



2025 Sustainability Report



Message from BIG

BIG 's 2025 Sustainability Report data is for our fiscal year 2025, which ended 31 December 2025. This report includes the Company's Scope 1 and Scope 2 greenhouse gas (GHG) emissions, along with select categories of the Company's Scope 3 emissions.

2025 marks a transition in how our Company will approach GHG emissions disclosures going forward to align with developing global regulatory and reporting requirements.

Key updates to the reporting methodology will include:

- Alignment of the organizational boundary for GHG reporting with financial reporting
- Disclosure of all material categories of Scope 3 emissions
- Reporting of emissions from facilities previously not included in the boundary of the Company's GHG inventory

As a result, we expect to report revisions to our GHG emissions data. We plan to communicate our comprehensive Scope 1, Scope 2, and all material categories of Scope 3 GHG emissions in line with the new methodology in our 2026 Sustainability Report.

This report does not include an update on our performance against environmental goals due to pending revisions to the Company's GHG reporting methodology.

Timeline of BIG's sustainability reporting evolution





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About us – Company overview



35+ Years
.....
Expertise in Thailand




AIR PRODUCTS 
A Joint Venture Affiliate

>1,600
.....
Customers



30+
.....
Industries served



500+
.....
Employees



\$15 billion
.....
committed to energy transition projects
*included AP's projects

About us – Our core products

BIG is Thailand's leader in low-carbon industrial gases company with over 38 years of operating, focused on serving the energy, environmental, and emerging markets and **Generating a Cleaner Future**.



Nitrogen is highly important to the industrial sector for safety and atmosphere control due to its inert gas properties. In addition, it is used for cooling, freezing, and food preservation.



Argon is widely used in various applications, such as a shielding gas in welding, in neon tubes to produce a blue glow, and as insulation between double-glazed windows due to its excellent thermal resistance.



Oxygen is essential for life and widely used in medical applications to support breathing. Moreover, it enhances combustion efficiency, helping reduce fuel consumption and consequently lowering carbon emissions.

Low-Carbon



Low-Carbon products play a critical role in reducing carbon intensity, aligning with the requirements of CBAM and supporting the transition toward Net Zero targets.



Due to its high reactivity with other elements, hydrogen is used to prevent oxide formation in metals and to remove unwanted toxins from fuels. Most importantly, hydrogen serves as a clean energy source for the future world.



Carbon Dioxide is an inert gas commonly used for fire suppression, as well as for cooling and freezing applications.

Generation-defining challenge: GENERATING A CLEANER FUTURE

“Climate change and resource scarcity are defining challenges of our generation. **At BIG we embrace this responsibility by committing to a clear sustainability roadmap that transforms ambition into measurable action.**

This roadmap reflects our long-term vision to create lasting value for society and the environment, ensuring that every step we take today contributes to a **cleaner, safer, and more resilient future for generations to come”**

In line with this vision, we are **firmly committed** to achieving **Net Zero emissions by 2050.”**

Our **Higher Purpose**

Bringing people together to **collaborate** and **innovate** solutions to the world’s most significant energy and environmental sustainability challenges



Our sustainability approach – ESG framework



Environmental

- BIG Helps customers across various industries reduce carbon emissions, improve efficiency and productivity, enabling businesses to operate more sustainably. Leveraging expertise, this leads to investments in clean hydrogen and hydrogen for mobility.
- BIG joins in driving the Hydrogen Economy at the NAC 2025 academic conference.
- Reduce greenhouse gas (GHG) emissions by enhance resource efficiency
- Promote circular economy and sustainable waste management

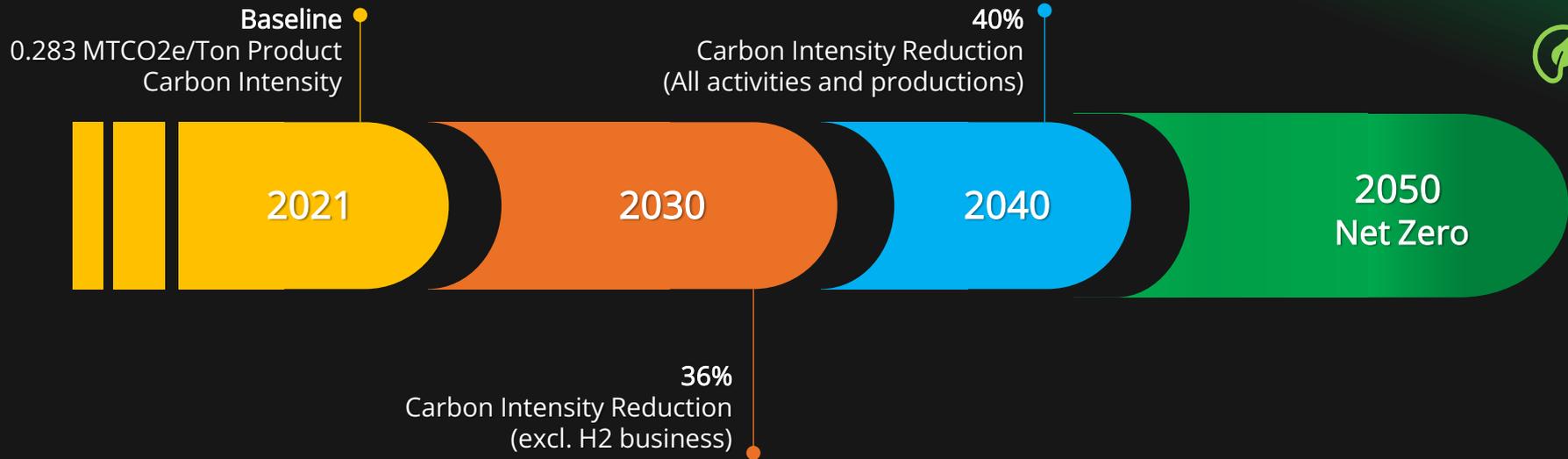
Social & Safety

- Enhance employee health and safety
- Support communities and create shared value with customers
- Promote Diversity, Inclusion & Belonging (DIB) and fosters a safe and inclusive work environment for everyone.
- Being selected as a finalist in the Bangkok Pride Value of Company category demonstrates the company's commitment to promoting human rights and gender equality.

Governance

- Code of Conduct and Business Ethics
- Anti-Corruption and Fraud Policy
- Transparency in Reporting Certified by TFS standard and Legal Compliance
- BIG operates its business responsibly, transparently, and with environmental care.

BIG Net Zero roadmap



Sustainability highlight 2025



Environmental

29.2%

Decrease in CO2e scope 1,2 & 3 emission intensity (vs baseline 2021)*

> 100,000

Paper sheets reduction delivery process

*Under the carbon-intensity reduction target, only selected categories of Scope 3 emissions will be included.



Social & Safety

6

Awards recognizing excellence in human capital from Future Trend and the Ministry of Justice

ZERO

Safety Incident

1.5

Million donated to community



Governance

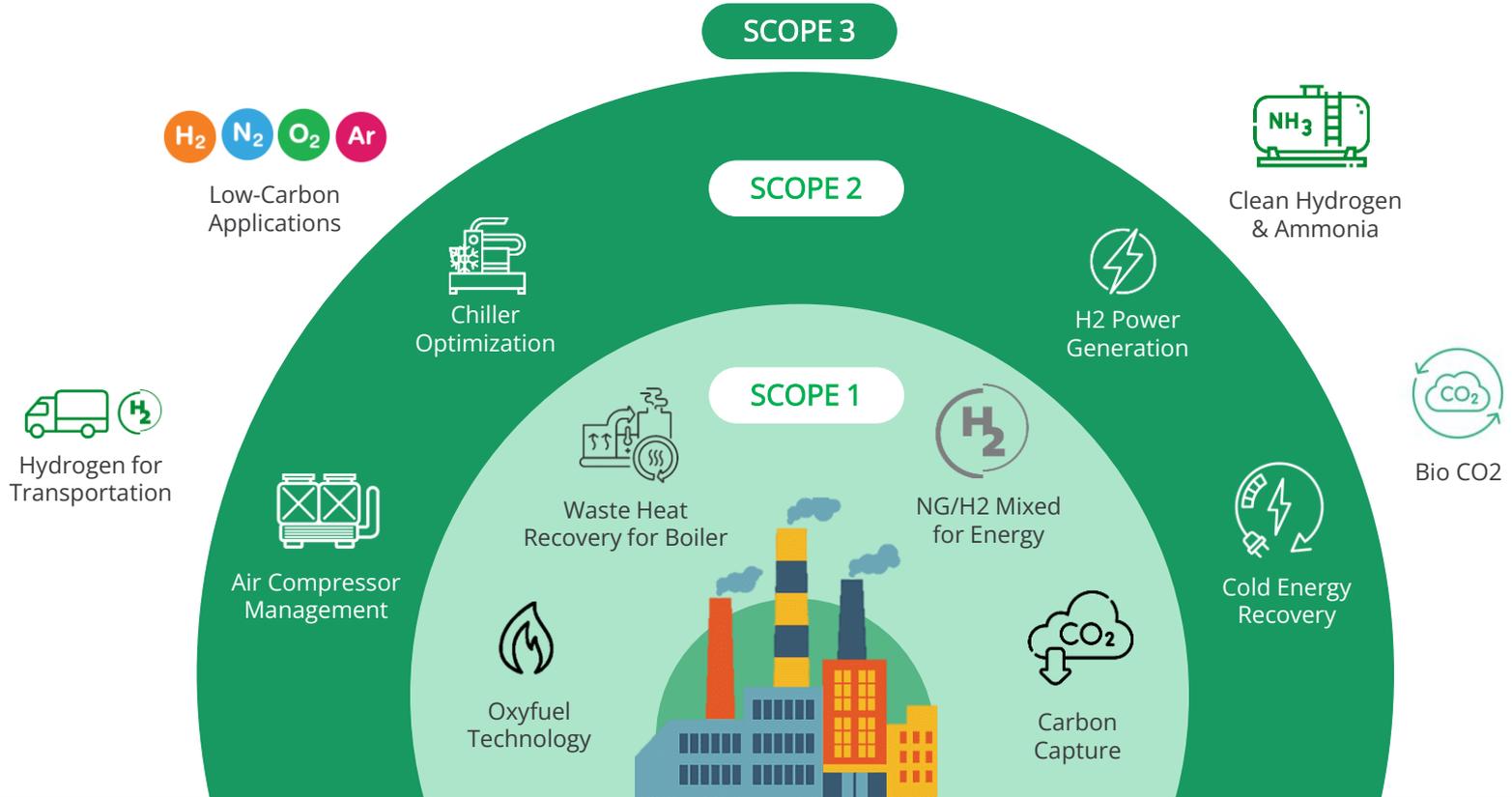
91.5%

Audit score from Together for Sustainability (TfS)

New Version

Code of Conduct applied for all areas

Examples of our Decarbonization Offerings for customers



United Nations Sustainable Development Goals

Established by the United Nations in 2015, the Sustainable Development Goals (SDGs) aim to create a world without poverty, inequality, unrest, and environmental stress. Businesses can play a critical role in providing solutions to these sustainability concerns while also generating new opportunities.

BIG and Air Products contributes to the SDGs across nine areas aligned with our sustainability framework. Additional details on how we contribute to the SDGs are provided throughout this Report with applicable SDGs indicated in each section.



Sustainable offerings

Related SDGs



Our sustainable offerings include gases, equipment, technologies, and applications that enable our customers and their customers to improve sustainability performance or address significant societal needs. BIG and Air Products evaluates these offerings using a consistent life-cycle derived approach that compares the offerings to equivalent benchmark technologies across key environmental and social criteria such as resource use, emissions, safety, and customer productivity. Offerings have been evaluated across all segments of our business, and over 100 offerings have been reviewed by our Sustainability and Customer Technology teams. The offerings that have the most significant positive impacts on sustainability are categorized as sustainable offerings.

Examples of sustainable offerings:

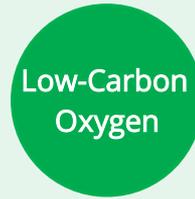
- Oxy-fuel combustion and technologies used in energy-intensive applications to increase production, lower fuel use and costs, reduce emissions, and optimize efficiency
- Gases and cryogenic equipment that safely extend the shelf life of food, improve taste, reduce waste, and help reduce production costs
- Helium and medical oxygen that help sustain life
- Volatile organic compounds (VOCs) condensation systems that use liquid nitrogen to condense and remove VOCs from chemical or pharmaceutical plant exhaust
- Cold energy recovery technologies that capture the cold released during liquid nitrogen vaporization and reuse it to cool process water or air conditioning systems, reducing energy use and carbon emissions
- Clean hydrogen and ammonia for enabling customers in hard-to-abate industry sectors to reduce emissions

Sustainable Offering

How our products help customers operate more sustainably

- **Direct emissions reductions** – The use of several of BIG and Air Products' sustainable offerings avoids direct emissions of greenhouse gases into the atmosphere. For example, oxy-fuel combustion technologies enable customers to reduce fuel consumption and emissions.
- **Efficiency improvements** – The use of our products leads to efficiency gains for our customers or other users further downstream in the value chain. The increased energy efficiency and reduced waste are associated with avoided emissions across several industries and applications. For example, oxy-fuel applications can increase efficiency for energy-intensive industries such as steel, glass, and cement manufacturing, thereby reducing CO₂e emissions. Food supply chains also benefit from our gases and equipment that reduce food waste and related emissions.
- **Customer integration** – Many of our largest facilities are built on or near customer sites that enable us to eliminate delivery emissions, use by-product gases, and recycle resources between facilities. For example, we use customer by-product gases as feeds to our processes and provide customers with efficiently produced by-product steam from our hydrogen plants.

Low-carbon industrial gases play an essential role to help industry decarbonization



BIG's low-carbon industrial gases are produced using air separation technology that leverages cold energy from liquefied natural gas (LNG) during its phase change at LNG terminals. This process reduces reliance on electricity in air separation, significantly lowering carbon emissions.

The resulting low-carbon gases are environmentally friendly and align with global industrial trends toward sustainability. This innovation helps reduce CO₂ emissions by more than 100,000 tons annually.



100,000 Tonnes / year
Reduce carbon emission



>50% Carbon reduction
Compared to conventional production

BIG Low-Carbon industrial gases - Sustainable offerings with 50% lower carbon

Products	Carbon emissions (kg CO2e/ton product)	Carbon Reduction
Gaseous Nitrogen	82.4	42% lower
Liquid Nitrogen	160.0	56% lower
Gaseous Oxygen	42.9	61% lower
Liquid Oxygen	42.0	50% lower
Liquid Argon	42.0	50% lower
Gaseous Hydrogen	875.0	95% lower*

* From BIG low-carbon hydrogen sourcing



Circular economy

While industrial gases are typically consumed in our customers' processes, they contribute to the circular economy by enabling our customers to recycle resources or use recycled resources. For example, hydrogen enables waste oil recycling, and liquid nitrogen used for cryogenic grinding enables efficient recycling of materials. Several of our gas products, such as hydrogen, carbon dioxide, and helium, are produced by purification of industrial by-products, which reduces emissions and waste.

We also supply our products via reusable transportable pressure vessels including tankers and tube trailers, via pipelines, and for small-scale supply in certain regions of the world, in cylinders with typical life spans of 10 to 25 years that are typically recycled after years of use.

Examples of our technologies and equipment that contribute to the circular economy include our Cryo-Condap process that collects volatile organic compounds from emission streams so the substances can be reused, and our biogas membrane separators to produce methane from farm waste, manure, or municipal waste.

In support of the circular economy, Air Products will continue to collaborate with our customers to support their circularity efforts by leveraging our products and technologies. We will also continue to seek alternative raw material sources for our businesses, such as bio-feedstocks and biogas, and to increase use of renewables.



Research and development

Research and development (R&D) focuses on new or improved production methods, delivery of industrial gases, and applications for industrial gas products that help our customers improve sustainability performance. R&D is conducted principally at our Technology Centers in:

- United States (Allentown, Pennsylvania)
- United Kingdom (Basingstoke and Carrington)
- China (Shanghai)
- Saudi Arabia (Dhahran)

BIG and Air Products also funds and cooperates in R&D programs conducted by world renowned universities and other technology organizations.

Hydrogen plays an essential role in our decarbonization portfolio

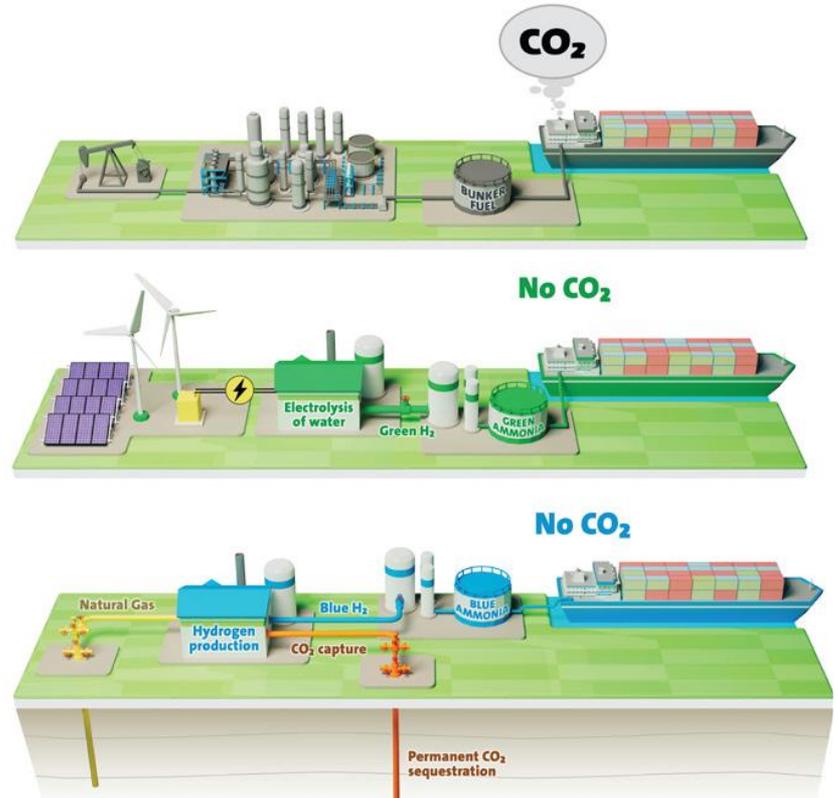
To achieve the global target of net-zero greenhouse gas emissions, the world requires intensive decarbonization solutions for hard-to-abate sectors such as steel, chemicals, and heavy transportation.

Clean hydrogen is a key solution for these industries and an effective tool for decarbonizing parts of the economy where electrification is not technically feasible or cannot be deployed at scale. In addition to serving as a feedstock for chemical processes, clean hydrogen provides a high-temperature industrial heat source and can directly replace fossil fuels. For ease and cost-effectiveness of transport, hydrogen is often converted into hydrogen derivatives.

Clean hydrogen can be produced through two primary pathways:

- **Green Hydrogen** : Produced via electrolysis powered by renewable energy sources, such as solar or wind power. Green hydrogen results in zero carbon emissions.
- **Blue Hydrogen** : Produced using fossil fuels, such as natural gas, combined with carbon capture and storage (CCS) to generate low-carbon hydrogen. Advanced CCS technologies can capture more than 95% of carbon emissions, which are then permanently stored underground.

BIG has received the Carbon Footprint of Products (CFP) certification for its hydrogen gas products from the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO. **BIG's hydrogen production achieves a 95% reduction in carbon emissions—equivalent to Blue Hydrogen**—providing confidence and support to Thai industries that utilize BIG's hydrogen. This also enhances the competitiveness of Thai products in global markets that increasingly prioritize greenhouse gas reduction.



BIG and Hydrogen Thailand Join Senate Committee on Energy for Strategic Meeting on Clean Energy Development



BIG contribution

BIG engaged with the Senate Committee to share practical insights on hydrogen use cases and required enablers, advocating for government support to accelerate investment and build ecosystem readiness.

Challenge

Large-scale hydrogen integration across industrial, transport and power sectors requires a supportive policy framework and ecosystem development, including infrastructure, standards and safety readiness to unlock investment.

Impacts

Clear policy direction and ecosystem support reduce barriers to investment, helping customers progress from pilots to investment decisions and scaled adoption of low-carbon solutions.



BIG Participates in the Seminar “Hydrogen: Economic Opportunities and Thailand’s Survival” Hosted by The Committee on Energy, Senate of Thailand

Challenge

Thailand’s transition to a low-carbon economy requires hydrogen pathways that can reduce emissions in industry and transport while strengthening energy security. Scaling will depend on policy clarity and infrastructure readiness.

Impacts

The seminar strengthened stakeholder alignment on hydrogen policy and investment priorities, helping remove barriers and enabling scalable hydrogen adoption for hard-to-abate sectors.

BIG contribution

BIG shared a market and customer perspective aligned with “**Generating a Cleaner Future**”, highlighted commercial readiness for hydrogen applications, and reinforced collaboration across government, industry, and academia.



BIG at the Forefront of Clean Energy, Advancing the Hydrogen Society with H2 Thailand



Challenge

Hydrogen deployment in Thailand is still early stage and requires a coordinated ecosystem shared standards, safety practices, and cross-sector learning to move from pilots to scale.

BIG contribution

BIG participated as a founding member of the Hydrogen Thailand Association and supported the launch to invite ecosystem participation. The platform enables shared learning on technology, safety and standards.

“Hydrogen is the energy of the future capable of reducing greenhouse gas emissions and ensuring sustainable energy security. Technology, infrastructure and collaboration will be key.” — Ramani Velu, Managing Director (BIG)

Impacts

A stronger ecosystem accelerates hydrogen adoption by improving shared readiness across standards, safety, and implementation that supporting faster and safer deployment for customers.

Air Products & BIG are committed to producing clean hydrogen at a large scale

To significantly reduce global greenhouse gas emissions, a substantial supply of clean hydrogen is essential. This is why we have established multiple clean hydrogen projects worldwide.



1 Kingdom of Saudi Arabia

- NEOM Green Hydrogen Company (NGHC) is a JV between ACWA Power, Air Products, and NEOM
- Project progress is >90% and commercial start-up is expected in 2027
- Air Products is the sole offtaker of up to 1.2 million tonnes/year of renewable ammonia (around 600 tonnes hydrogen/day)

2 Louisiana, USA

- Designed to produce >750 million scf/day of low-carbon hydrogen with ~95% carbon dioxide capture (> 5 million tonnes/year) for permanent sequestration
- The project is in advanced discussions with Yara (potential JV / long-term offtake structure)
- Target Final Investment Decision (FID) is mid-2026 and targeted completion is 2030

3 Edmonton, Canada

- A net-zero hydrogen energy complex to supply low-carbon hydrogen for industrial and heavy-transport applications
- Ongoing development of the Edmonton and Calgary hydrogen refuelling station network

4 Rotterdam, Netherlands

- The largest Blue Hydrogen plant in Europe.
- Carbon dioxide capture and conditioning project at an existing hydrogen production facility (blue hydrogen)
- Expected on-stream in 2026 and linked to carbon dioxide transport/storage infrastructure

5 Rotterdam, Netherlands

- Renewable ammonia import terminal with hydrogen conversion (planned start-up 2028)

Major clean hydrogen projects – highlights



Kingdom of Saudi Arabia

NEOM Green Hydrogen Company (NGHC), an equal production joint venture of ACWA Power, Air Products and NEOM, is establishing the world's largest green-hydrogen-based ammonia production facility run on renewable energy. This mega-plant will produce up to 600 tonnes per day of carbon-free hydrogen in the form of green ammonia as a cost-effective solution for transportation and industrial sectors globally.

#1

world's largest green hydrogen project

~5 million tonnes

of CO₂ emissions avoided per year



Louisiana, USA

The Louisiana Clean Energy Complex will produce low-carbon hydrogen and ammonia to power industrial markets in the Gulf Coast region and around the world. The facility will capture and sequester 95% of its carbon dioxide emissions (over 5 million tons per year), permanently sequestering the CO₂ in ideal geological pore space in Louisiana.

>5 million tonnes

per year of CO₂ captured and permanently sequestered

#1

world's largest carbon capture for permanent sequestration operation

Major clean hydrogen projects – Highlights



Alberta, Canada

Air Products is building a net-zero hydrogen energy complex that will make Edmonton, Alberta the center of western Canada's hydrogen economy. The facility will deploy advanced technology – auto-thermal reforming – that enables over 90% of the CO₂ generated to be captured and safely and permanently stored underground. The facility will use biogenic renewable off-gas as a feedstock in addition to natural gas, reducing the overall carbon emissions profile.

> 90%

of CO₂ captured and sequestered

100%

hydrogen fueled power generation



Renewable Hydrogen in Europe

Air Products continues to work with key partners to progress plans for renewable hydrogen facilities in the Netherlands. Clean ammonia would be imported into these facilities and used to produce renewable hydrogen locally.

- In the Netherlands, Air Products signed a joint development agreement with Gunvor to build a renewable hydrogen facility in the Port of Rotterdam, this facility will receive funding under the European Commission's Important Projects of Common European Interest (IPCEI) for hydrogen.

Our Hydrogen for Mobility delivered net zero society



240,000
Km. of 2 Mirai
travelling mileages



6X
Travelling distances
across the world



1,800
Kgs of hydrogen
consumption



24,000
Liters of gasoline
consumption



37
tCO₂e per year of
carbon reduction



4,200
Trees planting
equivalent



Energy efficiency

Although industrial gas production from Air Separation Units (ASUs) is relatively clean—resulting in low Scope 1 greenhouse gas emissions for BIG—the process requires a substantial amount of electricity to generate the cooling necessary for distillation and separating air into oxygen, nitrogen, and argon.

Due to this high level of energy consumption, improving energy efficiency in ASUs is essential. BIG has consistently focused on enhancing energy performance to reduce energy use per unit of output, which remains one of the most effective ways to lower emissions.

Action implementation :



Enhance plant and process efficiency.



Enhance the efficiency of low-carbon plant operations.



Improve equipment and reduce production losses.



SPOTLIGHT STORY

Energy efficiency in action

BIG remains committed to continuously improving energy efficiency to reduce energy consumption and greenhouse gas emissions that contribute to climate change.

Over the past decade, BIG has expanded the installation of on-site generated gas plants at customer facilities, effectively reducing the need for gas transportation and significantly lowering transport-related emissions.

In 2022, BIG began utilizing cold energy from liquefied natural gas (LNG) in its air separation process, reducing electricity consumption and achieving a substantial decrease in carbon emissions.

Fleet decarbonization

BIG is committed to reducing carbon emissions through multiple initiatives, including :

- ➔ **Automated Transport Management**
Leveraging advanced technology to optimize fleet efficiency and reduce fuel consumption.
- ➔ **Automated Customer's Inventory Management**
Implement customer's inventory forecast system to auto generate orders for on-time delivery at optimum amount while maintaining the best supply reliability.
- ➔ **Efficient Fuel Usage**
Improving fuel efficiency through route optimization and operational adjustments.
- ➔ **Transport Center Relocation**
Enhancing logistics efficiency and reducing unnecessary fuel use

Reduce paper usage in the transportation system

By implementing the advance delivery system – mobile application "MOBY" together with eTax and eReceipt system, we reduced paper usage by 117,747 sheets annually and **reducing GHG emissions by 586 kgCO₂e/year** preserving about 9 trees annually.

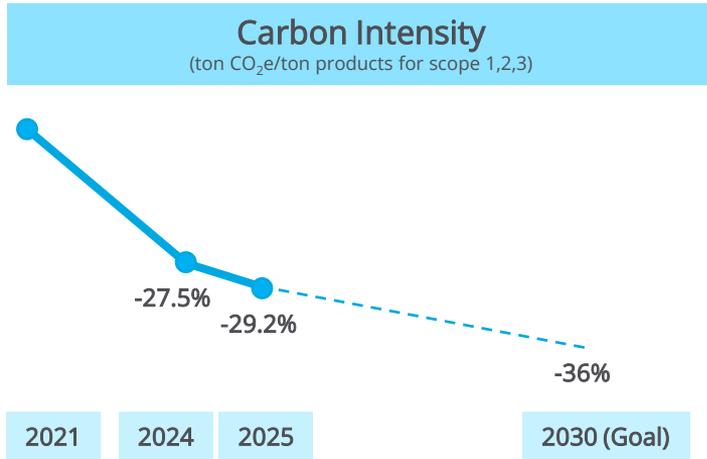


Greenhouse gases reduction target

BIG is committed to the “Generating a Cleaner Future” strategy by deploying advance technologies that contribute to a cleaner future for all.

In 2022, BIG, in collaboration with PTT Public Company Limited, made history by building the **first air separation unit (ASU) in Southeast Asia that utilizes cold energy from liquefied natural gas (LNG)**. The second plant is planned to begin operations in 2028, demonstrating BIG’s continued and long-term commitment to reducing emissions across all production processes.

In addition, BIG continues to enhance the operational efficiency of its core industrial gas business by adopting advanced technologies and integrating essential solutions to ensure that its ASUs operate sustainably and at maximum efficiency.

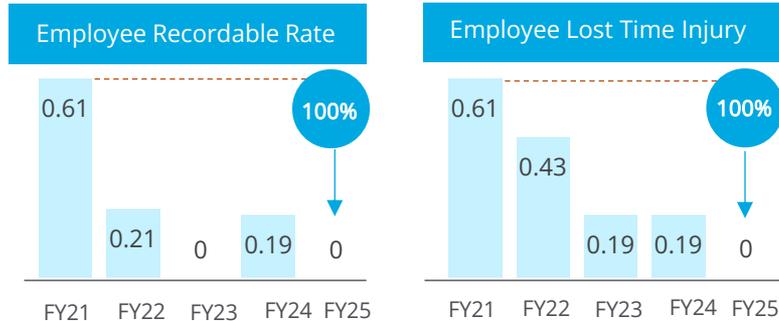


*Note: Carbon Intensity excluded H2 business



Safety & quality

We believe safety is a moral obligation and want our employees to return home to their families safe and healthy every day. We have made significant progress when we set our goal of being the safest industrial gas company, but our overarching goal is zero safety incident. We strive to continually improve safety and health for our colleagues, contractors, customers and host communities.



BIG is committed to elevating its operations in alignment with international standards by implementing formally certified management systems that reinforce quality, safety, reliability, and accountability to the environment and all stakeholders—including customers, communities, and society at large. BIG has integrated multiple key standards into its operational processes, including:

- International standards for Quality – Environment – Occupational Health & Safety
ISO 9001 • ISO 14001 • ISO 45001
- Testing and calibration reliability
- ISO/IEC 17025 Food safety standards
- FSSC 22000 • HACCPHALAL certification for relevant products



ISO 9001:2015 Quality Management System
ISO 14001:2015 Environmental Management System
ISO 45001:2018 Occupational Health & Safety Management System

BIG ก้าวสู่มาตรฐานสากล ISO 45001:2018

ตอกย้ำ! ความมุ่งมั่นในการสร้างสภาพแวดล้อมการทำงานที่ปลอดภัย และ ยั่งยืนสำหรับทุกคน

ขอขอบคุณทุกหน่วยงานและทีมงานที่ร่วมแรงร่วมใจทำให้ความสำเร็จครั้งนี้เกิดขึ้น!

STOP program

The year 2025 marked a significant demonstration of the power of employee engagement among our transportation drivers, reflected through a total of 4,443 risk reports submitted under the STOP Program. These reports represent far more than vigilance—they serve as a preventive barrier, effectively reducing risks before incidents can occur.

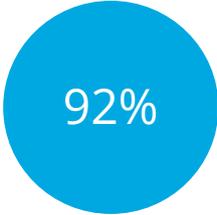
From all submitted reports:

- 8% were cases where the Sales team coordinated and followed up with customers to implement safety improvements.
- 92% were situations in which drivers exercised their authority to “stop work when unsafe” and were able to mitigate the risks themselves.



4,443

Risk reports submitted
under the STOP
Program



92%

Stop work
when unsafe

What we are most proud of is that, over the past year, there were zero accidents caused by unsafe conditions at customer sites. This achievement is a direct result of continuous risk reporting by our transportation drivers and the collaborative response among all involved parties—operations teams, sales teams, and customers.

These numbers affirm that the STOP Program is not merely a reporting tool, but a proactive accident-prevention system shaped by the safety behaviors of our employees. When risks are identified before incidents occur, safety becomes a reality.

Talent and culture – Employee development

BIG operates under the framework of an “innovation-driven organization,” encouraging employees to continuously improve their work and collaborate creatively to develop new solutions and address challenges together.

The company advances this approach through ongoing initiatives and partnerships with public and private sector organizations. BIG has also developed the BIG Academy Platform to support employee learning and growth at all levels.

BIG is committed to developing employees across the organization through the LEADS program for executives and talent groups, built on the three-dimensional development concept of “Head – Heart – Hand.” The curriculum is designed to support continuous learning and capability building.

The company has also expanded development programs to operational employees to strengthen workforce capability in a structured and comprehensive manner.



Talent and culture – Employee development



The Most Innovative Award received by BIG reflects the company's strong commitment to continuous innovation, particularly investments in technologies that help reduce greenhouse gas emissions.

The Most Attractive Employer Awards for both the under-35 and over-35 employee groups highlight BIG's success in creating a workplace environment that meets the needs of employees across all generations.

The Leader of Business and Leader of Leader awards presented to BIG's executives demonstrate the company's leadership capability in driving significant organizational transformation.

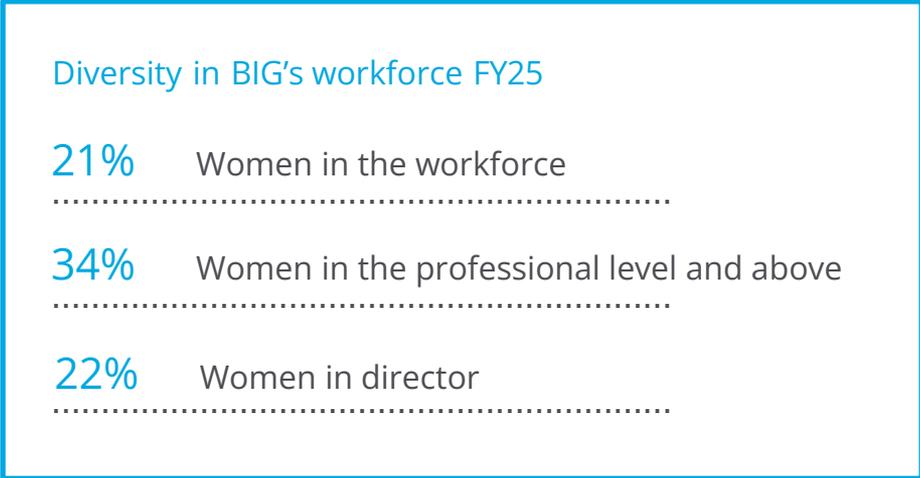
Talent and culture – Women’s success network group (WSN)

In 2025, BIG advanced its efforts to raise awareness about differences and diversity through the DIB Ambassador program, supporting minority groups and empowering women employees within the organization.

At the same time, the company promoted the concepts of Psychological Safety and Allyship, turning them into concrete practices to ensure that every employee plays an important role in driving collective success.

BIG also organized various activities to foster employee engagement and launched the DIB Channel, providing a safe, transparent, and accountable platform for employees to report concerns or any form of misconduct.

These initiatives have significantly contributed to strengthening understanding around self-worth, acceptance of differences, and building unity within the organization in a sustainable and enduring manner.



มาร่วมสร้างปोजิตที่ดีกว่า... ด้วยข้อคิดเห็นที่มีค่าของพวกเขา

ชาวปोजิตจับมือกันสร้างพื้นที่ปลอดภัยให้กัน
ได้ผ่านๆ เพียงแค่
เสนอความคิดเห็น / ข้อร้องเรียน / ข้อเสนอแนะ
หาพบเห็น...

“พฤติกรรมที่ไม่เป็นมิตรต่อจิตใจ”

ใน 3 เรื่องนี้!

ทุกความคิดเห็น... ข้อร้องเรียนจะได้รับการแก้ไขด้วย
CARE Culture
ทุกข้อคิดเห็นจะถูกนำมาใช้ประโยชน์สูงสุด
ร่วมสร้างปोजิตที่ดีกว่า ร่วมได้ก็ด้วย

#YouBelongAndMatter



Human rights

BIG promotes a culture that values diversity, inclusion, and belonging (DIB) to drive collective success. The company strictly upholds non-discrimination and respects differences both inside and outside the organization.

Internally, BIG embeds DIB values and the CARE culture into employee performance evaluations while promoting equal opportunities for minority groups, especially women and LGBTQ employees.

Externally, BIG adheres to its Code of Conduct & Business Ethics.



In 2025, the company received the Human Rights Award from the Ministry of Justice, reflecting its commitment to fairness, human rights protection, labor rights, environmental stewardship, and compliance with international standards.

These efforts align with Thailand's National Action Plan on Business and Human Rights (NAP) and follow the UN Guiding Principles on Business and Human Rights (UNGPs) to ensure responsible and human-rights-based operations.



Communities

For more than 37 years, BIG has fostered strong relationships and contributed to the well-being of the communities surrounding our operating sites, with the aim of improving quality of life for both society and local communities.

BIG is committed to driving positive change in the communities where we live and work through technical expertise, material and resource support, and active employee volunteerism in collaboration with various organizations.

SPOTLIGHT STORY

BIG supports Oxygen to the hospitals in Songkla Province caused by the severe flooding in the Hat Yai area

BIG, Thailand's leading provider of low-carbon industrial gas innovations, expresses its deep concern and awareness of the hardships caused by the severe flooding in the Hat Yai area.

The situation has significantly disrupted daily life and public health services, particularly at Songklanagarind Hospital (PSU) and Hat Yai Hospital, the major medical center in the South that continues to care for a large number of patients under challenging flood conditions.

BIG successfully delivered liquid oxygen to the hospital and accelerated the transport of backup oxygen cylinders and essential medical equipment needed for patient care.



BIG Extends Humanitarian Support to Communities Affected by the Thailand–Cambodia Border Unrest



BIG expressed its concern regarding the unrest along the Thai–Cambodian border and promptly extended support to those impacted on July 30.

The company delivered medical oxygen cylinders as well as essential consumer goods to the 2nd Army Area to aid in the treatment and care of affected individuals and to further support humanitarian missions in the area.

BIG Supports Bangkok in Fighting PM2.5 Pollution with Dry Ice Donation



BIG has joined the fight against fine particulate matter (PM2.5) pollution affecting Bangkok residents by donating dry ice to the **Bangkok Metropolitan Administration (BMA)**. Bangkok Governor, Rachen Sillaparaya, Deputy Director-General (Operational section), Department of Royal Rainmaking and Agricultural Aviation, and Thaleingsak Phathong, Vice President (Provincial Air Navigation Services), AEROTHAI received the donation at Bangkok City Hall (Sao Ching Cha).

This dry ice supporting will be utilized in expedited operations to disperse PM2.5 particles accumulated over Bangkok. This innovative approach, pioneered by the Royal Rainmaking and Agricultural Aviation Department, involves injecting dry ice into atmospheric inversion layers to reduce temperature, allowing PM2.5 particles to rise more rapidly to higher atmospheric levels. This effectively lowers the concentration of particulate matter near the ground. The fine-grained dry ice provided by BIG is produced from the company's carbon dioxide gas, making it ideal for transportation and application in these operations.

SPOTLIGHT STORY

BIG Supports Reforestation of the Nern Samlee Community Forest, Restoring Over 8 Rai

BIG participated in a tree-planting activity under the **“Sustainable Community Forest Plantation Project”** in collaboration with the Ban Chang Subdistrict Municipality, the Nern Samlee Community Forest Committee, the CSR Working Group of companies in the WHA Eastern (Map Ta Phut) Industrial Estate, and companies in the Asia Industrial Estate. The activity took place at the Nern Samlee Community Forest in Ban Chang District, Rayong Province.

The project aims to foster multi-sector collaboration in developing, conserving, and restoring more than eight rai of community forest over a 10-year period. This year, over **300 additional trees**—including bamboo, teak, and Pterocarpus trees—were planted.

This tree-planting initiative not only contributes to expanding green spaces within the community but also reaffirms the Company’s commitment to operating responsibly and protecting the environment in a sustainable manner. Through these efforts, BIG strives to help preserve natural resources for future generations.



Community support

BIG is committed to making a positive impact on the communities where we live and work. Our employees bring this commitment to life through volunteering on community projects.

SPOTLIGHT STORY

Rayong



BIG welcomed students from the Faculty of Public Health, Thammasat University, for a study visit at BIG's Air Separation Unit 3 on October 3. The visit was held under the theme "Safety and Occupational Health Management."

During the visit, participants learned about industrial gas production processes and BIG's safety management practices implemented in accordance with the company's standards.

Rayong



BIG delivers low-carbon industrial gases—including nitrogen, oxygen, argon, hydrogen, and carbon dioxide—to the Vidyasirimedhi Institute of Science and Technology (VISTEC) for use in the education, learning, and laboratory research of master's and doctoral students.

Rayong



BIG participated in the 23rd Annual International Coastal Cleanup Day 2025, reaffirming the company's commitment to environmental stewardship and sustainable community development at Payoon Beach, Ban Chang District, Rayong Province.

Community support

BIG is committed to making a positive impact on the communities where we live and work. Our employees bring this commitment to life through volunteering on community projects.

SPOTLIGHT STORY

Rayong



Executives and employees of BIG supported the BIG Market initiative by purchasing products from local community vendors. Local communities surrounding the plant participated by bringing their traditional products for sale, helping to create jobs, promote local livelihoods, and distribute income within the community.

Rayong



BIG participated in a blood donation activity organized at the Eastern Seaboard Industrial Estate (Rayong), in collaboration with WHA Group, the Rayong Red Cross, and Rayong Hospital. The event welcomed blood donors from companies within the industrial estate, WHA employees, and nearby community members.

Code of conduct and business ethics



BIG operates its business with integrity, ethics, and transparency toward all stakeholders. Ethical conduct is a fundamental principle that all employees must uphold, and the company will not tolerate any violation of these principles under any circumstances.

All employees are responsible for **reporting complaints, concerns, or suspected misconduct that may violate the company's Code of Conduct** or business ethics through the company's online reporting channels. Employees are protected under the company's policies.

The company is committed **to complying with all applicable laws, rules, and regulations**—both current and future. Employees must strictly adhere to policies on **conflict of interest, fraud prevention, anti-bribery, and the prohibition of providing any benefits to government officials**.

In addition, the **company values diversity and prohibits any discrimination** based on race, color, ethnicity, nationality, gender identity, religion, sexual orientation, marital status, disability, as well as any form of sexual harassment.

In all employment practices and management processes, the company is committed to maintaining ongoing compliance with applicable legal and regulatory standards to foster a fair, safe, and socially responsible work environment.

Certified by TFS standard – Ensuring transparency and compliance



Passing the TFS audit demonstrates our commitment to:

- Transparency in business operations
- Compliance with ethics and legal requirements
- Effective management of environmental, social, and governance (ESG) risks

Our audit score achieved **91.15%**, reflecting strong performance in sustainable and responsible practices.”

For more information,
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Forward-looking statements

This Sustainability Report may contain forward-looking statements based on management's expectations and assumptions as of the date of publication. These statements are not guarantees of future performance, and actual results may differ due to various factors. The Company undertakes no obligation to update or revise any forward-looking statements except as deemed necessary. Unless otherwise stated, all data in this Report refer to fiscal year 2025, and monetary figures are presented in Thai Baht.

