



Sustainability Planning Policy Y2026 (Rev.01)

**"We are committed to creating responsible business operations to achieve Carbon Neutrality within 2050
and Net zero goals within 2065 toward sustainable society"**

MTP 2025-2030

• CO2 reduction (SRI scenario) only scope 1,2	55 % VS 2023
• CO2 reduction (SRI scenario) only scope 3.1,3.2,3.3, 3.5	25 % VS 2023
• CO2 reduction (SRI scenario) only scope 3.4, 3.6,3.7,3.8,3.10	10 % VS 2023
• CO2 reduction (SRI scenario) only scope 3.11,3.12	6 % VS 2023
• Carbon Footprint Product	Certified
• Circular Economy(Waste water, Scrap , Food)	20 % VS 2025
• Pursuit to achieve SDGs	17 Goals
• Sustainability disclosure	Real time analytic

Sustainability : 2026 will be the year to solidify the foundation of sustainable initiatives.

Common

• Safety	1.1 Employee Injury	Percent zero work accident
	• Fatal case	Zero
	• Accident lost working time (Serious + Minor case)	Zero
	• Accident non-lost working time (First aid case)	Zero
	• Near miss (Vehicle, Property, Unrecordble, Health)	≤50% vs 2025
	• Risk behavior (Action + Condition)	≤30% vs 2025
	1.2 Fire accident	Percent zero fire accident
	• Fire accident	Zero
	• Small fire accident	Zero
	• Near miss fire accident	Zero
	• Fire risk behavior (Action + Condition)	≤30% vs 2025

Socials

- SDGs
 - : Educate about SDGs and support sustainability initiatives throughout the value chain
 - : Promote SDGs through various mediums and increase employee sustainable awareness (Orientation, Retraining , VR)
 - : Enhance to collaborate to nation wide
 - : Endeavoring to achieve the honor of recognition with rewards and certification

• Health & Wellbeing	: Reduce Abnormal health (LDL)	30% vs 2025
	: Reduce NCD person	60% vs 2025
	: Increase Healthy menu in canteen (standard menu)	60%
	: Control menu in minimart for low sugar	100%
	: Increase Ergonomic improvement	6 areas
	: Increase number of user the first aid room	50%
	: Controls workplace measurement do not pass the legal criteria	0%
	: Provide financial knowledge to employee"Happy money project"	50% of all employee

• CSR	: Increasing CSR activities	10%(48 activities)
Corporate Social Responsibility	: Gain more engagement from employees	20%(1,417 person)
	: Promote participation in building a sustainable and environmentally harmonious society through various environmental conservation activities, such as reforestation, waste reduction initiatives, and the conservation and protection of biodiversity.	



Environment

• CO2 reduction

: CO2 - CFO (2023 baseline)
 : Scope 1,2 9.2%/Year vs 2025
 : Scope 3.1,3.5 -Raw material and waste (STR20 reduce 800 TonCO2) 4.2%/Year vs 2025
 : Scope 3.4,3.6,3.7,3.8,3.9-Transportation 2%/Year vs 2025
 : Scope 3.11,3.12-Use of sold product and ELT (Initiative) 1%/Year
 : Customer engagement GHG emission report 100%
 : Start-up Co-Generation and complete supply 100%

• Circular Economy

: MBR unit (Phase 1+2+3) Target 100%
 : Valuable waste reduction Target 1%
 : Non-Valuable waste reduction Target 1%
 : Water usage Target 5%
 : Environment law compliance Target 100%

• Environment impacts

: Direct impact Environment Pollution (water,waste,air,odor)
 : In direct impact Subcontractor ,Waste processor ,Green Procurement

No.	Activities	Actual 2025	Target Y2026 vs Y2025	Unit
1	CO2 reduction of waste management (Scope 3.5)	0.6%	≥4.2%	Ton (CO2)/Ton (Final compound)
2	Reduce the valuable waste reduction - Factory 1&2 - Mold Factory	3.73% 29.14%	≥1% ≥1%	Ton/Ton (Final compound) Ton/Ton (Final compound)
3	Reduce the non-valuable waste reduction - Factory 1&2 - Mold Factory	- 7.29 % 5.80%	≥1% ≥1%	Ton/Ton (Final compound) Ton/Ton (Final compound)
4	Water usage reduction - Factory 1&2 - Mold Factory	0.39 % 10.51 %	≥3% ≥2%	m3/Ton (Final compound) m3/ mold
5	Reduce VOC-Naphtha reduction	-0.93 %	≥6%	kg/Ton (Final compound)
6	Reduce VOC-Paint reduction	78.59%	≥1%	kg
7	Reduce VOC-Thinner reduction	15.99%	≥1%	kg
8	Environment monitoring complied std.	-	100%	Time
9	Official pollution complaint	0	0	Time
10	Supplier performance	90%	≥95%	Time

SRT-Ecology

: 3rd party assesment on local and global standard
 : Compliance of SDGs and ESG related regulations and rules both local and global
 : Compliance RBA regulations and local regulations and global guideline such as EUDR
 : Maintained certified the international standard : ISO14001, ISO14064-1, ISO14067
 : Supplier engagment (Waste processors, Service suppliers, 3rd lab's supplier)
 : Awards

CFP-Carbon footprint of products : Model: Blue response Certified
 Climate Action Awards (FTI CCI) Certified
 CSR-DIW continuous Year #5 Certified
 CSR Awards (MSDHS/PM) Certified
 ECO Factory Award Certified
 Environment Governance Award Certified
 Amata Best Waste Award Continues Certified
 LESS Certificate Certified
 Healthy Organization Award (สสส.) : Up award to excellent level Certified
 Healthy Organization Award (Health Government) : Up award to standard level Certified

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(Mr.So Ishino)

President

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