100     |            | 100      |           | 100       |           | 100       |      |  |
|                   | Lost-Time Injury Frequency Rate (LTIFR) <sup>1</sup>                   |                            |                          |         |            |          |           |           |           |           |      |  |
|                   | • Employee                                                             | case                       | 0                        |         | 0          |          | 0         |           | 0         |           |      |  |
|                   |                                                                        |                            | 0                        | 0       | 0          | 0        | 0         | 0         | 0         | 0         |      |  |
|                   |                                                                        | case/million working hours | 0.00                     |         | 0.00       |          | 0.00      |           | 0.00      |           |      |  |
|                   |                                                                        |                            | 0.00                     | 0.00    | 0.00       | 0.00     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00 |  |
| data coverage (%) |                                                                        |                            | 100                      |         | 100        |          | 100       |           | 100       |           |      |  |
| • Contractor      | case                                                                   | 2                          |                          | 0       |            | 1        |           | 1         |           |           |      |  |
|                   |                                                                        | 2                          | 0                        | 0       | 0          | 0        | 1         | 1         | 0         |           |      |  |
|                   | case/million working hours                                             | 1.13                       |                          | 0.00    |            | 0.17     |           | 0.17      |           |           |      |  |
|                   |                                                                        | 1.43                       | 0.00                     | 0.00    | 0.00       | 0.00     | 0.74      | 0.21      | 0.00      |           |      |  |
|                   |                                                                        | data coverage (%)          | 100                      |         | 100        |          | 100       |           | 100       |           |      |  |

| Occupational Health and Safety   |                                            |                                            |                          |        |      |        |      |        |      |        |  |
|----------------------------------|--------------------------------------------|--------------------------------------------|--------------------------|--------|------|--------|------|--------|------|--------|--|
| Indicator                        | Material Aspect                            | Unit                                       | Bangchak Corporation PCL |        |      |        |      |        |      |        |  |
|                                  |                                            |                                            | 2022                     |        | 2023 |        | 2024 |        | 2025 |        |  |
|                                  |                                            |                                            | Male                     | Female | Male | Female | Male | Female | Male | Female |  |
| GRI 403-9                        | Work-related injuries                      |                                            |                          |        |      |        |      |        |      |        |  |
|                                  | High-Consequence Work-Related Injuries     |                                            |                          |        |      |        |      |        |      |        |  |
|                                  | • Employee                                 | case                                       | 0                        |        | 0    |        | 0    |        | 0    |        |  |
|                                  |                                            |                                            | 0                        | 0      | 0    | 0      | 0    | 0      | 0    | 0      |  |
|                                  |                                            | data coverage (%)                          | 100                      |        | 100  |        | 100  |        | 100  |        |  |
|                                  | • Contractor                               |                                            | case                     | 1      |      | 0      |      | 0      |      | 0      |  |
|                                  |                                            | 1                                          |                          | 0      | 0    | 0      | 0    | 0      | 0    | 0      |  |
|                                  |                                            | data coverage (%)                          | 100                      |        | 100  |        | 100  |        | 100  |        |  |
|                                  | Near Miss Incident                         |                                            |                          |        |      |        |      |        |      |        |  |
|                                  | Total cases                                | case                                       | 12                       |        | 11   |        | 0    |        | 0    |        |  |
|                                  | • Employee                                 | case                                       | 8                        |        | 11   |        | 0    |        | 0    |        |  |
|                                  | • Contractor                               | case                                       | 4                        |        | 0    |        | 0    |        | 0    |        |  |
|                                  | Data coverage                              | %                                          | 100                      |        | 100  |        | 100  |        | 100  |        |  |
|                                  | GRI 403-10                                 | Work-Related Illnesses                     |                          |        |      |        |      |        |      |        |  |
|                                  |                                            | Occupational Illness Frequency Rate (OIFR) |                          |        |      |        |      |        |      |        |  |
| • Employee                       |                                            | case                                       | 0                        |        | 0    |        | 0    |        | 0    |        |  |
|                                  |                                            |                                            | 0                        | 0      | 0    | 0      | 0    | 0      | 0    | 0      |  |
|                                  |                                            | case/million working hours                 | 0.00                     |        | 0.00 |        | 0.00 |        | 0.00 |        |  |
|                                  |                                            |                                            | 0.00                     | 0.00   | 0.00 | 0.00   | 0.00 | 0.00   | 0.00 | 0.00   |  |
|                                  |                                            | fatality case                              | 0                        |        | 0    |        | 0    |        | 0    |        |  |
|                                  |                                            | data coverage (%)                          | 100                      |        | 100  |        | 100  |        | 100  |        |  |
| Sector standard reference 11.8.3 |                                            | Process Safety Events                      |                          |        |      |        |      |        |      |        |  |
|                                  |                                            | Process Safety Events - Tier 1             | event                    | 0      |      | 0      |      | 0      |      | 0      |  |
|                                  | event/million working hours                |                                            | 0.00                     |        | 0.00 |        | 0.00 |        | 0.00 |        |  |
|                                  | data coverage (%)                          |                                            | 100                      |        | 100  |        | 100  |        | 100  |        |  |
|                                  | Process Safety Events - Tier 2             | event                                      | 0                        |        | 0    |        | 0    |        | 0    |        |  |
|                                  |                                            | event/million working hours                | 0.00                     |        | 0.00 |        | 0.00 |        | 0.00 |        |  |
|                                  |                                            | data coverage (%)                          | 100                      |        | 100  |        | 100  |        | 100  |        |  |
|                                  | Process Safety Management (PSM)            | PSM Assessment Score                       |                          |        |      |        |      |        |      |        |  |
|                                  | PSM Assessment Score (Target in 2023: 4.0) | score                                      | 4.0                      |        | 4.0  |        | 4.0  |        | 4.0  |        |  |

## Remarks:

1.The lost day counts from the work day after the accident.

## Hydrocarbon Spill

| Indicator                        | Material Aspect                                                                           | Unit   | Bangchak Corporation PCL |      |      |      |
|----------------------------------|-------------------------------------------------------------------------------------------|--------|--------------------------|------|------|------|
|                                  |                                                                                           |        | 2022                     | 2023 | 2024 | 2025 |
| GRI306-3 <sup>1</sup><br>(2016)  | Hydrocarbon spill > 100 barrels per time                                                  |        |                          |      |      |      |
|                                  | Number of significant hydrocarbon spill-related cases (> 100 barrels/time)                | case   | 0                        | 0    | 0    | 0    |
|                                  | Volume of significant hydrocarbon spill (> 100 barrels / time)                            | barrel | 0                        | 0    | 0    | 0    |
|                                  |                                                                                           | L      | 0                        | 0    | 0    | 0    |
|                                  | Hydrocarbon spill > 1 barrels per time (but not over 100 barrels)                         |        |                          |      |      |      |
|                                  | Number of significant hydrocarbon spill-related cases (> 1, but not over 100, barrels per | case   | 0                        | 0    | 0    | 0    |
|                                  | Volume of significant hydrocarbon spills (> 1, but not over 100, barrels per time )       | barrel | 0                        | 0    | 0    | 0    |
|                                  |                                                                                           | L      | 0                        | 0    | 0    | 0    |
|                                  | Volume of hydrocarbon over 1 barrel spilled into the environment                          | barrel | 0                        | 0    | 0    | 0    |
|                                  |                                                                                           | L      | 0                        | 0    | 0    | 0    |
| Sector standard reference 11.8.3 | Number of Tier 1 cases related to significant spills (LOPC) <sup>2</sup>                  | case   | 0                        | 0    | 0    | 0    |
|                                  | Number of Tier 2 cases related to significant spills (LOPC) <sup>2</sup>                  | case   | 0                        | 0    | 0    | 0    |

## Remarks:

1. Content related to wastewater and waste according to GRI Standard - GRI306 (2016) has been replaced by GRI Standard - GRI 303: Water and Wastewater (2018) and Waste (2020), but content related to leakage in GRI 306 (2016) is still in effect.

2. Process safety performance indicators (Leading and Lagging), such as indicators regarding Tier 1 and Tier 2 loss of primary containment (LOPC), following API RP 754 (American Petroleum Institute Recommended Practice 754) guidelines.

Loss of Primary Containment (LOPC) is an unplanned or uncontrolled release of any material from primary containment, including non-toxic and non-flammable materials.

- Tier1 : LOPC Events of Greater Consequence, the count of Tier 1 process safety events is the most lagging performance indicator and represents incidents with greater consequence resulting from actual losses of containment.

- Tier2 : LOPC Events of Lesser Consequence, the count of Tier 2 process safety events represents loss of primary containment events with a lesser consequence, but may be predictive of future, more significant incidents.

## **Subsidiary Sustainability Performance Statistics**



| Energy Consumption <sup>1,6</sup> |                                                         |       |                                                            |           |           |  |                                    |      |       |
|-----------------------------------|---------------------------------------------------------|-------|------------------------------------------------------------|-----------|-----------|--|------------------------------------|------|-------|
| Indicator                         | Material Aspect                                         | Unit  | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |           |           |  | BCP Trading Pte. Ltd. <sup>2</sup> |      |       |
|                                   |                                                         |       | 2023                                                       | 2024      | 2025      |  | 2023                               | 2024 | 2025  |
| GRI 301-1                         | Raw materials used                                      |       |                                                            |           |           |  |                                    |      |       |
|                                   | Total raw materials used                                | tonne | N/A                                                        | N/A       | N/A       |  | N/A                                | N/A  | N/A   |
|                                   | • Renewable materials                                   | tonne | N/A                                                        | N/A       | N/A       |  | N/A                                | N/A  | N/A   |
|                                   | • Non-renewable materials                               | tonne | N/A                                                        | N/A       | N/A       |  | N/A                                | N/A  | N/A   |
| GRI 2-6                           | Product sales and transportation <sup>4</sup>           |       |                                                            |           |           |  |                                    |      |       |
|                                   | Products sales                                          | ML    | N/A                                                        | N/A       | N/A       |  | N/A                                | N/A  | N/A   |
|                                   | Product transportation                                  | ML    | 4,416.80                                                   | 5,452.44  | 5,631.44  |  | N/A                                | N/A  | N/A   |
| GRI 302-1                         | Energy consumption within the organization <sup>5</sup> |       |                                                            |           |           |  |                                    |      |       |
|                                   | Net energy consumption                                  | TJ    | 41.46                                                      | 58.31     | 78.47     |  | 0.02                               | 0.03 | 0.04  |
|                                   |                                                         | MWh   | 11,517.71                                                  | 16,196.12 | 21,797.85 |  | 4.76                               | 8.22 | 10.73 |
|                                   | Total non-renewable energy consumption                  | TJ    | 41.46                                                      | 58.31     | 78.47     |  | 0.02                               | 0.03 | 0.04  |
|                                   |                                                         | MWh   | 11,517.71                                                  | 16,196.12 | 21,797.85 |  | 4.76                               | 8.22 | 10.73 |
|                                   | Total stationary combustion                             | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   |                                                         | MWh   | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | Total stationary combustion                             | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Fuel gas and LPG                                      | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Natural gas                                           | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Natural Gas (Electricity and Steam Production)        | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Fuel oil                                              | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Other fuels                                           | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | Total mobile combustion                                 | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Mobile fuel                                           | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | Total electricity and steam consumption                 | TJ    | 41.46                                                      | 58.31     | 78.47     |  | 0.02                               | 0.03 | 0.04  |
|                                   |                                                         | MWh   | 11,517.62                                                  | 16,196.12 | 21,797.85 |  | 4.76                               | 8.22 | 10.73 |
|                                   | • Electricity                                           | TJ    | 41.46                                                      | 58.31     | 78.47     |  | 0.02                               | 0.03 | 0.04  |
|                                   | Total renewable energy consumption                      | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   |                                                         | MWh   | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | • Wind and solar energy                                 | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   |                                                         | TJ    | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |
|                                   | Total energy sold                                       | MWh   | 0.00                                                       | 0.00      | 0.00      |  | 0.00                               | 0.00 | 0.00  |

| Energy Consumption <sup>1,6</sup>       |                                                         |           |                                                            |              |            |            |                                    |              |              |              |
|-----------------------------------------|---------------------------------------------------------|-----------|------------------------------------------------------------|--------------|------------|------------|------------------------------------|--------------|--------------|--------------|
| Indicator                               | Material Aspect                                         | Unit      | Bangchak Green Net Co., Ltd. and Bangchak Retail Co., Ltd. |              |            |            | Bangchak Sriracha PCL <sup>3</sup> |              |              |              |
|                                         |                                                         |           | 2022                                                       | 2023         | 2024       | 2025       | 2022                               | 2023         | 2024         | 2025         |
| GRI 301-1                               | Raw materials used                                      |           |                                                            |              |            |            |                                    |              |              |              |
|                                         | Total raw materials used                                | tonne     |                                                            | 1,403,423.88 | 922,044.68 | 890,532.62 |                                    |              |              |              |
|                                         | • Renewable materials                                   | tonne     |                                                            | 0.00         | 0.00       | 0.00       |                                    |              |              |              |
|                                         | • Non-renewable materials                               | tonne     |                                                            | 1,403,423.88 | 922,044.68 | 890,532.62 |                                    |              |              |              |
| GRI 2-6                                 | Product sales and transportation <sup>4</sup>           |           |                                                            |              |            |            |                                    |              |              |              |
|                                         | Products sales                                          | ML        |                                                            |              |            |            |                                    |              |              |              |
|                                         | Product transportation                                  | ML        | N/A                                                        | N/A          | N/A        | N/A        |                                    |              |              |              |
| GRI 302-1                               | Energy consumption within the organization <sup>5</sup> |           |                                                            |              |            |            |                                    |              |              |              |
|                                         | Net energy consumption                                  | TJ        | 65.53                                                      | 60.90        | 63.71      | 63.99      | 15,876.64                          | 14,794.83    | 17,686.50    | 17,524.91    |
|                                         |                                                         | MWh       | 18,091.27                                                  | 16,916.74    | 17,697.54  | 17,829.99  | 4,410,177.05                       | 4,109,676.08 | 4,912,915.85 | 4,868,030.42 |
|                                         | Total non-renewable energy consumption                  | TJ        | 64.34                                                      | 60.16        | 62.63      | 62.67      | 15,876.64                          | 14,794.83    | 17,686.50    | 17,524.91    |
|                                         |                                                         | MWh       | 17,873.21                                                  | 16,712.55    | 17,396.72  | 17,464.38  | 4,410,177.05                       | 4,109,676.08 | 4,912,915.85 | 4,868,030.42 |
|                                         | Total stationary combustion                             | TJ        | 8.88                                                       | 8.31         | 8.51       | 8.65       | 15,834.21                          | 14,756.59    | 17,643.52    | 17,499.80    |
|                                         |                                                         | MWh       | 2,466.67                                                   | 2,309.24     | 2,363.52   | 2,403.30   | 4,398,392.69                       | 4,099,052.85 | 4,900,977.57 | 4,861,055.16 |
|                                         | Total stationary combustion                             | TJ        | 0.00                                                       | 0.00         | 0.00       | 0.00       | 15,831.79                          | 14,754.04    | 17,640.72    | 17,497.12    |
|                                         | • Fuel gas and LPG                                      | TJ        | 0.00                                                       | 0.00         | 0.00       | 0.00       | 9,538.82                           | 8,836.16     | 10,685.82    | 10,831.13    |
|                                         | • Natural gas                                           | TJ        | 0.00                                                       | 0.00         | 0.00       | 0.00       | 127.06                             | 134.14       | 143.24       | 128.27       |
|                                         | • Natural Gas (Electricity and Steam Production)        | TJ        | 0.00                                                       | 0.00         | 0.00       | 0.00       | 3,008.99                           | 3,076.67     | 3,165.64     | 3,081.34     |
|                                         | • Fuel oil                                              | TJ        | 0.00                                                       | 0.00         | 0.00       | 0.00       | 16.68                              | 60.43        | 86.88        | 86.87        |
|                                         | • Other fuels                                           | TJ        | 0.00                                                       | 0.00         | 0.00       | 0.00       | 3,140.24                           | 2,646.64     | 3,559.14     | 3,369.51     |
|                                         | Total mobile combustion                                 | TJ        | 8.88                                                       | 8.31         | 8.51       | 8.65       | 2.42                               | 2.55         | 2.80         | 2.68         |
|                                         | • Mobile fuel                                           | TJ        | 8.88                                                       | 8.31         | 8.51       | 8.65       | 2.42                               | 2.55         | 2.80         | 2.68         |
| Total electricity and steam consumption | TJ                                                      | 55.46     | 51.85                                                      | 54.12        | 54.02      | 42.42      | 38.24                              | 42.98        | 25.11        |              |
|                                         | MWh                                                     | 15,406.54 | 14,403.19                                                  | 15,033.20    | 15,061.08  | 11,784.36  | 10,623.23                          | 11,938.28    | 6,975.26     |              |
| • Electricity                           | TJ                                                      | 55.46     | 51.85                                                      | 54.12        | 54.02      | 42.42      | 38.24                              | 42.98        | 25.11        |              |
| Total renewable energy consumption      | TJ                                                      | 1.19      | 0.74                                                       | 1.08         | 1.32       | 0.00       | 0.00                               | 0.00         | 0.00         |              |
|                                         | MWh                                                     | 218.07    | 204.19                                                     | 300.82       | 365.61     | 0.00       | 0.00                               | 0.00         | 0.00         |              |
| • Wind and solar energy                 | TJ                                                      | 0.00      | 0.74                                                       | 1.08         | 1.32       | 0.00       | 0.00                               | 0.00         | 0.00         |              |
| Total energy sold                       | TJ                                                      | 0.00      | 0.00                                                       | 0.00         | 0.00       | 0.00       | 0.00                               | 0.00         | 0.00         |              |
|                                         | MWh                                                     | 0.00      | 0.00                                                       | 0.00         | 0.00       | 0.00       | 0.00                               | 0.00         | 0.00         |              |

| Energy Consumption <sup>1,6</sup> |                                              |                                            |                                                            |      |      |  |                                    |      |      |
|-----------------------------------|----------------------------------------------|--------------------------------------------|------------------------------------------------------------|------|------|--|------------------------------------|------|------|
| Indicator                         | Material Aspect                              | Unit                                       | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |      |      |  | BCP Trading Pte. Ltd. <sup>2</sup> |      |      |
|                                   |                                              |                                            | 2023                                                       | 2024 | 2025 |  | 2023                               | 2024 | 2025 |
|                                   | Energy Consumption for Production (%FOEB)    |                                            |                                                            |      |      |  |                                    |      |      |
| GRI 302-3                         |                                              | GJ per barrel of oil equivalent production |                                                            |      |      |  |                                    |      |      |
|                                   | Energy Consumption for Production            |                                            | N/A                                                        | N/A  | N/A  |  | N/A                                | N/A  | N/A  |
|                                   | Reduction of Energy Consumption <sup>2</sup> |                                            |                                                            |      |      |  |                                    |      |      |
| GRI 302-4                         |                                              |                                            |                                                            |      |      |  |                                    |      |      |
|                                   | • Refinery Fuel gas                          | TJ                                         |                                                            |      |      |  |                                    |      |      |
|                                   | • Electricity                                | TJ                                         |                                                            |      |      |  |                                    |      |      |
|                                   | • Heating                                    | TJ                                         |                                                            |      |      |  |                                    |      |      |
|                                   | • Steam                                      | TJ                                         |                                                            |      |      |  |                                    |      |      |

| Energy Consumption <sup>1, 6</sup> |                                              |                                            |                                                            |      |      |      |      |                                    |        |       |        |
|------------------------------------|----------------------------------------------|--------------------------------------------|------------------------------------------------------------|------|------|------|------|------------------------------------|--------|-------|--------|
| Indicator                          | Material Aspect                              | Unit                                       | Bangchak Green Net Co., Ltd. and Bangchak Retail Co., Ltd. |      |      |      |      | Bangchak Sriracha PCL <sup>3</sup> |        |       |        |
|                                    |                                              |                                            | 2022                                                       | 2023 | 2024 | 2025 | 2022 | 2023                               | 2024   | 2025  |        |
|                                    | Energy Consumption for Production (%FOEB)    |                                            |                                                            |      |      |      |      |                                    |        |       |        |
| GRI 302-3                          | Energy Consumption for Production            | GJ per barrel of oil equivalent production | N/A                                                        | N/A  | N/A  | N/A  | 0.33 | 0.34                               | 0.33   | 0.35  |        |
|                                    | Reduction of Energy Consumption <sup>2</sup> |                                            |                                                            |      |      |      |      |                                    |        |       |        |
| GRI 302-4                          | • Refinery Fuel gas                          | TJ                                         |                                                            |      |      |      |      | 24.55                              | 32.25  | 14.20 | 6.50   |
|                                    | • Electricity                                | TJ                                         |                                                            |      |      |      |      | 0.40                               | 0.48   | 0.00  | 0.39   |
|                                    | • Heating                                    | TJ                                         |                                                            |      |      |      |      | 180.42                             | 124.26 | 66.29 | 234.13 |
|                                    | • Steam                                      | TJ                                         |                                                            |      |      |      |      | 65.67                              | 56.56  | 65.43 | 222.78 |

**Remarks:**

1. Performances of subsidiaries in the refinery and oil trading segment and the marketing segment that are significant to the business operations.

2. The energy consumption of Bangkok Fuel Pipeline and Logistics Co., Ltd. and BCP Trading Pte. Ltd. has been reported since 2023.

3. The reporting data of Bangchak Sriracha PCL covers the Bangchak Sriracha Refinery and Bangchak Sriracha Oil Terminal.

4. The volume of sales of oil products through Bangchak Green Net Co., Ltd. is reported at the Bangchak Corporation PCL boundary.

5. Conversion of fuel to energy by applying heating value provided by the Department of Alternative Energy Development and Efficiency.

6. N/A means not applicable.

| Direct and indirect GHG emissions (scope 1 and scope 2) <sup>1, 4-6, 8-9, 11-12</sup> |                                                         |                                           |                                                            |          |           |                                    |      |      |  |
|---------------------------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------------|------------------------------------------------------------|----------|-----------|------------------------------------|------|------|--|
| Indicator                                                                             | Material Aspect                                         | Unit                                      | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |          |           | BCP Trading Pte. Ltd. <sup>2</sup> |      |      |  |
|                                                                                       |                                                         |                                           | 2023                                                       | 2024     | 2025      | 2023                               | 2024 | 2025 |  |
| GRI305-1                                                                              | Total direct GHG emission (scope 1)                     |                                           |                                                            |          |           |                                    |      |      |  |
|                                                                                       | Total direct GHG emission (scope 1)                     | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • CO <sub>2</sub>                                       | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • CH <sub>4</sub> and fugitive CH <sub>4</sub>          | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       |                                                         | tonne                                     | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • CH <sub>4</sub>                                       | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       |                                                         | tonne                                     | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • Fugitive CH <sub>4</sub>                              | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       |                                                         | tonne                                     | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • N <sub>2</sub> O                                      | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • Hydrofluorocarbon (HFC)                               | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | • Other biogenic (CH <sub>4</sub> and N <sub>2</sub> O) | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
|                                                                                       | Direct GHG emission (separately reporting)              | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |
| GRI305-2                                                                              | Total indirect GHG emission (scope 2)                   |                                           |                                                            |          |           |                                    |      |      |  |
|                                                                                       | Total Indirect GHG emission (scope 2)                   | tCO <sub>2</sub> e                        | 5,148.38                                                   | 7,126.29 | 10,896.75 | 1.86                               | 3.20 | 4.32 |  |
|                                                                                       | Total Indirect GHG emission (scope 2) (Location-based)  | tCO <sub>2</sub> e                        | 5,148.38                                                   | 7,126.29 | 10,896.75 | 1.86                               | 3.20 | 4.32 |  |
|                                                                                       | Total Indirect GHG emission (scope 2) (Market-based)    | tCO <sub>2</sub> e                        | 5,148.38                                                   | 7,126.29 | 10,896.75 | 1.86                               | 3.20 | 4.32 |  |
|                                                                                       | Total GHG emission (scope 1 and 2)                      | tCO <sub>2</sub> e                        | 5,148.38                                                   | 7,126.29 | 10,896.75 | 1.86                               | 3.20 | 4.32 |  |
| GRI305-1<br>GRI305-2                                                                  | GHG intensity                                           |                                           |                                                            |          |           |                                    |      |      |  |
|                                                                                       | GHG intensity (scope 1 and 2) of production processes   | tCO <sub>2</sub> e/tonne of raw materials | N/A                                                        | N/A      | N/A       | N/A                                | N/A  | N/A  |  |
| tCO <sub>2</sub> e/kbbl of raw materials                                              |                                                         | N/A                                       | N/A                                                        | N/A      | N/A       | N/A                                | N/A  |      |  |
| tCO <sub>2</sub> e/ML of products                                                     |                                                         | 1.17                                      | 1.31                                                       | 1.93     | N/A       | N/A                                | N/A  |      |  |
| GRI305-5                                                                              | Reduction of GHG emissions                              |                                           |                                                            |          |           |                                    |      |      |  |
|                                                                                       | Reduction of GHG emissions                              | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00      | 0.00                               | 0.00 | 0.00 |  |

| Direct and indirect GHG emissions (scope 1 and scope 2) <sup>1, 4-6, 8-9, 11-12</sup> |                                                         |                                           |                                                            |          |          |          |                                    |            |              |              |  |
|---------------------------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------------|------------------------------------------------------------|----------|----------|----------|------------------------------------|------------|--------------|--------------|--|
| Indicator                                                                             | Material Aspect                                         | Unit                                      | Bangchak Green Net Co., Ltd. and Bangchak Retail Co., Ltd. |          |          |          | Bangchak Sriracha PCL <sup>3</sup> |            |              |              |  |
|                                                                                       |                                                         |                                           | 2022                                                       | 2023     | 2024     | 2025     | 2022                               | 2023       | 2024         | 2025         |  |
| GRI305-1                                                                              | Total direct GHG emission (scope 1)                     |                                           |                                                            |          |          |          |                                    |            |              |              |  |
|                                                                                       | Total direct GHG emission (scope 1)                     | tCO <sub>2</sub> e                        | 898.99                                                     | 730.53   | 1,733.18 | 1,673.98 | 1,060,607.65                       | 964,189.57 | 1,131,249.72 | 1,069,956.88 |  |
|                                                                                       | • CO <sub>2</sub>                                       | tCO <sub>2</sub> e                        | 572.33                                                     | 559.60   | 597.67   | 629.38   | 1,058,423.12                       | 961,267.74 | 1,127,742.25 | 1,066,747.32 |  |
|                                                                                       | • CH <sub>4</sub> and fugitive CH <sub>4</sub>          | tCO <sub>2</sub> e                        | 160.49                                                     | 62.38    | 1,003.24 | 884.61   | 739.02                             | 1,159.31   | 1,362.27     | 1,246.31     |  |
|                                                                                       |                                                         | tonne                                     | 5.80                                                       | 2.23     | 35.83    | 31.59    | 24.63                              | 38.64      | 45.41        | 41.54        |  |
|                                                                                       | • CH <sub>4</sub>                                       | tCO <sub>2</sub> e                        | 160.49                                                     | 0.90     | 0.96     | 1.01     |                                    |            |              |              |  |
|                                                                                       |                                                         | tonne                                     | 5.80                                                       | 0.03     | 0.03     | 0.03     |                                    |            |              |              |  |
|                                                                                       | • Fugitive CH <sub>4</sub>                              | tCO <sub>2</sub> e                        | 0.00                                                       | 61.49    | 1,002.28 | 883.60   |                                    |            |              |              |  |
|                                                                                       |                                                         | tonne                                     | 0.00                                                       | 2.20     | 35.80    | 31.56    |                                    |            |              |              |  |
|                                                                                       | • N <sub>2</sub> O                                      | tCO <sub>2</sub> e                        | 11.39                                                      | 9.27     | 10.29    | 10.97    | 1,445.51                           | 1,762.52   | 2,145.20     | 1,963.25     |  |
|                                                                                       | • Hydrofluorocarbon (HFC)                               | tCO <sub>2</sub> e                        | 154.78                                                     | 99.13    | 121.83   | 148.83   |                                    |            |              |              |  |
|                                                                                       | • Other biogenic (CH <sub>4</sub> and N <sub>2</sub> O) | tCO <sub>2</sub> e                        | 0.00                                                       | 0.14     | 0.16     | 0.19     |                                    |            |              |              |  |
|                                                                                       | Direct GHG emission (separately reporting)              | tCO <sub>2</sub> e                        | 241.18                                                     | 123.19   | 234.57   | 64.98    |                                    |            |              |              |  |
|                                                                                       | Total Indirect GHG emission (scope 2)                   |                                           |                                                            |          |          |          |                                    |            |              |              |  |
| GRI305-2                                                                              | Total Indirect GHG emission (scope 2)                   | tCO <sub>2</sub> e                        | 7,701.17                                                   | 6,438.23 | 6,614.61 | 6,265.41 | 5,892.00                           | 5,310.55   | 5,251.00     | 3,486.93     |  |
|                                                                                       | Total Indirect GHG emission (scope 2) (Location-based)  | tCO <sub>2</sub> e                        | 7,701.17                                                   | 6,438.23 | 6,614.61 | 6,265.41 | 5,892.00                           | 5,310.55   | 5,251.00     | 3,486.93     |  |
|                                                                                       | Total Indirect GHG emission (scope 2) (Market-based)    | tCO <sub>2</sub> e                        | 7,701.17                                                   | 6,438.23 | 6,614.61 | 6,265.41 | 5,892.00                           | 5,310.55   | 5,251.00     | 3,486.93     |  |
| GRI305-1<br>GRI305-2                                                                  | Total GHG emission (scope 1 and 2)                      | tCO <sub>2</sub> e                        | 8,600.16                                                   | 7,168.76 | 8,347.79 | 7,939.39 | 1,066,499.65                       | 969,500.12 | 1,136,500.72 | 1,073,443.81 |  |
| GRI305-4                                                                              | GHG intensity                                           |                                           |                                                            |          |          |          |                                    |            |              |              |  |
|                                                                                       | GHG intensity (scope 1 and 2) of production processes   | tCO <sub>2</sub> e/tonne of raw materials |                                                            | 0.01     | 0.01     | 29.89    |                                    |            |              |              |  |
|                                                                                       |                                                         | tCO <sub>2</sub> e/kbbl of raw materials  | N/A                                                        | N/A      | N/A      | N/A      | 22.27                              | 22.44      | 21.01        | 20.79        |  |
|                                                                                       |                                                         | tCO <sub>2</sub> e/ML of products         | N/A                                                        | N/A      | N/A      | N/A      |                                    |            |              |              |  |
|                                                                                       |                                                         | tCO <sub>2</sub> e/m <sup>2</sup>         | N/A                                                        | N/A      | N/A      | N/A      |                                    |            |              |              |  |
| GRI305-5                                                                              | Reduction of GHG emissions                              |                                           |                                                            |          |          |          |                                    |            |              |              |  |
|                                                                                       | Reduction of GHG emissions                              | tCO <sub>2</sub> e                        | 0.00                                                       | 0.00     | 0.00     | 0.00     | 13,531.88                          | 10,653.27  | 7,295.71     | 23,170.50    |  |

| Other relevant indirect GHG emission (scope 3) <sup>1, 4, 7, 9-11</sup> |                                                                          |                    |                                                            |      |      |                                    |      |      |      |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------|------------------------------------------------------------|------|------|------------------------------------|------|------|------|
| Indicator                                                               | Material Aspect                                                          | Unit               | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |      |      | BCP Trading Pte. Ltd. <sup>2</sup> |      |      |      |
|                                                                         |                                                                          |                    | 2023                                                       | 2024 | 2025 | 2023                               | 2024 | 2025 |      |
| GRI305-3                                                                | Other relevant indirect GHG emission (scope 3)                           |                    |                                                            |      |      |                                    |      |      |      |
|                                                                         | Other relevant indirect GHG emission (scope 3)                           |                    | tCO <sub>2</sub> e                                         | 6.26 | 2.34 | 2.69                               | 0.00 | 0.00 | 0.00 |
|                                                                         | • Upstream activities                                                    | tCO <sub>2</sub> e | 6.26                                                       | 2.34 | 2.69 | 0.00                               | 0.00 | 0.00 |      |
|                                                                         | • Purchased goods and services                                           | tCO <sub>2</sub> e | 6.26                                                       | 2.34 | 2.69 | 0.00                               | 0.00 | 0.00 |      |
|                                                                         | • Upstream transportation and distribution                               | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | • Waste generated in operations                                          | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | • Business Travel                                                        | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | • Downstream activities                                                  | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | • Downstream transportation and distribution                             | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | • Use of sold products                                                   | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | • End-of-life treatment of sold products                                 | tCO <sub>2</sub> e |                                                            |      |      |                                    |      |      |      |
|                                                                         | Other relevant indirect GHG emission (scope 3)<br>(separately reporting) | tCO <sub>2</sub> e | -                                                          | 0.00 | 0.00 | 0.00                               | 0.00 | 0.00 |      |

| Other relevant indirect GHG emission (scope 3) <sup>1, 4, 7, 9, 11</sup> |                                                                          |      |                                                            |            |            |            |            |                                    |               |               |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------|------|------------------------------------------------------------|------------|------------|------------|------------|------------------------------------|---------------|---------------|
| Indicator                                                                | Material Aspect                                                          | Unit | Bangchak Green Net Co., Ltd. and Bangchak Retail Co., Ltd. |            |            |            |            | Bangchak Sriracha PCL <sup>3</sup> |               |               |
|                                                                          |                                                                          |      | 2022                                                       | 2023       | 2024       | 2025       | 2022       | 2023                               | 2024          | 2025          |
| GRI305-3                                                                 | Other relevant indirect GHG emission (scope 3)                           |      |                                                            |            |            |            |            |                                    |               |               |
|                                                                          | Other relevant indirect GHG emission (scope 3)                           |      | tCO <sub>2</sub> e                                         | 378,384.31 | 414,073.96 | 266,956.93 | 258,705.29 |                                    | 25,001,809.00 | 23,173,935.70 |
|                                                                          | • Upstream activities                                                    |      | tCO <sub>2</sub> e                                         | 378,384.31 | 414,073.96 | 266,956.93 | 258,705.28 |                                    |               |               |
|                                                                          | • Purchased goods and services                                           |      | tCO <sub>2</sub> e                                         | 378,329.90 | 413,970.98 | 266,475.82 | 258,212.37 |                                    |               |               |
|                                                                          | • Upstream transportation and distribution                               |      | tCO <sub>2</sub> e                                         | 54.41      | 102.98     | 481.10     | 492.91     |                                    |               |               |
|                                                                          | • Waste generated in operations                                          |      | tCO <sub>2</sub> e                                         |            |            |            |            |                                    |               |               |
|                                                                          | • Business Travel                                                        |      | tCO <sub>2</sub> e                                         |            |            |            |            |                                    |               |               |
|                                                                          | • Downstream activities                                                  |      | tCO <sub>2</sub> e                                         |            | 0.00       | 0.00       | 0.01       |                                    | 25,001,809.00 | 23,173,935.70 |
|                                                                          | • Downstream transportation and distribution                             |      | tCO <sub>2</sub> e                                         |            |            |            |            |                                    |               |               |
|                                                                          | • Use of sold products                                                   |      | tCO <sub>2</sub> e                                         |            |            |            |            |                                    | 25,001,809.00 | 23,173,935.70 |
|                                                                          | • End-of-life treatment of sold products                                 |      | tCO <sub>2</sub> e                                         |            | 0.00       | 0.00       | 0.01       |                                    |               |               |
|                                                                          | Other relevant indirect GHG emission (scope 3)<br>(separately reporting) |      | tCO <sub>2</sub> e                                         | 0.00       | 0.00       | 0.00       | 0.00       |                                    |               |               |

Remarks:

1. Performances of subsidiaries in the refinery and oil trading segment and the marketing segment that are significant to the business operations.
2. The reporting boundary of GHG emissions has been expanded to Bangkok Fuel Pipeline and Logistics Co., Ltd. and BCP Trading Pte. Ltd. since 2023.
3. The data of Bangchak Sriracha PCL has been reported since 2024.
4. The report of scope 1, 2, and 3 emissions data are calculated by using the BCP GHG calculation tool following IPCC 2006.
5. The emission factors from IPCC 2006, API Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry 2009, and USEPA AP-42 are used for scope 1 emissions calculation.
6. The emission factors from Energy Policy and Planning Office, Ministry of Energy, Thailand (EPPO), Thai National LCI Database, TIISMTEC-NSTDA and Thailand Greenhouse Gas Management Organization (TGO) are used for scope 2 emissions calculation.
7. The emission factors from Thailand Greenhouse Gas Management Organization (TGO), IPCC, Thai National LCI Database, and API Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry 2021 are used for scope 3 emissions calculation.
8. Conversion of fuel to energy by applying heating value provided by the Department of Alternative Energy Development and Efficiency.
9. Global Warming Potential (GWP) values are based on the Fifth Assessment Report (AR5) of the Greenhouse Gas Protocol.
10. Transporting finished petroleum products is included in the refinery business's downstream transportation and distribution, excluding heavy fuel oil and lubricant transportation.
11. The gases included in the green house gas calculation are CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFC.
12. N/A means not applicable.

| Air Emission |                                                                                    |                                    |                       |          |          |          |
|--------------|------------------------------------------------------------------------------------|------------------------------------|-----------------------|----------|----------|----------|
| Indicator    | Material Aspect                                                                    | Unit                               | Bangchak Sriracha PCL |          |          |          |
|              |                                                                                    |                                    | 2022                  | 2023     | 2024     | 2025     |
| GRI 305-7    | Nitrogen oxides (NO <sub>x</sub> ) <sup>1</sup>                                    |                                    |                       |          |          |          |
|              | NO <sub>x</sub> (combustion) <sup>2</sup>                                          | tonne                              | 789.78                | 784.26   | 779.16   | 655.30   |
|              | Target (control limit) <sup>3</sup>                                                | tonne                              | 3,323                 | 3,323    | 3,323    | 1,000    |
|              | Intensity of NO <sub>x</sub>                                                       | tonne/ thousand tonne of crude oil | 118.85                | 130.81   | 103.79   | 91.30    |
|              | Sulfur dioxide (SO <sub>2</sub> ) <sup>1</sup>                                     |                                    |                       |          |          |          |
|              | SO <sub>2</sub> (combustion and sulfur production and recovery units) <sup>1</sup> | tonne                              | 1,154.18              | 995.27   | 727.20   | 765.20   |
|              | Target (control limit) <sup>2</sup>                                                | tonne                              | 10,010                | 10,010   | 10,010   | 1,100    |
|              | Intensity of SO <sub>2</sub>                                                       | tonne/ thousand tonne of crude oil | 173.68                | 166.01   | 96.87    | 106.61   |
|              | Volatile Organic Compund (VOCs) <sup>4</sup>                                       |                                    |                       |          |          |          |
|              | VOCs inventory <sup>5</sup>                                                        | tonne                              | 443.43                | 402.95   | 572.84   | 556.98   |
|              | Fugitive VOCs <sup>6</sup>                                                         | tonne                              | 3.77                  | 2.39     | 2.39     | 2.27     |
|              | Target (control limit)                                                             | tonne                              |                       |          |          | 600      |
|              | Intensity of Fugitive VOCs                                                         | tonne/ thousand tonne of crude oil | 67.30                 | 67.61    | 76.63    | 77.92    |
|              | Flared hydrocarbon                                                                 |                                    |                       |          |          |          |
|              | Flared hydrocarbon                                                                 | tonne                              | 3,072.30              | 2,556.83 | 2,106.00 | 2,288.00 |
|              | Flared hydrocarbon per total product produced                                      | tonne/ thousand tonne of crude oil | 0.46                  | 0.43     | 0.28     | 0.32     |

**Remarks:**

1. Calculated based on analyzer measurements and the USEPA AP-42 methodology.
2. The reporting covers only the refinery and excludes combustion from the flare stack.
3. Calculated based on the Environmental Impact Assessment (EIA) report for the Euro 5 fuel quality improvement project.
4. Air emission of Bangchak Sriracha Refinery and Bangchak Sriracha Oil Terminal were reported.
5. The disclosure excludes fugitive VOCs emissions.
6. Calculations are based only on monitored emission sources.

| Water Management <sup>1</sup> |                                                                                       |            |                                    |       |       |                                                            |
|-------------------------------|---------------------------------------------------------------------------------------|------------|------------------------------------|-------|-------|------------------------------------------------------------|
| Indicator                     | Material Aspect                                                                       | Unit       | BCP Trading Pte. Ltd. <sup>2</sup> |       |       | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |
|                               |                                                                                       |            | 2023                               | 2024  | 2025  |                                                            |
| GRI 303-3 (2018)              | Total water withdrawal                                                                |            |                                    |       |       |                                                            |
|                               | Total water withdrawal (excluding seawater and brine water from crude oil extraction) | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | Total water withdrawal (including seawater and brine water from crude oil extraction) | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | Total water withdrawal by source                                                      |            |                                    |       |       |                                                            |
|                               | Surface water <sup>3</sup>                                                            | million m3 | 0.000                              | 0.000 | 0.000 | 0.002                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.002                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | Groundwater <sup>4</sup>                                                              | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | Seawater <sup>4</sup>                                                                 | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | Produced water <sup>5</sup>                                                           | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               | Third-party water <sup>4,6</sup>                                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.003                                                      |
|                               | • Surface water                                                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.003                                                      |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.003                                                      |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               |                                                                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               |                                                                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |
|                               |                                                                                       | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      |



| Water Management <sup>1</sup>                    |                                                                                                               |            |                                    |       |       |                                                            |       |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------------|------------------------------------|-------|-------|------------------------------------------------------------|-------|
| Indicator                                        | Material Aspect                                                                                               | Unit       | BCP Trading Pte. Ltd. <sup>2</sup> |       |       | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |       |
|                                                  |                                                                                                               |            | 2023                               | 2024  | 2025  | 2024                                                       | 2025  |
| GRI 303-3 (2018)                                 | Total water withdrawal in water stressed areas                                                                |            |                                    |       |       |                                                            |       |
|                                                  | Total water withdrawal in water stressed areas (excluding seawater and brine water from crude oil extraction) |            |                                    |       |       |                                                            |       |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      | 0.020 |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      | 0.020 |
|                                                  | Total water withdrawal in water stressed areas (including seawater and brine water from crude oil extraction) |            |                                    |       |       |                                                            |       |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.006                                                      | 0.020 |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                                                  | Total water withdrawal in water stressed areas by source                                                      |            |                                    |       |       |                                                            |       |
|                                                  | Surface water <sup>3</sup>                                                                                    | million m3 | 0.000                              | 0.000 | 0.000 | 0.002                                                      | 0.000 |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.002                                                      | 0.000 |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                                                  | Groundwater <sup>4</sup>                                                                                      | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      | 0.000 |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      | 0.000 |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                                                  | Seawater <sup>4</sup>                                                                                         | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                              | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
| Produced water <sup>5</sup>                      | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.000 | 0.000                                                      |       |
| • Freshwater ≤ 1000 mg/L Total Dissolved Solids  | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.000 | 0.000                                                      |       |
| • Other water > 1000 mg/L Total Dissolved Solids | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.000 | 0.000                                                      |       |
| Third-party water <sup>4,6</sup>                 | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.003 | 0.020                                                      |       |
| • Surface water                                  | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.003 | 0.020                                                      |       |
| • Freshwater ≤ 1000 mg/L Total Dissolved Solids  | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.003 | 0.020                                                      |       |
| • Other water > 1000 mg/L Total Dissolved Solids | million m3                                                                                                    | 0.000      | 0.000                              | 0.000 | 0.000 | 0.000                                                      |       |

| Water Management <sup>1</sup>                    |                                                                                                                  |            |                                                                            |       |       |       |                       |        |        |        |
|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------------------------|-------|-------|-------|-----------------------|--------|--------|--------|
| Indicator                                        | Material Aspect                                                                                                  | Unit       | Bangchak Green Net Co., Ltd. and<br>Bangchak Retail Co., Ltd. <sup>2</sup> |       |       |       | Bangchak Sriracha PCL |        |        |        |
|                                                  |                                                                                                                  |            | 2023                                                                       | 2024  | 2025  |       | 2022                  | 2023   | 2024   | 2025   |
| GRI 303-3 (2018)                                 | Total water withdrawal in water stressed areas                                                                   |            |                                                                            |       |       |       |                       |        |        |        |
|                                                  | Total water withdrawal in water stressed areas<br>(excluding seawater and brine water from crude oil extraction) | million m3 | 0.258                                                                      | 0.485 | 0.505 |       | 0.281                 | 0.256  | 0.215  | 0.171  |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                  | million m3 | 0.258                                                                      | 0.485 | 0.505 |       | 0.281                 | 0.256  | 0.215  | 0.171  |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                                 | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | Total water withdrawal in water stressed areas<br>(including seawater and brine water from crude oil extraction) | million m3 | 0.258                                                                      | 0.485 | 0.505 |       | 15.456                | 15.816 | 15.960 | 16.767 |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                  | million m3 | 0.258                                                                      | 0.485 | 0.505 |       | 0.281                 | 0.256  | 0.215  | 0.171  |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                                 | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 15.175                | 15.560 | 15.745 | 16.596 |
|                                                  | Total water withdrawal in water stressed areas by source                                                         |            |                                                                            |       |       |       |                       |        |        |        |
|                                                  | Surface water <sup>3</sup>                                                                                       | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                  | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                                 | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | Groundwater <sup>4</sup>                                                                                         | million m3 | 0.029                                                                      | 0.035 | 0.022 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                  | million m3 | 0.029                                                                      | 0.035 | 0.022 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                                 | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | Seawater <sup>4</sup>                                                                                            | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 15.166                | 15.552 | 15.737 | 16.574 |
|                                                  | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                  | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 0.000                 | 0.000  | 0.000  | 0.000  |
|                                                  | • Other water > 1000 mg/L Total Dissolved Solids                                                                 | million m3 | 0.000                                                                      | 0.000 | 0.000 |       | 15.166                | 15.552 | 15.737 | 16.574 |
| Produced water <sup>5</sup>                      | million m3                                                                                                       | 0.000      | 0.000                                                                      | 0.000 |       | 0.009 | 0.008                 | 0.008  | 0.021  |        |
| • Freshwater ≤ 1000 mg/L Total Dissolved Solids  | million m3                                                                                                       | 0.000      | 0.000                                                                      | 0.000 |       | 0.000 | 0.000                 | 0.000  | 0.000  |        |
| • Other water > 1000 mg/L Total Dissolved Solids | million m3                                                                                                       | 0.000      | 0.000                                                                      | 0.000 |       | 0.009 | 0.008                 | 0.008  | 0.021  |        |
| Third-party water <sup>4,6</sup>                 | million m3                                                                                                       | 0.229      | 0.449                                                                      | 0.484 |       | 0.281 | 0.256                 | 0.215  | 0.171  |        |
| • Surface water                                  | million m3                                                                                                       | 0.229      | 0.449                                                                      | 0.484 |       | 0.281 | 0.256                 | 0.215  | 0.171  |        |
| • Freshwater ≤ 1000 mg/L Total Dissolved Solids  | million m3                                                                                                       | 0.229      | 0.449                                                                      | 0.484 |       | 0.281 | 0.256                 | 0.215  | 0.171  |        |
| • Other water > 1000 mg/L Total Dissolved Solids | million m3                                                                                                       | 0.000      | 0.000                                                                      | 0.000 |       | 0.000 | 0.000                 | 0.000  | 0.000  |        |

| Water Management <sup>1</sup> |                                                                                                                |            |                                    |       |       |                                                            |       |
|-------------------------------|----------------------------------------------------------------------------------------------------------------|------------|------------------------------------|-------|-------|------------------------------------------------------------|-------|
| Indicator                     | Material Aspect                                                                                                | Unit       | BCP Trading Pte. Ltd. <sup>2</sup> |       |       | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |       |
|                               |                                                                                                                |            | 2023                               | 2024  | 2025  | 2024                                                       | 2025  |
| GRI 303-4 (2018)              | Total water discharge <sup>7</sup>                                                                             |            |                                    |       |       |                                                            |       |
|                               | Total water discharge                                                                                          | million m3 | 0.000                              | 0.000 | 0.000 | 0.004                                                      | 0.016 |
|                               | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                | million m3 | 0.000                              | 0.000 | 0.000 | 0.004                                                      | 0.016 |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                               | Total water discharge by destination <sup>8</sup>                                                              |            |                                    |       |       |                                                            |       |
|                               | • Surface water                                                                                                | million m3 | 0.000                              | 0.000 | 0.000 | 0.004                                                      | 0.016 |
|                               | • Seawater                                                                                                     | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                               | • Third-party water                                                                                            | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                               | Total water discharge in water stressed areas                                                                  |            |                                    |       |       |                                                            |       |
|                               | Total water discharge in water stressed areas                                                                  | million m3 | 0.000                              | 0.000 | 0.000 | 0.004                                                      | 0.016 |
| GRI 303-5 (2018)              | • Freshwater ≤ 1000 mg/L Total Dissolved Solids                                                                | million m3 | 0.000                              | 0.000 | 0.000 | 0.004                                                      | 0.016 |
|                               | • Other water > 1000 mg/L Total Dissolved Solids                                                               | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |
|                               | Total water consumption                                                                                        |            |                                    |       |       |                                                            |       |
|                               | Total water consumption (excluding seawater and brine water from crude oil extraction)                         | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      | 0.004 |
| GRI 303-5 (2018)              | Total water consumption (including seawater and brine water from crude oil extraction)                         | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      | 0.004 |
|                               | Total water consumption in water stressed areas (excluding seawater and brine water from crude oil extraction) | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      | 0.004 |
|                               | Total water consumption in water stressed areas (including seawater and brine water from crude oil extraction) | million m3 | 0.000                              | 0.000 | 0.000 | 0.001                                                      | 0.004 |
|                               | Change in water storage, if water storage has been identified as having a significant water-related impact     | million m3 | 0.000                              | 0.000 | 0.000 | 0.000                                                      | 0.000 |





| Water Management <sup>1</sup> |                                     |      |                                    |       |       |                                                            |       |       |
|-------------------------------|-------------------------------------|------|------------------------------------|-------|-------|------------------------------------------------------------|-------|-------|
| Indicator                     | Material Aspect                     | Unit | BCP Trading Pte. Ltd. <sup>2</sup> |       |       | Bangkok Fuel Pipeline and Logistics Co., Ltd. <sup>2</sup> |       |       |
|                               |                                     |      | 2023                               | 2024  | 2025  | 2024                                                       | 2025  |       |
| GRI 303-4-d (2018)            | Wastewater quality <sup>9, 10</sup> |      |                                    |       |       |                                                            |       |       |
|                               | COD                                 |      | tonne                              | 0.000 | 0.000 | 0.001                                                      | 0.531 | 1.921 |
|                               | BOD                                 |      | tonne                              | 0.000 | 0.000 | 0.000                                                      | 0.089 | 0.320 |
|                               | Oil and Grease                      |      | tonne                              | 0.000 | 0.000 | 0.000                                                      | 0.089 | 0.320 |
|                               | TSS                                 |      | tonne                              | 0.000 | 0.000 | 0.000                                                      | 0.221 | 0.961 |
|                               | TDS                                 |      | tonne                              | 0.007 | 0.007 | 0.014                                                      | 2.214 | 8.006 |
|                               | Sulfide                             |      | tonne                              | 0.000 | 0.000 | 0.000                                                      | 0.004 | 0.016 |
|                               | Mercury                             |      | tonne                              | 0.000 | 0.000 | 0.000                                                      | N/A   | N/A   |

| Water Management <sup>1</sup> |                                     |      |                                                                            |         |        |         |      |                       |      |
|-------------------------------|-------------------------------------|------|----------------------------------------------------------------------------|---------|--------|---------|------|-----------------------|------|
| Indicator                     | Material Aspect                     | Unit | Bangchak Green Net Co., Ltd. and<br>Bangchak Retail Co., Ltd. <sup>2</sup> |         |        |         |      | Bangchak Sriracha PCL |      |
|                               |                                     |      | 2023                                                                       | 2024    | 2025   | 2022    | 2023 | 2024                  | 2025 |
| GRI 303-4-d (2018)            | Wastewater quality <sup>9, 10</sup> |      |                                                                            |         |        |         |      |                       |      |
|                               | COD                                 |      | tonne                                                                      | 60.256  | 28.405 | 25.769  |      |                       |      |
|                               | BOD                                 |      | tonne                                                                      | 19.860  | 6.784  | 6.837   |      |                       |      |
|                               | Oil and Grease                      |      | tonne                                                                      | 2.567   | 2.185  | 2.479   |      |                       |      |
|                               | TSS                                 |      | tonne                                                                      | 8.917   | 11.578 | 17.880  |      |                       |      |
|                               | TDS                                 |      | tonne                                                                      | 285.272 | 64.740 | 108.033 |      |                       |      |
|                               | Sulfide                             |      | tonne                                                                      | N/A     | 0.347  | 0.526   |      |                       |      |
|                               | Mercury                             |      | tonne                                                                      | N/A     | N/A    | N/A     |      |                       |      |

Remarks:

1. Performances of subsidiaries in the refinery and oil trading segment and the marketing segment that are significant to the business operations.
2. The reporting boundary has been expanded to BCP Trading Pte. Ltd., Bangchak Green Net Co., Ltd. and Bangchak Retail Co., Ltd. since 2023 and Bangkok Fuel Pipeline and Logistics Co., Ltd. in 2024.
3. Collect data from pump capacity and tank volume.
4. Collect data from meter reading and invoices.
5. The total produced water withdrawal volume is collected from crude oil extraction and processing and calculated from the ratio of oil and brine.
6. The 3<sup>rd</sup> party water of all areas is withdrawn from the surface water source.
7. The total amount of water discharge was collected from the water flow meter readings and calculation of wastewater treatment system design.
8. No water discharge to groundwater sources.
9. Characteristics of water is collected from analysis result from 3<sup>rd</sup> party laboratory which is licensed by department of Industry work.
10. N/A means not applicable.

| Industrial Waste Management |                                                                         |            |                                    |          |          |          |
|-----------------------------|-------------------------------------------------------------------------|------------|------------------------------------|----------|----------|----------|
| Indicator                   | Material Aspect                                                         | Unit       | Bangchak Sriracha PCL <sup>1</sup> |          |          |          |
|                             |                                                                         |            | 2022                               | 2023     | 2024     | 2025     |
| GRI306-3                    | Total waste generated by category                                       |            |                                    |          |          |          |
|                             | Total waste generated <sup>2</sup>                                      | tonne/year | 2,780.74                           | 3,789.43 | 4,226.94 | 4,666.36 |
|                             | • Total hazardous waste                                                 | tonne/year | 2,607.36                           | 3,538.61 | 3,064.86 | 3,503.72 |
|                             | • Total non-hazardous waste                                             | tonne/year | 173.39                             | 250.82   | 1,162.08 | 1,162.65 |
| BCP Indicators              | Industrial waste diverted from landfilling                              | percentage | 93.21                              | 94.40    | 100.00   | 100.00   |
|                             | • Reuse and recycling                                                   | percentage | 31.08                              | 11.19    | 32.91    | 54.72    |
|                             | • Other recovery operation methods                                      | percentage | 0.44                               | 36.66    | 6.89     | 0.00     |
|                             | • Energy recovery (alternative fuels/ fuel blending)                    | percentage | 61.69                              | 42.23    | 58.74    | 45.22    |
|                             | • Incineration without energy recovery                                  | percentage | 0.00                               | 1.59     | 0.00     | 0.00     |
|                             | • Other disposal operation                                              | percentage | 0.00                               | 2.74     | 1.46     | 0.06     |
|                             | • Landfilling                                                           | percentage | 6.79                               | 5.60     | 0.00     | 0.00     |
| GRI 306-3                   | Total waste generated by category and disposal/recovery operation       |            |                                    |          |          |          |
|                             | Hazardous waste by disposal/recovery operation <sup>2</sup>             | tonne/year | 2,607.36                           | 3,538.61 | 3,064.86 | 3,503.72 |
| GRI 306-4                   | Hazardous waste diverted from disposal (offsite)                        | tonne/year | 765.65                             | 1,785.49 | 581.40   | 1,403.37 |
|                             | • Reuse                                                                 | tonne/year | 26.44                              | 24.26    | 36.71    | 31.21    |
|                             | • Recycling                                                             | tonne/year | 726.93                             | 387.66   | 253.25   | 500.65   |
|                             | • Recovery (reclamation, regeneration of metal and metallic compounds)  | tonne/year | 12.28                              | 1,373.58 | 291.45   | 871.52   |
| GRI 306-5                   | Hazardous waste directed to disposal (offsite)                          | tonne/year | 1,841.71                           | 1,753.12 | 2,483.47 | 2,100.35 |
|                             | • Incineration with energy recovery <sup>*DIW</sup>                     | tonne/year | 1,715.34                           | 1,537.29 | 2,421.76 | 2,097.35 |
|                             | • Incineration without energy recovery <sup>*DIW</sup>                  | tonne/year | 0.00                               | 60.13    | 0.00     | 0.00     |
|                             | • Landfilling                                                           | tonne/year | 126.24                             | 140.64   | 0.00     | 0.00     |
|                             | • Other disposal operations                                             | tonne/year | 0.13                               | 15.06    | 61.71    | 3.00     |
| GRI 306-3                   | Non-hazardous waste by disposal/recovery operation <sup>2</sup>         | tonne/year | 173.39                             | 250.82   | 1,162.08 | 1,162.65 |
| GRI 306-4                   | Non-hazardous waste diverted from disposal (offsite)                    | tonne/year | 110.92                             | 27.58    | 1,101.12 | 1,149.84 |
|                             | • Reuse                                                                 | tonne/year | 0.00                               | 0.00     | 0.00     | 0.00     |
|                             | • Recycling                                                             | tonne/year | 3.59                               | 0.00     | 7.12     | 7.34     |
|                             | • Other recovery operation (other recovery unlisted materials)          | tonne/year | 0.00                               | 15.58    | 0.00     | 0.00     |
|                             | • Other recovery operation (land reclamation: using construction waste) | tonne/year | 0.00                               | 0.00     | 0.00     | 0.00     |
|                             | • Sorting                                                               | tonne/year | 107.33                             | 12.00    | 1,094.00 | 1,142.50 |
| GRI 306-5                   | Non-hazardous waste directed to disposal (offsite)                      | tonne/year | 62.47                              | 223.24   | 60.97    | 12.81    |
|                             | • Incineration with energy recovery                                     | tonne/year | 0.00                               | 62.87    | 60.97    | 12.81    |
|                             | • Incineration without energy recovery                                  | tonne/year | 0.00                               | 0.00     | 0.00     | 0.00     |
|                             | • Landfilling                                                           | tonne/year | 62.47                              | 71.72    | 0.00     | 0.00     |
|                             | • Other disposal operations <sup>3</sup>                                | tonne/year | 0.00                               | 88.66    | 0.00     | 0.00     |

| Industrial Waste Management |                                                                       |            |                                    |      |      |      |
|-----------------------------|-----------------------------------------------------------------------|------------|------------------------------------|------|------|------|
| Indicator                   | Material Aspect                                                       | Unit       | Bangchak Sriracha PCL <sup>1</sup> |      |      |      |
|                             |                                                                       |            | 2022                               | 2023 | 2024 | 2025 |
| *DIW                        | Hazardous waste directed to disposal (offsite) <sup>4,5</sup>         | tonne/year | 2,429.27                           |      |      |      |
| 04                          | • Recycle (042, 041, 044 and 049)                                     | tonne/year |                                    |      |      |      |
|                             | • 041: Use as fuel substitution or burn for energy recovery           |            |                                    |      |      |      |
|                             | • 042: Fuel blending                                                  |            |                                    |      |      |      |
|                             | • 044: Use as co-material in cement kiln or rotary kiln               |            |                                    |      |      |      |
|                             | • 045: Use as an alternative raw material in industrial cement kilns. |            |                                    |      |      |      |
| 07                          | • Disposal (075: Incineration in hazardous waste incinerator)         | tonne/year | 0.00                               |      |      |      |

**Remarks:**

1. Industrial Waste Management of Bangchak Sriracha Refinery and Bangchak Sriracha Oil Terminal were reported.
2. Weight from waste manifest.
3. According to Department of Industrial Works (DIW), Bangchak refinery have complied with DIW's Announcement of Waste processor B.E. 2550, Best Practice of Waste Management and Disposal B.E. 2551 and Hazardous Substance Act. 2535 and the waste management have been classified and managed according to Notification of Ministry of Industry Re: Industrial Waste Disposal B.E. 2548 (2005). Waste management can be classified into 8 methods as follows: Method 01 Sorting, Method 02 Storage, Method 03 Reuse, Method 04 Recycle, Method 05 Recovery, Method 06 Treatment, Method 07 Disposal and Method 08 Others.
4. Disposal methods and quantity from DIW waste disposal permit documents and manifests.

| Employee             |                               |           |                       |        |        |        |        |        |
|----------------------|-------------------------------|-----------|-----------------------|--------|--------|--------|--------|--------|
| Indicator            | Material Aspect               | Unit      | Bangchak Sriracha PCL |        |        |        |        |        |
|                      |                               |           | 2023                  |        | 2024   |        | 2025   |        |
|                      |                               |           | Person                | %      | Person | %      | Person | %      |
| GRI 2-7<br>GRI 405-1 | Employment <sup>1</sup>       |           |                       |        |        |        |        |        |
|                      | Total employee                | person, % | 594                   | 100.00 | 490    | 100.00 | 497    | 100.00 |
|                      | Employee by gender            |           |                       |        |        |        |        |        |
|                      | • Male                        | person, % | 446                   | 75.08  | 395    | 80.61  | 405    | 81.49  |
|                      | • Female                      | person, % | 148                   | 24.92  | 95     | 19.39  | 92     | 18.51  |
|                      | Employee by age group         |           |                       |        |        |        |        |        |
|                      | Less than 30 years old        | person, % | 79                    | 13.30  | 93     | 18.98  | 98     | 19.72  |
|                      | • Male                        | person, % | 56                    | 9.43   | 76     | 15.51  | 86     | 17.30  |
|                      | • Female                      | person, % | 23                    | 3.87   | 17     | 3.47   | 12     | 2.41   |
|                      | Between 30-50 years old       | person, % | 258                   | 43.43  | 183    | 37.35  | 187    | 37.63  |
|                      | • Male                        | person, % | 164                   | 27.61  | 123    | 25.10  | 127    | 25.55  |
|                      | • Female                      | person, % | 94                    | 15.82  | 60     | 12.24  | 60     | 12.07  |
|                      | More than 50 years old        | person, % | 257                   | 43.27  | 214    | 43.67  | 212    | 42.66  |
|                      | • Male                        | person, % | 226                   | 38.05  | 196    | 40.00  | 192    | 38.63  |
|                      | • Female                      | person, % | 31                    | 5.22   | 18     | 3.67   | 20     | 4.02   |
|                      | Employee by greligion         |           |                       |        |        |        |        |        |
|                      | • Buddhism                    | person, % | 585                   | 98.48  | 482    | 98.37  | 422    | 84.91  |
|                      | • Christian - Catholic        | person, % | 4                     | 0.67   | 4      | 0.82   | 9      | 1.81   |
|                      | • Islam                       | person, % | 5                     | 0.84   | 4      | 0.82   | 2      | 0.40   |
|                      | • Others                      | person, % | 0                     | 0.00   | 0      | 0.00   | 64     | 12.88  |
|                      | Employee by level             |           |                       |        |        |        |        |        |
|                      | Manager level and above       | person, % | 99                    | 16.67  | 74     | 15.10  | 70     | 14.08  |
|                      | • Male                        | person, % | 64                    | 10.77  | 48     | 9.80   | 46     | 9.26   |
|                      | • Female                      | person, % | 35                    | 5.89   | 26     | 5.31   | 24     | 4.83   |
|                      | Senior officer                | person, % | 195                   | 32.83  | 141    | 28.78  | 146    | 29.38  |
|                      | • Male                        | person, % | 153                   | 25.76  | 117    | 23.88  | 120    | 24.14  |
|                      | • Female                      | person, % | 42                    | 7.07   | 24     | 4.90   | 26     | 5.23   |
|                      | Officer                       | person, % | 72                    | 12.12  | 39     | 7.96   | 33     | 6.64   |
|                      | • Male                        | person, % | 38                    | 6.40   | 25     | 5.10   | 24     | 4.83   |
|                      | • Female                      | person, % | 34                    | 5.72   | 14     | 2.86   | 9      | 1.81   |
|                      | Operator                      | person, % | 228                   | 38.38  | 236    | 48.16  | 248    | 49.90  |
|                      | • Male                        | person, % | 191                   | 32.15  | 205    | 41.84  | 215    | 43.26  |
|                      | • Female                      | person, % | 37                    | 6.23   | 31     | 6.33   | 33     | 6.64   |
|                      | Employee by area              |           |                       |        |        |        |        |        |
|                      | Bangkok and metropolitan area | person, % | 119                   | 20.03  | 62     | 12.65  | 60     | 12.07  |
|                      | Head office                   | person, % | 119                   | 20.03  | 62     | 12.65  | 60     | 12.07  |
|                      | • Male                        | person, % |                       |        |        |        | 40     | 8.05   |
|                      | • Female                      | person, % |                       |        |        |        | 20     | 4.02   |
|                      | Phra Khanong Refinery         | person, % | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      | • Male                        | person, % |                       |        |        |        | 0      | 0.00   |
|                      | • Female                      | person, % |                       |        |        |        | 0      | 0.00   |
|                      | Northern region               | person, % | 8                     | 1.35   | 5      | 1.02   | 0      | 0.00   |
|                      | • Male                        | person, % |                       |        |        |        | 0      | 0.00   |
|                      | • Female                      | person, % |                       |        |        |        | 0      | 0.00   |

| Employee             |                             |                                              |                       |        |        |        |        |        |
|----------------------|-----------------------------|----------------------------------------------|-----------------------|--------|--------|--------|--------|--------|
| Indicator            | Material Aspect             | Unit                                         | Bangchak Sriracha PCL |        |        |        |        |        |
|                      |                             |                                              | 2023                  |        | 2024   |        | 2025   |        |
|                      |                             |                                              | Person                | %      | Person | %      | Person | %      |
| GRI 2-7<br>GRI 405-1 | Employment <sup>1</sup>     |                                              |                       |        |        |        |        |        |
|                      | Employee by area            |                                              |                       |        |        |        |        |        |
|                      | Central region              | person, %                                    | 15                    | 2.53   | 4      | 0.82   | 4      | 0.80   |
|                      | • Male                      | person, %                                    |                       |        |        |        | 0      | 0.00   |
|                      | • Female                    | person, %                                    |                       |        |        |        | 4      | 0.80   |
|                      | Northeastern region         | person, %                                    | 3                     | 0.51   | 2      | 0.41   | 0      | 0.00   |
|                      | • Male                      | person, %                                    |                       |        |        |        | 0      | 0.00   |
|                      | • Female                    | person, %                                    |                       |        |        |        | 0      | 0.00   |
|                      | Southern region             | person, %                                    | 5                     | 0.84   | 4      | 0.82   | 2      | 0.40   |
|                      | • Male                      | person, %                                    |                       |        |        |        | 2      | 0.40   |
|                      | • Female                    | person, %                                    |                       |        |        |        | 0      | 0.00   |
|                      | Eastern region              | person, %                                    | 444                   | 74.75  | 413    | 84.29  | 431    | 86.72  |
|                      | • Male                      | person, %                                    |                       |        |        |        | 363    | 73.04  |
|                      | • Female                    | person, %                                    |                       |        |        |        | 68     | 13.68  |
|                      | Employee by race            |                                              |                       |        |        |        |        |        |
|                      | • Asian                     | % of total workforce                         | 594                   | 100.00 | 490    | 100.00 | 497    | 100.00 |
|                      |                             | % of total management workforce <sup>2</sup> | 294                   | 100.00 | 215    | 100.00 | 216    | 100.00 |
|                      | • White                     | % of total workforce                         | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      |                             | % of total management workforce <sup>2</sup> | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      | • Black or African American | % of total workforce                         | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      |                             | % of total management workforce <sup>2</sup> | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      | • Hispanic or Latino        | % of total workforce                         | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      |                             | % of total management workforce <sup>2</sup> | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      | • Indigenous or Native      | % of total workforce                         | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
|                      |                             | % of total management workforce <sup>2</sup> | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |



| Employee       |                                                                                                 |           |                       |   |        |   |        |      |
|----------------|-------------------------------------------------------------------------------------------------|-----------|-----------------------|---|--------|---|--------|------|
| Indicator      | Material Aspect                                                                                 | Unit      | Bangchak Sriracha PCL |   |        |   |        |      |
|                |                                                                                                 |           | 2023                  |   | 2024   |   | 2025   |      |
|                |                                                                                                 |           | Person                | % | Person | % | Person | %    |
| BCP Indicators | Disability hiring                                                                               |           |                       |   |        |   |        |      |
|                | Total disability hiring                                                                         | person    |                       |   |        |   | 0      |      |
|                | Disabled employee by race                                                                       | person    |                       |   |        |   | 0      |      |
|                | • Male                                                                                          | person, % |                       |   |        |   | 0      | 0.00 |
|                | • Female                                                                                        | person, % |                       |   |        |   | 0      | 0.00 |
|                | Disabled contractor by race                                                                     | person    |                       |   |        |   | 5      |      |
|                | Empowerment for Person with Disabilities                                                        | Yes/No    |                       |   |        |   | No     |      |
|                | Fund Contribution                                                                               |           |                       |   |        |   |        |      |
|                | Diversity of employees                                                                          |           |                       |   |        |   |        |      |
|                | Share of women in total workforce                                                               | %         | 24.92                 |   | 19.39  |   | 18.51  |      |
|                | Target of share of women in all management positions                                            | %         | 52.03                 |   | 25.20  |   | 23.69  |      |
|                | Share of women in all management positions <sup>2</sup>                                         | %         | 26.19                 |   | 23.26  |   | 23.15  |      |
|                | Share of women in junior management positions                                                   | %         | 21.54                 |   | 17.02  |   | 17.81  |      |
|                | Share of women in top management positions <sup>3</sup>                                         | %         | 58.82                 |   | 57.14  |   | 33.80  |      |
|                | Share of women in management positions in revenue-generating functions                          | %         | 40.54                 |   | 20.90  |   | 20.97  |      |
|                | Share of women in STEM-related positions (STEM: Science Technology Engineering and Mathematics) | %         | 19.43                 |   | 19.50  |   | 19.88  |      |
|                | Share of workforce on minority group - people with disability                                   | %         | 0.00                  |   | 0.00   |   | 0.00   |      |

| Employee                            |                                                                            |                                      |                       |        |        |        |        |        |
|-------------------------------------|----------------------------------------------------------------------------|--------------------------------------|-----------------------|--------|--------|--------|--------|--------|
| Indicator                           | Material Aspect                                                            | Unit                                 | Bangchak Sriracha PCL |        |        |        |        |        |
|                                     |                                                                            |                                      | 2023                  |        | 2024   |        | 2025   |        |
|                                     |                                                                            |                                      | Person                | %      | Person | %      | Person | %      |
| GRI 401-1                           | Employee turnover                                                          |                                      |                       |        |        |        |        |        |
|                                     | Employee turnover rate                                                     | %                                    | 10                    | 1.68   | 6      | 1.22   | 27     | 5.64   |
|                                     | Voluntary employee turnover rate                                           | %                                    | 10                    | 1.68   | 6      | 1.22   | 27     | 5.64   |
|                                     | Data Coverage                                                              | %                                    |                       |        |        |        | 100.00 |        |
|                                     | Voluntary employee turnover by gender                                      |                                      |                       |        |        |        |        |        |
|                                     | • Male                                                                     | person, %                            | 8                     | 80.00  | 4      | 66.67  | 17     | 62.96  |
|                                     | • Female                                                                   | person, %                            | 2                     | 20.00  | 2      | 33.33  | 10     | 37.04  |
|                                     | Voluntary employee turnover by age group                                   |                                      |                       |        |        |        |        |        |
|                                     | • Less than 30 years old                                                   | person, %                            | 4                     | 40.00  | 3      | 50.00  | 4      | 14.81  |
|                                     | • Between 30-50 years old                                                  | person, %                            | 0                     | 0.00   | 2      | 33.33  | 9      | 33.33  |
|                                     | • More than 50 years old                                                   | person, %                            | 6                     | 60.00  | 1      | 16.67  | 14     | 51.85  |
|                                     |                                                                            | Voluntary employee turnover by level |                       |        |        |        |        |        |
| • Manager level and above           |                                                                            | person, %                            |                       |        |        |        | 9      | 33.33  |
| • Senior officer and officer        |                                                                            | person, %                            |                       |        |        |        | 13     | 48.15  |
| • Operator                          |                                                                            | person, %                            |                       |        |        |        | 5      | 18.52  |
| Voluntary employee turnover by race |                                                                            |                                      |                       |        |        |        |        |        |
| • Asian                             |                                                                            | person, %                            |                       |        |        |        | 27     | 100.00 |
| • White                             |                                                                            | person, %                            |                       |        |        |        | 0      | 0.00   |
| • Black or African American         |                                                                            | person, %                            |                       |        |        |        | 0      | 0.00   |
| • Hispanic or Latino                |                                                                            | person, %                            |                       |        |        |        | 0      | 0.00   |
| • Indigenous or Native              |                                                                            | person, %                            |                       |        |        |        | 0      | 0.00   |
| New Employee                        |                                                                            |                                      |                       |        |        |        |        |        |
| New Employee                        |                                                                            | person, %                            | 38                    | 100.00 | 44     | 100.00 | 30     | 100.00 |
| New employee by gender              |                                                                            |                                      |                       |        |        |        |        |        |
| • Male                              |                                                                            | person, %                            | 27                    | 71.05  | 38     | 86.36  | 24     | 80.00  |
| • Female                            |                                                                            | person, %                            | 11                    | 28.95  | 6      | 13.64  | 6      | 20.00  |
| New employee by age group           |                                                                            |                                      |                       |        |        |        |        |        |
| • Less than 30 years old            |                                                                            | person, %                            | 26                    | 68.42  | 38     | 86.36  | 24     | 80.00  |
| • Between 30-50 years old           |                                                                            | person, %                            | 12                    | 31.58  | 6      | 13.64  | 6      | 20.00  |
| • More than 50 years old            |                                                                            | person, %                            | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
| New employee by level               |                                                                            |                                      |                       |        |        |        |        |        |
| • Manager level and above           |                                                                            | person, %                            | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
| • Senior officer and officer        |                                                                            | person, %                            | 16                    | 42.11  | 15     | 34.09  | 11     | 36.67  |
| • Operator                          |                                                                            | person, %                            | 22                    | 57.89  | 29     | 65.91  | 19     | 63.33  |
| New employee by race                |                                                                            |                                      |                       |        |        |        |        |        |
| • Asian                             |                                                                            | person, %                            | 38                    | 100.00 | 44     | 100.00 | 30     | 100.00 |
| • White                             |                                                                            | person, %                            | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
| • Black or African American         |                                                                            | person, %                            | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
| • Hispanic or Latino                |                                                                            | person, %                            | 0                     | 0.00   | 0      | 0.00   | 0      | 0.00   |
| • Indigenous or Native              | person, %                                                                  | 0                                    | 0.00                  | 0      | 0.00   | 0      | 0.00   |        |
| BCP Indicators                      | Percentage of open position filled by internal candidates (internal hires) | %                                    | 0.00                  |        | 0.00   |        | 0.00   |        |
|                                     | Average hiring cost per person                                             | THB/person                           | 0.00                  |        | 29,000 |        | 39,600 |        |

| Employee  |                                                                                                                          |                                        |                       |        |        |        |        |        |
|-----------|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|--------|--------|--------|--------|--------|
| Indicator | Material Aspect                                                                                                          | Unit                                   | Bangchak Sriracha PCL |        |        |        |        |        |
|           |                                                                                                                          |                                        | 2023                  |        | 2024   |        | 2025   |        |
|           |                                                                                                                          |                                        | Person                | %      | Person | %      | Person | %      |
| GRI401-3  | Parental leave                                                                                                           |                                        |                       |        |        |        |        |        |
|           | Employees who are entitled to parental leave                                                                             | person, %                              | 148                   | 100.00 | 95     | 100.00 | 497    | 100.00 |
|           | Female employees who were entitled to parental leave                                                                     | person, %                              | 148                   | 100.00 | 95     | 100.00 | 92     | 100.00 |
|           | • Female employees who took parental leave <sup>4</sup>                                                                  | person, % in entitled female employees | 3                     | 2.03   | 2      | 2.11   | 4      | 4.35   |
|           |                                                                                                                          | person, % in all entitle employees     | 3                     | 0.51   | 2      | 0.41   | 4      | 0.80   |
|           | Male employees who were entitled to parental leave                                                                       | person, %                              | 446                   | 100.00 | 395    | 100.00 | 405    | 100.00 |
|           | • Male employees who took parental leave <sup>5</sup>                                                                    | person, % in entitled male employee    | 0                     | 0.00   | 0      | 0.00   | 7      | 1.73   |
|           |                                                                                                                          | person, % in all entitle employees     | 0                     | 0.00   | 0      | 0.00   | 7      | 1.41   |
|           | Female employees who returned to work after parental leave                                                               | person, %                              | 3                     | 100.00 | 2      | 100.00 | 4      | 100.00 |
|           | Male employees who returned to work after parental leave                                                                 | person, %                              | 0                     | 0.00   | 0      | 0.00   | 7      | 100.00 |
|           | Female employees who returned to work after parental leave that were still employed 12 months after their return to work | person, %                              | 3                     | 100.00 | 2      | 100.00 | 4      | 100.00 |
|           | Male employees who returned to work after parental leave that were still employed 12 months after their return to work   | person, %                              | 0                     | 0.00   | 0      | 0.00   | 7      | 100.00 |

| Employee       |                                                                 |                   |                       |            |             |
|----------------|-----------------------------------------------------------------|-------------------|-----------------------|------------|-------------|
| Indicator      | Material Aspect                                                 | Unit              | Bangchak Sriracha PCL |            |             |
|                |                                                                 |                   | 2023                  | 2024       | 2025        |
| GRI 404-1      | Employee development                                            |                   |                       |            |             |
|                | Total training and development hour                             | hour              | 43,946                | 64,163     | 66,000      |
|                |                                                                 | hour/person       | 165.00                | 141.00     | 165.83      |
|                | Training and development expense                                | THB               |                       |            | 1,480,000   |
|                |                                                                 | THB/person        | 8,307                 | 4,176      | 3,719       |
|                | Training and development hour by gender                         |                   |                       |            |             |
|                | • Male                                                          | hour/person       | 180.00                | 168.00     | 187.28      |
|                | • Female                                                        | hour/person       | 37.00                 | 25.00      | 51.74       |
|                | Training and development hour by level                          |                   |                       |            |             |
|                | • Manager level and above                                       | hour/person       | 46.00                 | 27.00      | 38.31       |
|                | • Senior officer and officer                                    | hour/person       | 19.00                 | 55.00      | 53.58       |
|                | • Operator                                                      | hour/person       | 253.00                | 263.00     | 260.57      |
|                | Training and development hour by business category              |                   |                       |            |             |
|                | • Accounting and Finance (AFBU)                                 | hour/person       | 0.00                  | 6.00       |             |
|                | • Marketing Business Group (MKBG)                               | hour/person       | 0.00                  | 6.00       |             |
|                | • Refinery Business Group (RFBG)                                | hour/person       | 252.00                | 166.00     | 3,718.60    |
|                | Employee Engagement Score                                       | %                 | 68.00                 | 77.00      | 82.00       |
|                |                                                                 | data coverage (%) |                       |            | 91.27       |
|                | Labour and Human rights Complaints                              | case              | 0                     | 0          | 0           |
|                | Harassment and Discrimination Complaints                        | case              | 0                     | 0          | 0           |
|                | Training to increase awareness of harassment and discrimination | frequency         | -                     | biennially | 1 time/year |
| BCP Indicators | KPIs on employee development (Targets)                          |                   |                       |            |             |
|                | KPI 1: Average training hours per person by training category   |                   |                       |            |             |
|                | • Hard skills                                                   | hour/person       |                       |            | 166         |
|                | KPI 2: Average amount spent per person                          |                   |                       |            |             |
|                | KPI 2: Average amount spent per person by level                 |                   |                       |            |             |
|                | • Manager level and above                                       | THB/person        |                       |            | 3,719       |
|                | • Senior officer and officer                                    | THB/person        |                       |            | 3,719       |
|                | • Operator                                                      | THB/person        |                       |            | 3,719       |
|                | KPI 2: Average amount spent per person by training category     |                   |                       |            |             |
|                | • Hard skills                                                   | THB/person        |                       |            | 3,719       |

| Employee  |                                                                           |             |                       |          |          |
|-----------|---------------------------------------------------------------------------|-------------|-----------------------|----------|----------|
| Indicator | Material Aspect                                                           | Unit        | Bangchak Sriracha PCL |          |          |
|           |                                                                           |             | 2023                  | 2024     | 2025     |
| GRI 405-2 | Ratio of basic salary and remuneration (women : men)                      |             |                       |          |          |
|           | Ratio of basic salary and remuneration                                    |             |                       |          |          |
|           | • Ratio of basic salary                                                   | women : men | 1.11                  | 1.26     | 1.28     |
|           | • Ratio of remuneration                                                   | women : men | 0.99                  | 1.09     | 1.25     |
|           | Ratio of basic salary by age group                                        |             |                       |          |          |
|           | • Less than 30 years old                                                  | women : men | 1.42                  | 1.59     | 1.39     |
|           | • Between 30-50 years old                                                 | women : men | 1.38                  | 1.41     | 1.32     |
|           | • More than 50 years old                                                  | women : men | 1.12                  | 1.47     | 1.35     |
|           | Ratio of remuneration by age group                                        |             |                       |          |          |
|           | • Less than 30 years old                                                  | women : men | 1.20                  | 1.27     | 1.33     |
|           | • Between 30-50 years old                                                 | women : men | 1.23                  | 1.24     | 1.20     |
|           | • More than 50 years old                                                  | women : men | 1.00                  | 1.26     | 1.31     |
|           | Ratio of basic salary by religion                                         |             |                       |          |          |
|           | • Buddhism                                                                | women : men | 1.11                  | 1.27     | 1.29     |
|           | • Others                                                                  | women : men | 1.09                  | 1.02     | 0.91     |
|           | Ratio of remuneration by religion                                         |             |                       |          |          |
|           | • Buddhism                                                                | women : men | 0.99                  | 1.10     | 1.26     |
|           | • Others                                                                  | women : men | 0.95                  | 0.90     | 0.87     |
|           | Ratio of basic salary by level                                            |             |                       |          |          |
|           | • Manager level and above                                                 | women : men | 1.07                  | 1.09     | 1.09     |
|           | • Senior Officer                                                          | women : men | 0.85                  | 0.83     | 0.85     |
|           | • Officer                                                                 | women : men | 1.06                  | 1.07     | 1.06     |
|           | • Operator                                                                | women : men | 0.93                  | 0.99     | 1.02     |
|           | Ratio of remuneration by level                                            |             |                       |          |          |
|           | • Manager level and above                                                 | women : men | 1.04                  | 1.07     | 1.12     |
|           | • Senior Officer                                                          | women : men | 0.77                  | 0.72     | 0.84     |
|           | • Officer                                                                 | women : men | 1.01                  | 1.03     | 1.02     |
|           | • Operator                                                                | women : men | 0.78                  | 0.83     | 0.95     |
|           | Ratio of basic salary by area                                             |             |                       |          |          |
|           | • Head office                                                             | women : men | 0.89                  | 0.97     | 1.02     |
|           | • Refinery                                                                | women : men | 1.10                  | 1.27     | 1.31     |
|           | • Others (Northern, Central, Northeastern, Southern region)               | women : men | 0.84                  | 0.83     | 0.89     |
|           | Ratio of remuneration by area                                             |             |                       |          |          |
|           | • Head office                                                             | women : men | 0.88                  | 0.94     | 1.04     |
|           | • Refinery                                                                | women : men | 1.02                  | 1.12     | 1.28     |
|           | • Others (Northern, Central, Northeastern, Southern region)               | women : men | 0.80                  | 0.87     | 0.88     |
| GRI 202-1 | Ratio of employee mean pay (based on basic salary) to legal minimum pay   |             |                       |          |          |
|           | • Male                                                                    | ratio       | 2.38                  | 2.48     | 1.55     |
|           | • Female                                                                  | ratio       |                       |          | 1.67     |
|           | Ratio of contractor mean pay (based on basic salary) to legal minimum pay | ratio       | Omission              | Omission | Omission |
| GRI 202-2 | Share of native (Thai) employees on manager and above level.              | %           | 100.00                | 100.00   | 100.00   |

| Employee       |                                                                  |      |                       |       |      |
|----------------|------------------------------------------------------------------|------|-----------------------|-------|------|
| Indicator      | Material Aspect                                                  | Unit | Bangchak Sriracha PCL |       |      |
|                |                                                                  |      | 2023                  | 2024  | 2025 |
| BCP Indicators | Average and Ratio of basic salary and remuneration (men : women) |      |                       |       |      |
|                | Mean gender pay gap<br>(based on basic salary)                   | %    | 0.98                  | -8.07 | 0.78 |
|                | Median gender pay gap<br>(based on basic salary)                 | %    | 8.77                  | 18.67 | 0.92 |
|                | Mean gender pay gap<br>(based on remuneration)                   | %    | -                     | 0.00  | 0.80 |
|                | Median gender pay gap<br>(based on remuneration)                 | %    | -                     | 0.00  | 1.12 |
|                | Mean bonus gap                                                   | %    | 0.00                  | 0.00  | 0.78 |
|                | Median bonus gap                                                 | %    | 0.00                  | 0.00  | 0.76 |

| Employee       |                                                                      |            |                       |        |      |        |           |           |
|----------------|----------------------------------------------------------------------|------------|-----------------------|--------|------|--------|-----------|-----------|
| Indicator      | Material Aspect                                                      | Unit       | Bangchak Sriracha PCL |        |      |        |           |           |
|                |                                                                      |            | 2023                  |        | 2024 |        | 2025      |           |
|                |                                                                      |            | Male                  | Female | Male | Female | Male      | Female    |
| BCP Indicators | Average annual salary and other incentives                           |            |                       |        |      |        |           |           |
|                | Executive level<br>(based on basic salary)                           | THB/person |                       |        |      |        | -         | 707,804   |
|                | Executive level<br>(based on basic salary and other incentives)      | THB/person |                       |        |      |        | -         | 9,965,003 |
|                | Management level<br>(based on basic salary)                          | THB/person |                       |        |      |        | 279,472   | 245,817   |
|                | Management level<br>(based on basic salary and other incentives)     | THB/person |                       |        |      |        | 2,779,918 | 2,467,992 |
|                | Non-management level<br>(based on basic salary)                      | THB/person |                       |        |      |        | 79,790    | 83,110    |
|                | Non-management level<br>(based on basic salary and other incentives) | THB/person |                       |        |      |        | 938,364   | 1,196,762 |

| Employee       |                                             |           |                       |   |        |   |           |       |
|----------------|---------------------------------------------|-----------|-----------------------|---|--------|---|-----------|-------|
| Indicator      | Material Aspect                             | Unit      | Bangchak Sriracha PCL |   |        |   |           |       |
|                |                                             |           | 2023                  |   | 2024   |   | 2025      |       |
|                |                                             |           | Person                | % | Person | % | Person    | %     |
| BCP Indicators | Provident Fund                              |           |                       |   |        |   |           |       |
|                | Employee contrubution in the Provident Fund | person, % |                       |   |        |   | 300       | 60.36 |
|                | Company contribution in the Provident Fund  | THB       |                       |   |        |   | 3,115,231 |       |

**Remarks:**

1. The Company has an exclusive full-time employment policy. There are no self-employment, temporary, part-time, non-guaranteed-hours employments with no seasonal variations in manpower. The number of employees is reported in headcount, the average number across the reporting period.
2. Employee in all management positions cover officer, senior officer, and manager and above.
3. Top management positions are all management-level positions with a reporting line 2 levels or less from the CEO.
4. Female employees who took company-provided maternity leave with an expected delivery date within the reporting year.
5. Male employees who took company-provided maternity leave with an expected delivery date within the reporting year.

| Occupational Health and Safety   |                                                                        |                            |                       |           |           |           |
|----------------------------------|------------------------------------------------------------------------|----------------------------|-----------------------|-----------|-----------|-----------|
| Indicator                        | Material Aspect                                                        | Unit                       | Bangchak Sriracha PCL |           |           |           |
|                                  |                                                                        |                            | 2022                  | 2023      | 2024      | 2025      |
| GRI 2-8                          | Workers covered by an occupational health and safety management system |                            |                       |           |           |           |
|                                  | Workers who are not employees <sup>1</sup>                             | person                     | 884                   | 1,360     | 1,021     | 1,045     |
| GRI 403-9                        | Total working hour                                                     |                            |                       |           |           |           |
|                                  | • Employee                                                             | hour                       | 1,314,751             | 1,437,756 | 1,105,922 | 1,094,636 |
|                                  | • Contractor <sup>1</sup>                                              | hour                       | 2,205,951             | 3,394,338 | 2,548,960 | 2,609,405 |
|                                  | Work-related injuries                                                  |                            |                       |           |           |           |
|                                  | Fatality as a result of work-related injury                            |                            |                       |           |           |           |
|                                  | • Employee                                                             | case                       | 0                     | 0         | 0         | 0         |
|                                  |                                                                        | case/200,000 working hours | 0.00                  | 0.00      | 0.00      | 0.00      |
|                                  | • Contractor                                                           | case                       | 0                     | 0         | 0         | 0         |
|                                  |                                                                        | case/200,000 working hours | 0.00                  | 0.00      | 0.00      | 0.00      |
|                                  | Total Recordable Injury Frequency Rate (TRIFR)                         |                            |                       |           |           |           |
|                                  | • Employee                                                             | case                       | 0                     | 1         | 0         | 2         |
|                                  |                                                                        | case/200,000 working hours | 0.00                  | 0.14      | 0.00      | 0.37      |
|                                  | • Contractor                                                           | case                       | 1                     | 2         | 1         | 1         |
|                                  |                                                                        | case/200,000 working hours | 0.09                  | 0.12      | 0.08      | 0.08      |
|                                  | Lost-Time Injury Frequency Rate (LTIFR) <sup>2</sup>                   |                            |                       |           |           |           |
|                                  | • Employee                                                             | case                       | 0                     | 0         | 0         | 1         |
|                                  |                                                                        | case/200,000 working hours | 0.00                  | 0.00      | 0.00      | 0.18      |
|                                  | • Contractor                                                           | case                       | 0                     | 0         | 1         | 0         |
|                                  |                                                                        | case/200,000 working hours | 0.00                  | 0.00      | 0.08      | 0.00      |
|                                  | High-Consequence Work-Related Injuries                                 |                            |                       |           |           |           |
|                                  | • Employee                                                             | case                       | 0                     | 0         | 0         | 0         |
|                                  | • Contractor                                                           | case                       | 0                     | 0         | 0         | 0         |
| GRI 403-10                       | Work-Related Illnesses                                                 |                            |                       |           |           |           |
|                                  | Occupational Illness Frequency Rate (OIFR)                             |                            |                       |           |           |           |
|                                  | • Employee                                                             | case                       | 0                     | 0         | 0         | 0         |
|                                  |                                                                        | case/200,000 working hours | 0                     | 0         | 0         | 0         |
|                                  |                                                                        | fatality case              | 0                     | 0         | 0         | 0         |
| Sector standard reference 11.8.3 | Process Safety Events                                                  |                            |                       |           |           |           |
|                                  | Process Safety Events - Tier 1                                         | event                      | 0                     | 0         | 0         | 1         |
|                                  | Process Safety Events - Tier 2                                         | event                      | 1                     | 2         | 0         | 1         |

**Remarks:**

1. Full-time equivalent (FTE): The company hires contractors to perform maintenance, project-related, service, and office-related work. FTE is calculated based on 8 working hours per day.
2. Work-related injury calculation includes only cases that result in at least one full day of work absence. First-aid level injuries are excluded.

| Hydrocarbon Spill                       |                                                                                   |        |                       |      |      |      |
|-----------------------------------------|-----------------------------------------------------------------------------------|--------|-----------------------|------|------|------|
| Indicator                               | Material Aspect                                                                   | Unit   | Bangchak Sriracha PCL |      |      |      |
|                                         |                                                                                   |        | 2022                  | 2023 | 2024 | 2025 |
| GRI306-3 <sup>1</sup><br><br>(2016)     | Hydrocarbon spill > 10 barrels per time                                           |        |                       |      |      |      |
|                                         | Number of significant hydrocarbon spill-related cases (> 10 barrels/time)         | case   | 0                     | 0    | 0    | 0    |
|                                         | Volume of significant hydrocarbon spill (> 10 barrels / time)                     | barrel | 0                     | 0    | 0    | 0    |
|                                         |                                                                                   | L      | 0                     | 0    | 0    | 0    |
|                                         | Hydrocarbon spill > 1 barrels per time (but not over 100 barrels)                 |        |                       |      |      |      |
|                                         | Number of significant hydrocarbon spill-related cases                             | case   | 0                     | 0    | 0    | 0    |
|                                         | Volume of significant hydrocarbon spills (> 1, but not over 10 barrels per time ) | barrel | 0                     | 0    | 0    | 0    |
|                                         |                                                                                   | L      | 0                     | 0    | 0    | 0    |
|                                         | Volume of hydrocarbon over 1 barrel spilled into the environment                  | barrel | 0                     | 0    | 0    | 0    |
|                                         |                                                                                   | L      | 0                     | 0    | 0    | 0    |
| Sector standard reference<br><br>11.8.3 | Number of Tier 1 cases related to significant spills (LOPC) <sup>2</sup>          | case   | 0                     | 0    | 0    | 0    |
|                                         | Number of Tier 2 cases related to significant spills (LOPC) <sup>2</sup>          | case   | 0                     | 0    | 0    | 0    |

**Remarks:**

1. Content related to wastewater and waste according to GRI Standard - GRI306 (2016) has been replaced by GRI Standard - GRI 303: Water and Wastewater (2018) and Waste (2020), but content related to leakage in GRI 306 (2016) is still in effect.

2. Process safety performance indicators (Leading and Lagging), such as indicators regarding Tier 1 and Tier 2 loss of primary containment (LOPC), following API RP 754 (American Petroleum Institute Recommended Practice 754) guidelines.

Loss of Primary Containment (LOPC) is an unplanned or uncontrolled release of any material from primary containment, including non-toxic and non-flammable materials.

- Tier1 : LOPC Events of Greater Consequence, the count of Tier 1 process safety events is the most lagging performance indicator and represents incidents with greater consequence resulting from actual losses of containment.

- Tier2 : LOPC Events of Lesser Consequence, the count of Tier 2 process safety events represents loss of primary containment events with a lesser consequence, but may be predictive of future, more significant incidents.