

HEALTH & SAFETY MANAGEMENT



Introduction

In 2025, the Company reviewed and revised its Safety, Occupational Health, Environment, and Energy Policy, which was considered and approved by the Board of Directors for use as a framework for safety management and for creating a safe working environment for employees, contractors, communities, and relevant stakeholders. The Company has continuously set a target of zero accidents in its establishments every year and is committed to elevating safety standards across the Group.

To ensure operations move in the same direction, all Group companies have established Safety, Occupational Health, and Working Environment Committees to supervise and manage safety. Operations are carried out in accordance with the occupational health and safety management system under *Ministry of Industry Notification No. 5144 (2018) on the Thai Industrial Standard for Occupational Health and Safety Management Systems – Requirements with guidance for use, ISO 45001:2018, issued under the Industrial Product Standards Act, 1968, and its amendments, together with Process Safety Management (PSM), so that the safety targets, plans, and operations of all Group companies are aligned to the same standard and continuously improved.*

Operational Approach

- Safety Targets (2025–2026)**
Aiming for Zero Accidents
- Governance**
Establish safety, occupational health, and working environment committees at all operating sites
- Management System**
Operate in accordance with ISO 45001:2018 and Process Safety Management (PSM)
- Continuous Improvement**
Set targets, monitor performance, and continuously improve the safety management system to elevate standards across the Group

Standards Adopted and Implemented

- ISO 45001:2018**
Occupational health and safety management systems — Requirements with guidance for use
- Process Safety Management (PSM)**
Process safety management system

Progress of ISO 45001 Certification across the Group

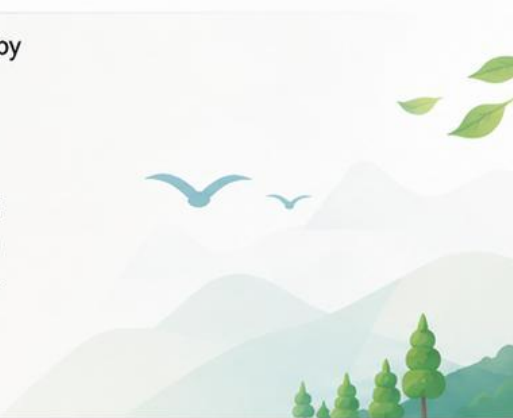
	BBGI-BI (certified)
	BBGI-PS (plan)
	BBGI-BP (plan)
	BBGI-NP (plan)






Committed to operating safely, caring for the environment, and using energy efficiently for employees, communities, relevant stakeholders, and the sustainable growth of the organization




Percentage of BBGI Group companies certified to ISO 45001: **25%**





Occupational Health and Safety (OHS) Targets

	Indicators	2025 Target
	1. Lost Time Injury Frequency Rate (LTIFR) - Employees _____ - Contractors _____	0 cases 0 cases
	2. Accident Occurrence (Zero Accident)	0 incidents

 **Committed to safe operations, environmental stewardship, and efficient energy use** for employees, communities, stakeholders, and the sustainable growth of the organization



 * BBGI Group has disclosed occupational health and safety reporting in accordance with the GRI Universal Standards. Additional details are available in the Social Statistics section.

 Download additional information <https://www.bbgigroup.com/th/sustainability/social-dimension>

1 Participation, Consultation, and Communication with Workers on Occupational Health and Safety Issues

The Company has appointed a Safety, Occupational Health, and Working Environment Committee in compliance with legal requirements to serve as a working forum between management representatives and employee representatives. In 2025, both the central office and teams at each plant conducted meetings to review work procedures, set targets, plan, and communicate, in order to ensure implementation with management at least once a year.



Review of Occupational Health and Safety Risk Assessment

The Safety, Occupational Health, and Working Environment Committee of each company within the Group is responsible for continuously supervising and monitoring the performance of occupational health, safety, and environmental operations. Monthly meetings are held to monitor safety performance, incident reporting and investigation, internal audit results, as well as to consider plans and budgets (CAPEX) and operating budgets (OPEX) for safety and environmental improvements in order to ensure risk management and continuous improvement. In addition, the Committee conducts a review and assessment of risks in work processes at least once a year in accordance with the relevant occupational health and safety management system standards, including Ministerial Notification No. 5144 (B.E. 2561 / 2018) and/or ISO 45001, by applying the hierarchy of controls process to control and reduce the severity of hazard-causing factors in an appropriate order. Based on the annual risk assessment for 2024, activities involving significant risks that could result in High Consequence Injury (HCI) or significant work-related hazards are as follows:

Reference Standards



Ministerial Notification
No. 5144 (B.E. 2561)



ISO 45001 Occupational Health
and Safety Management

1 Electrical leakage, electric shock, and damage to electrical equipment

The Group implements electrical risk management measures based on engineering principles and safety standards by selecting standard equipment and electrical cables, installing electrical systems appropriately for operating conditions, and applying preventive controls through trained and assigned personnel. In addition, the Company regularly inspects, maintains, and tests electrical systems, including lightning protection systems, establishes safety assessment measures for operations, provides personal protective equipment (PPE), and checks the readiness of electrical systems before and during use in order to reduce the risk of electrical leakage, electric shock, and damage to electrical equipment.

2 Steam generation and hazardous chemicals (Hazardous sources)

The Company has established risk control measures for operations involving steam boilers, chemical transfer systems, and high-temperature equipment by applying safe work procedures and a Permit to Work system, together with equipment inspection and maintenance and regular employee training, in order to reduce the risks of leakage, fire, and chemicals.

3 Hazards from working at height and installation of large workpieces

Working at height and the installation of large workpieces or equipment pose risks of falling from height, including materials or equipment falling and striking workers below. The Company, together with contractors, establishes risk control measures based on the hierarchy of controls by considering work methods to reduce or avoid working at height and to reduce time spent working at height on a regular annual basis. Engineering and administrative measures are also established, such as installing fall barriers, using standard equipment for working at height, barricading areas where workpieces are stored during lifting by crane, and using suitable tool bags and equipment. Work involving the installation of tanks or structures at elevated locations is carried out by competent personnel. Lifting plans are prepared, and safety inspections of equipment and work areas are conducted regularly before, during, and after operations.



2.

Provide Hazard Identification, Risk Assessment, and Job Safety Analysis for Employees and Contractors Covering All Activities Before Commencing Work (for New Projects)



Hazard Identification, Risk Assessment, and Job Safety Analysis (JSA)

The Company provides hazard identification, risk assessment, and **Job Safety Analysis (JSA)** for employees and contractors, covering all activities before commencing work, especially new activities, in order to prevent and reduce the risks of accidents, injuries, and impacts on property and the environment. In 2025, the Company conducted risk assessments and prepared JSA comprehensively for all types of hazardous work by stipulating that:



Work Permit and Contractor Control

Employees are required to prepare risk assessments together with **Work Permit** applications for all hazardous work before commencing work. Contractors are required to notify their work entry plan at least 2–3 days in advance, together with details of the work, the risk assessment, and the JSA, for acknowledgement and approval by the occupational safety officer and the work supervisor. On the day work begins, the work procedures, risk control measures, and safety precautions must be jointly reviewed by the contractor, the safety officer, and the work supervisor, using the Safety and Environmental Job Analysis form as the main tool.



Reporting and Correcting Unsafe Acts / Unsafe Conditions

The Company promotes the reporting of unsafe acts and unsafe working conditions (Unsafe Act / Unsafe Condition) through the Safety Observation Report (SOR) system in order to prevent and reduce risks before accidents occur, while supporting workers' right to refuse unsafe work (Right to Refuse Unsafe Work) when appropriate risk control measures are not yet in place.



Implementation Guidelines



- Report deficiencies in working conditions, equipment, tools, machinery, or workplaces that pose hazards to the safety officer and supervisor, and refrain from commencing work until the risks have been appropriately corrected or controlled



- Take corrective action, improve, control, and prevent hazard risks, or coordinate with related departments to discuss and jointly determine risk management approaches



- Establish measures and work procedures for hazardous work so that employees and contractors can work safely



- Provide the necessary equipment, tools, and resources to control, prevent, and reduce work-related risks



- Communicate and explain the corrective results, risk control measures, and safe work procedures to relevant employees and contractors before work starts



- Promote review and preventive action (Proactive Safety Culture) and sustainable occupational health and safety operations in line with ESG principles

3. Oversight of Workers' Occupational Health and Safety and Control of the Working Environment (For current activities for both employees and contractors, carried out at the plant)



The Company systematically manages occupational health and safety, including control of the working environment. It places importance on proactive prevention and risk control throughout operations, with the following key practices:

3.1 Employee Care and Supervision

3.1.1 Inspection and Follow-up



- Safety officers and relevant personnel are responsible for regularly inspecting safety in the area. Inspection results must be recorded and followed up.
- During operations, the use of Personal Protective Equipment (PPE) is supervised according to the nature of the work to prevent harm to employees and contractors.

3.1.2 Health Care and Health Risk Assessment



- Health examinations are provided according to occupational risk factors to ensure that workers are fit for work and to reduce work-related health risks.
- Safety risk factors in work areas are regularly measured and monitored to ensure that no working environment poses risks to health and safety.

3.1.3 Equipment Maintenance and Machinery Readiness Management



- Preventive Maintenance (PM) plans are prepared and equipment is repaired regularly to ensure that tools and systems are ready for use and to reduce the likelihood of incidents caused by unready equipment.

3.1.4 Emergency Response and Rescue



- Emergency response preparedness is established to reduce the severity of incidents and protect lives, employees, and the Company's assets.
- Emergency drills and training are conducted regularly so that employees have the skills and proficiency to use equipment and respond when actual incidents occur.

3.2 Contractor Care and Supervision

The Company has clear practices for supervising contractors entering the plant to perform work, as follows:

3.2.1 Basic Requirements in Employment Contracts



- Safety requirements are specified in employment contracts, requiring contractors to provide adequate safety equipment and training for their employees.
- Contractors must comply with the Company's safety rules and regulations and the guidelines for contractors and suppliers.

3.2.2 PPE Requirements and Vehicle Control



- Basic PPE is required, such as safety helmets, safety shoes/steel-toe safety shoes, and safety glasses, according to work risks.
- Vehicles entering the plant area must comply with the Company's internal traffic rules, with a speed limit of no more than 20 kilometers per hour.

3.2.3 Training and Training Records



- The Group must communicate safety rules for contractors and maintain training records as evidence.
- Where two or more contractor personnel are deployed, a contractor safety officer must be appointed in accordance with applicable laws and related requirements.

3.2.4 Additional Training in 2025



In 2025, the Group provided additional training to contractors, including:

- Review of safety for working at height
- Chemical spill response drills
- Safety for hot work
- Training for contractors involved in vinasse transportation on roads and within the yard, etc.



Safety is everyone's responsibility
Together, build a sustainable safety culture



Employee Care



Proactive Prevention



Care for Health



Risk Control



Training and Development



Safety in Every Task

4. Investigation Process for Work-Related Risk Events

Based on safety, occupational health and working environment performance, there were 7 accident cases in total: 5 involving employees and 2 involving contractors. The reporting and investigation of risk events and accidents are at the heart of the safety management system. The Company systematically collects data related to workplace safety, such as the number of accidents, number of injuries, number of sick leave days due to accidents, and the causes of accidents, and analyzes the collected data to identify trends and areas requiring improvement. Safety reports are communicated and disseminated to management and employees in order to implement corrective and preventive actions.



For cases involving risk events and accidents, the Company has an accident investigation committee that works jointly with the relevant committee, with the following procedures:

1



When a risk event occurs in an area, the area supervisor/owner or the responsible unit reports the information to the safety officer.

2



Provide appropriate assistance to those injured in the accident.

3



The safety officer and the supervisor of the unit/area owner jointly collect information and details of the event at the incident location for use in the initial meeting to determine the causes of the event.

4



A review meeting is held to summarize corrective and preventive measures by the accident investigation committee and the safety officer, and the matter is then submitted to the Safety, Occupational Health and Working Environment Committee meeting.

5



The safety unit follows up on corrective actions in line with the recommendations and reports the results to the Safety, Occupational Health and Working Environment Committee.

6



The safety officer follows up on corrective actions in line with the recommendations and reports the results to the Safety, Occupational Health and Working Environment Committee.



The objective of the investigation process is to identify causes, prevent recurrence, and continuously improve workplace safety.



Collaboration



Identify Causes



Proactive Prevention



Continuous Improvement



Sustainable Safety

5. Health Services Related to Work

In terms of employee health, the Group companies have established a health policy, occupational health and safety, and workplace environment, along with related supporting procedures and the Workplace Health and Safety Manual (Safety Manual). Health services are provided to maintain employees' quality of life. In addition, health services are also provided as preventive measures through health surveillance and management of work environment. In the implementation of health services, the Company has organized periodic health examinations for employees between employment and annually. These health examinations are used to monitor and assess health risks and prevent illnesses. The Company also promotes well-being and health protection to provide guidelines for implementation and to enhance employees' strong health.



Health Services Related to Work



Health Examination of the Work Environment

To assess and manage occupational health services, work environment, and to implement health preventive measures that can be used effectively.



Employee Health Check-up

Conducted between employment, annually, and when employees have potential health risks.



Health Risk Analysis

Conducted between employment and annually, including analysis of the results of the health examination to assess risks and prevent illnesses.



Disease Prevention Management

By vaccination, along with promoting knowledge and understanding of self-health care and periodic health examinations.



Employee Well-being Promotion Activities

To foster a good quality of life and promote the physical and mental well-being of employees.



All health checks plan for the Group companies' employees and staff who are exposed to work-related risk factors, together with health services management to support access to medical treatment up to the point of return to normal work, including emergency and first aid services at the workplace.



Employee Health Care



Health Check Review



Prevention of Infectious Diseases by Vaccination



Health Promotion Activities



Confidence, Caring, at All Levels

6.

Promoting Safety Knowledge and Building Engagement In addition to various safety activities

Examples include Morning Talks and Safety Meetings, as well as knowledge boards and safety news updates. In 2025, the Group established plans to promote safety knowledge both internally and externally, and conducted refresher training on standard work procedures and work methods to ensure the annual safety of employees. These included 5S training and competitions to build awareness and reduce risks in the workplace; emergency rescue drills in collaboration with public and private sector agencies, such as fire and disaster prevention units, Subdistrict Administrative Organizations, and municipalities, on an annual basis; emergency drills related to transportation incidents conducted jointly with Thap Thong Hospital, the Department of Highways, the police station, and local communities; incident command training; and training for key employees, including confined-space work and emergency response planning for various scenarios, on an annual basis. Each company also organized Safety Day activities to provide opportunities for representatives to present knowledge on workplace safety, exchange hazard information, and share lessons learned from unsafe incidents. These activities help promote and stimulate awareness in performing work safely. For employees working at the head office, the Company also participates in fire drill and evacuation exercises, as well as earthquake response drills in high-rise buildings, together with Bangchak Group companies.



Activities to Promote Safety Knowledge and Build Engagement

 <p>Morning Talk, Safety Meetings and safety knowledge and news boards</p>	 <p>Refresher training on standard work procedures and work methods to ensure annual employee safety</p>	 <p>5S training and competitions to reduce accidents and work-related risks</p>	 <p>Emergency rescue drills in collaboration with public and private sector agencies</p>	 <p>Emergency drills related to transportation incidents, conducted jointly with Thap Thong Hospital, the Department of Highways, the police station, and local communities</p>	 <p>Incident command training</p>	 <p>Training for key employees, including confined-space work and emergency drills for various scenarios, conducted annually</p>
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SAFETY DAY

Organization of Safety Day Activities by Each Company

Representatives are assigned to present knowledge related to workplace safety and to share such knowledge with other employees participating in activities for exchanging knowledge and opinions. This helps promote and stimulate awareness in work practices to achieve safety.



For employees working at the head office, fire drills and evacuation drills are conducted, along with earthquake response drills in high-rise buildings, together with Bangchak Group companies.





Safety and Occupational Health Training is organized to ensure that employees have the knowledge, understanding, and awareness of workplace safety, fostering it as part of the organizational culture. The training courses conducted in **2025** are as follows:



Enhance Knowledge



Build Skills



Safety for Everyone



Safety Culture



Basic Courses		Number of Participants (persons)
1.	Basic Firefighting Training	137
2.	Fire Evacuation Drill	470
3.	Occupational Safety, Health and Working Environment Committee for General Employees and Newly Hired Employees	54
4.	Safety Officer at Supervisory Level	33
5.	Safety Officer at Management Level	8
6.	Safety in Working with Chemical Spills and Chemical Spill Emergency Drill	26
Total		728



Specialized Courses		Number of Participants (persons)
1.	Authorized Person, Supervisor, Assistant, and Confined Space Entrant (4 roles)	47
2.	Mobile Crane Operator, Signaler, Rigger, and Crane Use Controller (4 roles)	32
3.	Regular Employees Assigned as Counterbalance Forklift Operators	30
4.	Advanced Firefighting Training	6
5.	Emergency Drill for Chlorine Gas Leak Incidents	6
6.	Occupational and Environmental Diseases (Annual Refresher)	119
7.	HAZOP Study	1
8.	Safety Management Standards and Factory Risk Assessment	1
9.	Process Safety Management	20
10.	Safety in Working with Chemicals (Annual Refresher)	64
11.	Review of WIs Related to PSM (Process Safety Management) and JSA/HAZOP	13
Total		339



In 2025, the Group organized safety and occupational health standard training courses for employees, comprising **6 basic courses** and **11 specialized courses**.



Courses Cover Both Basic and Specialized Areas



Continuously Develop Employee Capabilities



Prevent Accidents and Reduce Work-Related Risks



Toward Safety and Sustainability





Occupational Health, Safety, and Working Environment Performance

2024-2025



In 2025, the Company recorded a Lost Time Injury Frequency Rate (LTIFR) of 2.22 for employees and 3.55 for contractors, with a total of 7 accident cases, comprising 5 employee cases and 2 contractor cases. The accidents were investigated by the relevant parties and professional safety officers. Corrective measures were followed up to prevent recurrence, the relevant government authorities were duly notified in compliance with legal requirements, and compensation or close care was provided by the Company.



Compared with the Company's occupational health, safety, and working environment performance in 2024, the 2025 results were not satisfactory and did not meet the organisation's targets. Moreover, when benchmarked against the 2025 industry reference standard, where LTIFR is below 1.0 per one million hours worked (The International Association of Oil & Gas Producers: IOGP), the Company still needs to strengthen and further improve occupational health, safety, and working environment management in a serious and disciplined manner.



Occupational Health, Safety, and Working Environment Performance 2024-2025

Indicator	2025 Target	2024 Performance	2025 Performance
1. Lost Time Injury Frequency Rate (LTIFR)			
- Employees	0	0	2.22
- Contractors	0	3.02	3.55
2. Accidents (Zero Accident)	0 cases	1 case	7 cases

2025 Industry Reference Standard

The International Association of Oil & Gas Producers : IOGP

Industry Benchmark (2025)
LTIFR < 1.0
 per 1 million hours worked

* BBLI Public Company Limited and its group companies have disclosed occupational health and safety reporting in accordance with the GRI Universal Standards. Further details are available in the Social Dimension section.

<https://www.bbgigroup.com/th/sustainability/social-dimension>



Zero Accident Target



Care for the Health of All Employees



Compliance with Laws and International Standards



Commitment to Continuous Improvement for Sustainable Safety



Build a Safety Culture Together

