SUSTAINABILITY
DEVELOPMENT REPORT 2025

3. Sustainbility Development Report

Maybank Securities (Thailand) Public Company Limited ("MST") Sustainability Development Report details our sustainability strategy, approaches, initiatives and highlights on performance in 2025 that impacted our business operations, including economic, environmental, social and governance.

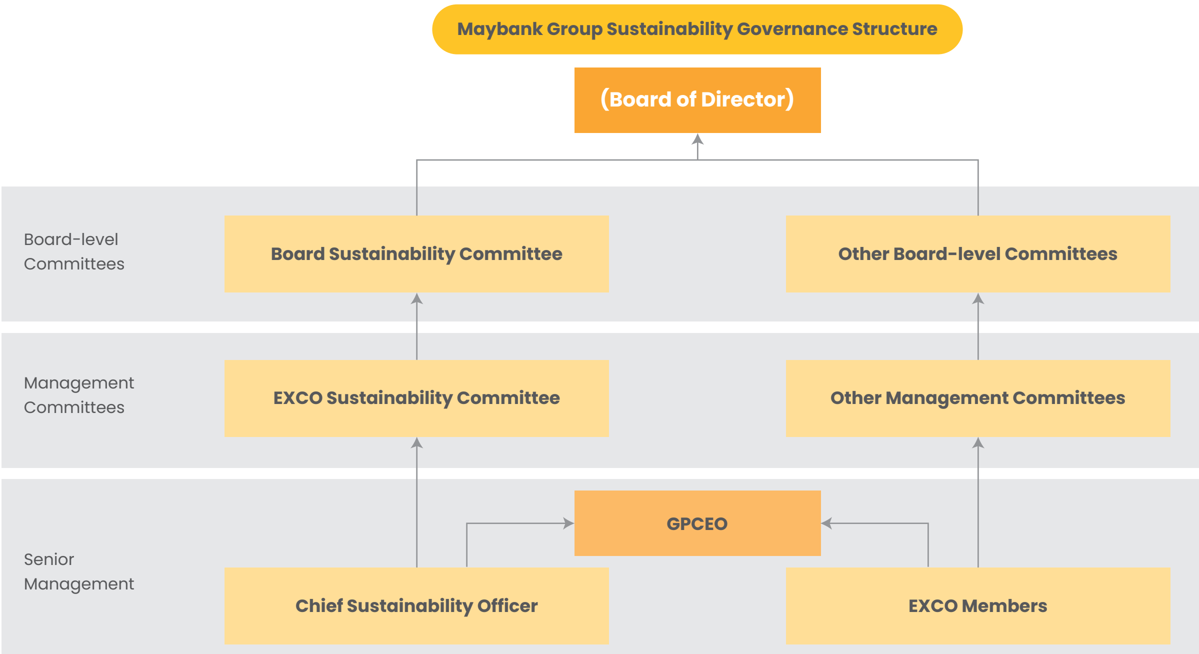
We elaborate on our achievements in relation to our overarching sustainability strategy, and align with Maybank Group's mission of Humanising Financial Services, in accordance with the Group's M25+ strategy.

This Sustainability Report has been prepared in alignment with the Stock Exchange of Thailand Sustainability Reporting Guide for listed companies issued by the Stock Exchange of Thailand, as a framework for disclosing the Company's sustainability policies, practices, and performance.

3.1 Sustainability Development Policy and Goal

1. Sustainability Governance

Maybank Securities (Thailand) Public Company Limited ("the Company") is guided by Maybank Group's sustainability governance structure, as highlighted below:



With clear direction and strong leadership from the top, the Company executes sustainability initiatives and integrates sustainability considerations into its business and operations. While the ultimate governing body is the Maybank Group Board, the Company has its own internal governance that supports the overall sustainability objectives and strategies of the Maybank Group. The Company's internal governance is detailed in Page 87 of this ONE Report.

2. Sustainability Policy

Maybank Securities (Thailand) Public Company Limited ("the Company") is determined to be a leading financial institution in Thailand while fostering sustainable growth for the good of society. The Company has focused on social responsibility activities along with business operations, while taking into account the creation of social responsibility values, with the aim of benefitting society, community, environment and all related parties. It has established policies and strategic frameworks in 3 core areas, focusing on sustainable investment, a livable and sustainable society and sustainable environment for future generations aligned to Maybank Group policies and the Sustainable Development Goals (SDGs) of the United Nations (UN).

3. Sustainability Growth Strategy and Goal

The Company has established strategic sustainability frameworks and goals by taking into account Maybank Group's sustainability pillars and commitments as follows:

A. Maybank Group's Sustainability Pillars

Maybank Group's ambition is to be a Sustainability Leader in Southeast Asia that is committed to serving the community as a Force for Good and making a positive impact on our society and the environment, with focus on executing outcome-driven projects that will make a tangible difference. This is supported by our three core pillars, namely

1.	The 1st pillar is Responsible Transition. It aims at enabling transition to a low-carbon economy by balancing environmental and social imperatives with stakeholders' expectations.
2.	The 2nd pillar is Enabling Our Communities. It aims at building community resilience across ASEAN and undertaking responsive action to promote economic development and social well-being.
3.	The 3rd pillar is Our House Is in Order & We Walk the Talk. It aims at leading by example with good management practices and ensuring that Maybank's ESG strategy is based upon a strong foundation.

Sustainability strategies under each of Maybank Group's pillars are illustrated below:

RESPONSIBLE TRANSITION

Enabling transition to a low-carbon economy by balancing environmental and social imperatives with stakeholders' expectations.

- Supporting the Transition to a Low-Carbon Economy
- Developing Sustainability-Focused Products and Services
- Systemic Risk Management
- ESG Integration in Financial Analysis
- Engaging our People in Sustainability
- Business Ethics

ENABLING OUR COMMUNITIES

Building community resilience across ASEAN and undertaking responsive action to promote economic development and social well-being.

- Empowering Communities
- Financial Inclusion
- Climate Resilience
- Transparency and Trust
- Diversity, Equity and Inclusion

OUR HOUSE IS IN ORDER & WE WALK THE TALK

Leading by example with good management practices and ensuring that Maybank's ESG strategy is based upon a strong foundation.

- Governance and Compliance
- Privacy
- Our Supply Chain
- Our Environmental Impact

The Pillar 1: Responsible Transition

The **first pillar** emphasises on supporting our stakeholders in gradually transitioning towards more sustainable practices and providing financial services that support their transition. This includes the development of products and offering of services that provide positive environmental impact while adequately addressing social considerations. The pillar is guided by our risk management policies and practices with due attention given to specific sectors as well as the risks and opportunities associated with these sectors.

Areas of strategic focus include:

- Engagements with clients in transitioning towards more sustainable practices, including strategic collaborations and knowledge partnerships.
- Providing access to values-based solutions - this includes access to financial services that support the transition as well as integrating ESG criteria into product offerings and the development of a sustainable products and services in line with Sustainable Product Framework and the Transition Finance Framework.
- Tapping into opportunities in the ESG space;
- Management of ESG risk and climate as reflected in the respective framework and policies, including the assessment and management of our physical and transition risks and ESG positions for specific sectors.

Pillar 2: Enabling Our Communities

The **second pillar** covers areas such as community empowerment, financial inclusion as well as inclusive practices. This includes expanding our community empowerment programmes, providing products that are simple, intuitive and accessible, providing social protection mechanisms and deploying social financial initiatives. Such initiatives include financial literacy programmes, provision of education and financing assistance programmes to small and medium enterprises (SMEs), home ownership and vehicle financing to underprivileged, lower income customers as well as micro insurance.

Pillar 3: Our House Is in Order and We Walk the Talk

The **third pillar** focuses on the Maybank Group's internal operations and practices. This includes strengthening our governance processes and ensuring sustainability considerations are clearly incorporated across the relevant functions and committees within Maybank Group, managing our own environmental and social impact by way of our emission and water consumption and waste management, as well as incorporating environmental and social considerations across our supply chain.

To ensure that we create tangible impact with our sustainability initiatives, Maybank Group has established clear commitments that are aligned to these three pillars which build upon the steps taken in its sustainability journey over the years. The following are Maybank Group's sustainability commitments, two of which were revised as a result of the progress made in the first two years:

1.	Mobilising THB 611.61 billion (RM80 billion) in Sustainable Finance by 2025
2.	Improving the lives of two million households across ASEAN by 2025
3.	Achieving a carbon neutral position of our own emissions by 2030 and net zero carbon equivalent position by 2050
4.	Achieving one million hours per annum on sustainability and delivering one thousand significant United Nations Sustainable Development Goals (UN SDGs)- related outcomes by 2025

Maybank Group's commitments are reflected in the investment in human resources, procedures and systems to meet the needs of stakeholders and to be aligned with the UN SDGs. Maybank Group's overarching pillars and commitments are further strengthened by the M25+ strategy that was launched in 2022. M25+ aims to drive leadership in sustainability with an expanded scope to embrace ethical banking principles, deepening social impact and execution of a decarbonisation strategy. The Company has adopted Maybank Group's sustainability ambition, principles, policies and guidelines as part of its own ESG strategy. The Board of Directors are engaged in developing and overseeing the implementation of the strategy, closely monitoring to provide guidance and ensuring overall achievement is obtained. This can be seen from the fact that operation systems have been improved, different types of services have been added for competitive advantages and to offer clients new services as their alternative investment options for added benefit. All aspects have been developed for the Company to be successful and move towards the era of sustainable and digital transformation.

Maybank Group has launched a new five-year strategy till 2030 - ROAR30 which outlines Maybank's long-term strategy to reinforce its purpose of Humanising Financial Services. Under ROAR 30, the Group targets to mobilise RM300 billion in sustainable finance, achieve carbon neutral by 2030 and net zero by 2050, as well as positively impact 3 million lives through social impact initiatives by 2030. To sustain this, the Group has committed to invest RM10 billion in technology, data and AI, cultivating a future-ready workforce, and optimising productivity and capital allocation.

In alignment with the Group's ROAR30 strategy, Maybank Securities (Thailand) Public Company Limited (MSTH) continues to advance initiatives that support sustainable business growth, enhance client-centric digital capabilities, and strengthen responsible business practices, while contributing to the broader Group aspiration of creating positive economic and social impact across the region.

Policies & Practices

At Maybank Group and within the Company itself, we strive to conduct our business responsibly and this requires comprehensive internal controls and robust risk management practices. We work diligently under the Maybank Group to safeguard the integrity of our operations as we pursue efforts to create lasting value for all our stakeholders. We have established a robust governance framework that includes policies, procedures, and comprehensive controls to manage and mitigate risks as well as upholding high standards of business conduct and complying with legal and regulatory requirements. This also includes areas covering data privacy and protection, integrity, diversity & inclusiveness and human rights.

Maybank Group and the Company are committed to meeting all legal and regulatory requirements and protecting our customers and ourselves against risks by upholding good business practices. We seek to operate based on a strong set of core values, with conduct that is aligned to positive ESG outcomes.

As a responsible institution, we strive to ensure that all our business dealings are conducted in an ethical manner, with the highest standards of integrity. This includes, but is not limited to, our dealings with our customers, business partners, employees and members of the public.

3.2 Sustainability Development Policy and Goal

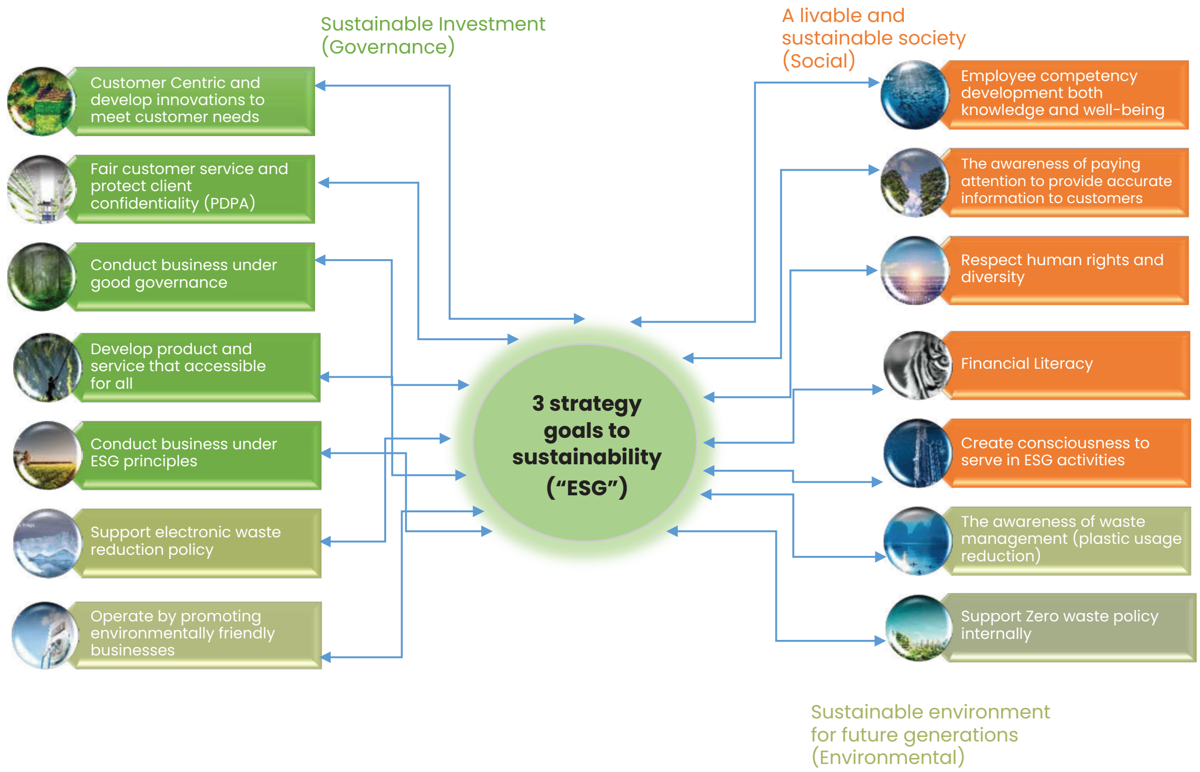
In FY2024, Maybank Group conducted a materiality assessment exercise to identify material sustainability matters that are relevant to our business, and align with stakeholder interests and concerns. This assessment was enhanced by adopting the double materiality principle, addressing two perspectives: financial materiality, which examines how external factors affect our business performance (outside-in) and impact materiality, which considers how our activities influence the environment and society (inside-out).

In 2025, Maybank Group undertook a materiality refresher to ensure identified topics remain relevant amid evolving regulations, stakeholder expectations and the Group's transition to ROAR30. The refresher was done by analysing stakeholder feedback throughout the year and engaging with the Group Chief Sustainability Officer and Group Chief Financial Officer to ensure that the material matters are strategically aligned and reflective of stakeholder priorities.

The 2025 refresher validated that the existing material matters since the last assessment in 2024 remain relevant. However, to strengthen alignment with evolving strategic priorities, the definitions of two material matters - (1) Future Fit Talent and Culture and (2) Environmental and Climate Action were expanded to reflect increased emphasis on AI-enabled workforce readiness and climate adaptation, respectively.

3.2.1 Business Value Chain

The Company is well aware that good and effective sustainability management comes from true corporate commitment and responsibility, together with an effective management process. It aims to encourage all related parties to create continual engagement with stakeholders throughout its value chain, comprising employees, customers, investors, regulators, communities and suppliers. In alignment with the Group's material matters, Maybank Securities (Thailand) Public Company Limited focuses on sustainability management in 3 main dimensions to Environment (E), Social (S) & Governance (G) specifically below:



Environment dimension	- Raising awareness and campaigning for plastic reduction and waste separation in the organisation - Supporting zero waste policy within the organisation - Supporting the policy to reduce e-waste - Operating by promoting business that is friendly and caring for the environment
Social dimension	- Developing the potential of employees in terms of increasing their knowledge as well as taking care of their health and well-being - Awareness and care about providing the right knowledge to customers - Respect for human rights and diversity - Creating access to investment knowledge for the public - Creating a good culture centered on taking care of customers, employees, society, community and environment.
Governance dimension	- Customer-centricity and innovation that meets customer needs - Providing fair customer service and maintaining the security and privacy of customer data. - Conducting business under good governance principles - Developing products and services to the public so that they can access and diversify their investments. - Conducting business responsibly for society, community and environment, guided by the sustainability principles

3.2.2 Stakeholder Engagement

Our stakeholders play an important role in enabling MST's continued business growth and development. Therefore, it is crucial that we make progressive efforts to understand the issues and concerns that are relevant to them. It is our aim to proactively nurture all of our stakeholder relationships and build trusted and long-lasting connections with them, in order to adequately meet their needs and expectations of our business. In tandem with these goals, we hope to mitigate the impact of our activities and operations to ensure a sustainable and environmentally-friendly future moving forward.

Customers	
Engagement Channels	• Digital touchpoints & platforms on Maybank Invest Application (Thailand) • Promoted sustainable financial literacy and fostered equal investment opportunities through communication via activities and social media platforms. • Physical branches. Deliver services through branches to enhance customer convenience • Customer Service Centres, sales representatives (e.g. Investment Consultant, Relationship Managers, Personal Financial Advisors, Client Relationship and Client Coverage Teams) • Marketing campaigns and events
Objectives for Stakeholders	• Improve customer experience with fast, simple, secure and convenient service in real time. • Develop integrated and hyper-personalised solutions that meet customers' priorities, including sustainable financing, and connect clients to growth opportunities across the region while assisting them in their transition journey. • Provide competitive pricing and fair terms. • Educate customers about market risk, fraud and scams, while ensuring fraud and scam prevention. • Provide education and drive community empowerment initiatives leveraging digital capabilities to promote financial inclusion and literacy.
Metrics and Data We Track	• Number of customer complaints received and resolved; times taken to resolve for customer complaints • Number of customers utilising our various products and services
Our Response	• Maybank Invest – an investment digital platform has been developed to cater on-time and personalised services to our clients. There is a dedicated team comprising of customer service, IT and product owner to solve technical problem for customers. • Customer complaints are received, shared to stakeholders and recorded by customer service team to resolve and find solutions.

Investors	
Engagement Channels	• Annual General Meetings (AGMs) and Extraordinary General Meetings (EGMs) • 56-1 One Report (Annual Report) and Sustainability Report • Dissemination of information and disclosure of materials to The Stock Exchange of Thailand and on our website at www.maybank.co.th • One-on-one and group meetings with EXCO members
Objectives for Stakeholders	• Ensure sustainable earnings and stable dividend stream through revenue growth and strategic long-term investments, capital optimisation, sweating of assets, diligent management of asset quality and liquidity and prudent risk management. • Proactively manage risks as a result of macroeconomic volatility. • Embed sustainability considerations into investment practices. • Prudent and effective technology investments and partnerships, to remain ahead of emerging competition
Metrics and Data We Track	• Key annual financial guidance. • Long-term sustainability commitments under M25+. • Long-term financial outcomes under M25+
Our Response	• 2025 financial performance shall be disclosed via Electronic Listed Companies Information Disclosure (ELCID) within the specified period.

Regulators	
Engagement Channels	• Point of contact, annual compliance reporting, meetings, roundtable discussions and periodic updates • Active participation and contribution to industry and regulatory consultation papers, forums and working groups
Objectives for Stakeholders	• Adhere to relevant laws and regulations, manage cyber risks, ensure monetary and financial stability, professional business conduct and fair market conduct practices to customers, PDPA Act • Embedded Compliance and ethical risk-awareness culture that comply with regulations. • Lead the industry and corporates in promoting and integrating emerging trends (e.g. fintech and sustainability).

Metrics and Data We Track	• Conformance and compliance with regulatory expectations
Our Response	• Compliance Monitoring and testing conduct based on significant activities and align with regulatory requirements • Establishment of customer on boarding process on the Know Your Customers: KYC and Customer Due Diligence: CDD Policy related to AML/CFT, risk management and mitigation plan, suspicious transaction reporting, record keeping. • Third renewal for joining Member of the Thai Private Sector Collective Action Against Corruption (CAC) certification program on Anti-Corruption • Conduct training/e-learning on Cyber Security Awareness for employees to raise awareness on IT emerging risk during December 2025 for 637 staff. • Conduct training/e-learning to staff on Anti-Bribery and Corruption Policy and Procedure during November – December 2025 for 640 staff. • Conduct training/e-learning to staff on Anti-Money Laundering and Counter Terrorism and Proliferation of Weapon of Mass Destruction Financing (AML/CFT/CPF) during December 2025 for 640 staff.

Communities	
Engagement Channels	• Capacity-building and economic empowerment initiatives • Strategic partnerships, outreach and educational programmes • Websites, social media channels and virtual communication platforms • Community engagement surveys
Objectives for Stakeholders	• Maximise the positive impact of our community initiatives towards a sustainable future for all. • Support initiatives that address unemployment, low financial literacy and empower disadvantaged communities. • Promote the availability, innovation and development of personalised financial solutions for the unbanked and underbanked.
Metrics and Data We Track	• Number of individuals impacted by our community initiatives and flagship programmes • Financial and non-financial benefit to individuals or communities impacted by our community programmes and initiatives.

Our Response	• There are 2 projects that impact sustainable future for our community; 1. Waste Segregation Project into the regular recycling process. Throughout 2025, the Company has participated in bringing 4,454.03 kilograms of materials back or equivalent number into the recycling process to reduce greenhouse gas emissions by 17,650.90 kgCO_2e. These can be comparable to planting 1,858 trees. The total amount of recycled waste exceeds the target at 2,500 kilograms by 1,954 kilograms or 43.87% 2. Prudent resource management by swapping out the equipment utilised in head office and nationwide branches to energy saving appliance continually. In 2023, 1,700 LED lightbulbs were replaced by fluorescent lightbulbs at branches across the nation, and inverter systems were replaced by air conditioners at some branches. This resulted in a reduction of electricity consumption by showing as follows: • In 2023, saved 7.79% when compared with the year 2022 • In 2024, saved 8.61 % when compared with the year 2023 • In 2025. Saved 12.13% when compared with the year 2024 In 2025, the closure of two additional branches formed part of the contributing factors to the reduction in overall electricity consumption for the year.

Suppliers	
Engagement Channels	• Review supplier history, background, business operations, financial status, company policies and activities including mentions in the media prior to engagement.
Objectives for Stakeholders	• MST is committed to working with suppliers who follow the law, respect fair employment practices, and align with our Group Human Rights Policy. We encourage suppliers to be honest and trustworthy, while considering both the environment and individuals' interests. Protecting data and information and conducting business sustainably in an ethical manner are also top priorities. We expect our suppliers to operate responsibly, respect human rights, maintain transparency, and reduce their environmental impact. Suppliers should meet Maybank's standards for sustainable practices and environmental stewardship, including energy and water use, emissions reduction, waste management, climate risks, deforestation, biodiversity, and labour practices.
Metrics and Data We Track	• Suppliers working with MST are required to comply with our standards by completing an ESG Assessment. This includes providing information about the company, such as its policies, vision, sustainable practices, financial status, and anti-corruption measures.

Our Response	• Maybank's Supplier Code of Conduct (SCoC) sets out the expectations for all suppliers to operate legally and ethically, while respecting individual rights and reducing environmental impact. To ensure compliance, we conduct a Supplier ESG Assessment for all new suppliers, those renewing contracts, and those involved in tender processes. This helps raise awareness among suppliers and promotes sustainable practices across our value chain. After the assessment, we perform an ESG Risk Evaluation to identify which suppliers meet our criteria and which need further review. MST is dedicated to supporting our suppliers' sustainability efforts and will offer help to those needing guidance to improve their ESG practices.

Employees	
Engagement Channels	• Dialogue sessions with EXCO and other engagement initiatives (e.g. town halls, roadshows, coffee talk sessions) • Regular electronic communication (e.g. emails, newsletters and portals), as well as virtual and social media channels • Feedback platforms
Objectives for Stakeholders	• Ensure a safe, caring and engaging work environment to enable work-life integration and successful navigation through the pandemic and beyond. • Enable greater flexibility in performing daily functions via access to tools and arrangements that allow employees to work remotely with minimal interruption. • Advocate diversity, equity, inclusion and belonging (DEIB). • Empower a bionic workforce equipped with the right skills, capabilities, competencies and mindset to remain relevant. • Build next-gen capabilities.
Metrics and Data We Track	• Employee training and development, including number of training hours logged • Workforce diversity, equity, inclusion and belonging (DEIB)
Our Response	• In 2025, 3,545 participants attended key training and development programs including technical skills and soft skills. • The total employees in 2025 comprised 40.5% as Male and 59.5% as Female. The majority of employees are Thai nationals; however, the Company also promotes diversity in terms of nationality. Currently, the Company has four foreign executives and staff members from different countries.

3.3 Sustainable Environmental Management (Environment)

The Company's environmental initiatives form part of its commitment to supporting the environmental management and climate change direction of Maybank Group. The Company focuses on adapting the Group's guidelines to its internal operations, ensuring alignment at the operational level.

These efforts encompass energy and paper consumption reduction, efficient resource utilisation, waste management, and the selection of environmentally friendly workplace facilities. The objective is to minimise environmental impacts within the scope of the Company's operational control in an appropriate and responsible manner.

3.3.1 Policy and Guideline for Sustainable Environment

Paperless Policy

The Company has adopted a long-term and continuous Paperless Policy by integrating cross-functional initiatives to systematically transform work processes into digital platforms. This policy not only enhances operational efficiency, accuracy, and auditability, but also positively contributes to reducing natural resource consumption and mitigating environmental impacts associated with paper usage and document transportation.

In 2025, the Company implemented a project to manage inactive customer accounts with no assets as part of Phase 1 of its Paperless Policy for enhancing resource utilisation. The project aimed to streamline the management of customer accounts that had remained inactive and without assets for an extended period. As a result, a total of 31,537 inactive accounts were successfully processed.

The implementation of this project significantly reduced unnecessary document dispatch to inactive accounts, equivalent to a reduction of approximately 157,685 sheets of paper per year, or approximately 0.79 tons of paper annually.

Furthermore, the reduction in paper usage and domestic postal delivery contributed to a decrease in Scope 3 greenhouse gas emissions associated with paper production and transportation. It is estimated that the initiative reduced greenhouse gas emissions by approximately 1.7–2.2 tons of carbon dioxide equivalent per year (tCO_2e/year).

Energy Efficiency and Infrastructure Enhancement Policy

The Company places strong emphasis on energy efficiency and the development of environmentally friendly infrastructure. It has continuously implemented a policy to replace office and branch equipment nationwide with energy-efficient alternatives to reduce energy consumption, lower operating costs, and minimise long-term environmental impacts.

In 2023, the Company replaced 1,700 fluorescent light bulbs in branches nationwide with LED lighting and progressively upgraded air-conditioning systems to inverter technology, which provides enhanced energy efficiency. These initiatives resulted in continuous reductions in electricity consumption. Electricity expenses decreased by 7.79% in 2023 compared to 2022, by 8.61% in 2024 compared to 2023, and by 12.13% in 2025 compared to 2024.

3.3.2 Activities to Promote Environmental Sustainability

Waste Segregation and Recycling for Circular Economy

The Company has continuously implemented initiatives to promote sustainable waste management through systematic waste segregation and the recycling of reusable materials. These efforts support the Circular Economy concept and aim to reduce residual waste that may adversely impact the environment.

Since 2023, the Company has collaborated with Recycle Day to collect recyclable materials, including paper, plastic, and aluminum, on a monthly basis to ensure proper recycling processes. The collected materials are subsequently processed into new products. In addition to reducing waste volume, this initiative contributes to value creation and income generation for communities and stakeholders within the recycling value chain.

This activity forms part of the Company's promotion of the Reduce, Reuse, Recycle (3R) principle across the organisation. The initiative emphasises efficient resource utilisation and maximising value from materials, supported by employee engagement campaigns and active participation in alignment with the Company's ESG commitments.

Performance outcomes demonstrate clear progress. In 2025, the volume of materials sent for recycling more than doubled compared to 2024, reflecting the effectiveness of internal communication, awareness campaigns, and strong employee collaboration across the organisation.

Category	2024	2025	Variance
Volume of Materials Recycled (kg)	2,223.85	4,545.03	+2,321.18 (104.38%)
Greenhouse Gas (GHG) Emissions Reduction (kgCO_2e)	10,790.84	17,650.90	+6,860.06 (63.57%)
Equivalent to Trees Planted (Trees)	1,130.00	1,858.00	+728.00 (64.42%)

RECYCLE DAY

RECYCLEDAY CO., LTD.
155/10 Sukhumvit 21 (Asoke) Rd. Khlong Toey Nuea, Watthana, Bangkok 10110
Tel : 095-090-8899 E-mail : recycledaythailand@gmail.com
Website : www.recycledaythailand.com

Waste Management Report

Company name : Maybank Securities (Thailand) Public Company Limited **Member's phone no. :** 081–408-9935

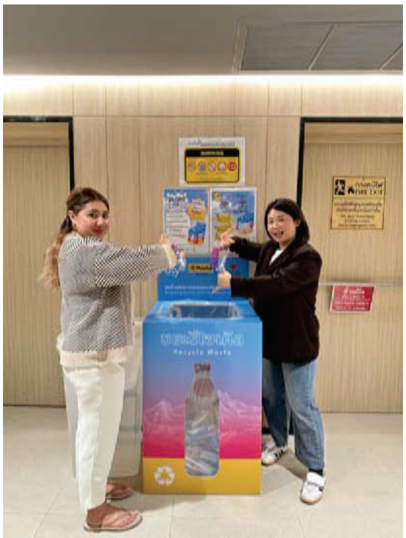
Date : January – December 2025 **Total amount of waste :** 4,545.03 Kilogram

Amount of Recyclable material equivalent to Kg CO2: 17,650.90 Kg CO2 eq

Amount of Recyclable material equivalent to number of tree planted : 1,858 Trees

Type	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total amount of waste
Mixed paper	90.80	184.00	137.55	203.50	187.65	251.05	135.10	69.50	144.20	129.82	171.14	137.32	1,841.63
PET bottle (clear & colored)	28.13	19.20	31.25	35.35	128.70	164.60	215.75	128.35	57.01	2.80	122.80	65.00	998.94
Cardboard box	88.56	67.00	29.90	40.65	69.25	46.90	69.85	41.85	70.70	105.53	35.00	79.85	745.04
Book	0.00	140.32	114.45	21.10	0.00	0.00	0.00	0.00	15.90	0.00	0.00	0.00	291.77
Mixed plastic	6.00	1.60	2.30	3.10	26.90	25.90	6.90	4.95	3.15	25.63	12.35	62.10	180.88
LDPE plastic	13.50	0.85	0.00	0.65	21.05	14.30	24.40	14.20	24.5	8.45	17.25	13.15	152.30
Used home appliances	15.80	0.00	0.00	4.15	0.00	0.00	0.00	0.00	100.12	9.35	0.00	6.30	135.72
Food packaging plastic and Non-recyclable plastic	7.40	0.50	12.40	5.00	4.50	0.00	0.00	9.50	8.05	0.00	8.70	0.00	56.05
Document paper	11.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31.95	0.00	0.00	6.35	49.92
Aluminium can	6.30	1.00	2.00	1.60	1.55	1.75	2.65	0.00	2.85	2.40	0.00	0.75	22.85
Glass bottle	8.65	0.00	0.00	5.50	0.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	21.15
HDPE plastic	0.00	3.90	0.00	2.15	1.45	0.85	0.00	0.00	1.30	0.00	3.50	0.00	13.15
RDF	0.00	0.00	0.00	4.90	1.60	0.00	4.10	0.00	0.00	0.00	0.00	0.00	10.60
Refill/single/multilayer Plastic	0.00	0.00	0.00	0.00	0.05	1.20	0.85	3.95	2.25	0.00	0.65	0.88	9.83
Colored food container	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	0.00	0.00	5.10	8.10
Metal / Steel / Zinc	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	3.70
Newspaper	0.00	0.00	0.00	3.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.40
Total amount of waste	**276.76**	**418.37**	**329.85**	**331.05**	**442.70**	**506.55**	**459.60**	**272.30**	**471.98**	**283.98**	**375.09**	**376.80**	**4,545.03**

In addition to the Company's core waste segregation initiative, the Company collaborated with Indorama Ventures and 6ty Degrees to collect PET bottles for recycling. During the period from September to October 2025, a total of 280 kilograms of PET bottles were collected and sent for recycling. Based on verification provided by the recycling partners, this initiative is equivalent to a reduction of approximately 0.3 tons of carbon dioxide equivalent (tCO_2e) in greenhouse gas emissions.



INDORAMA VENTURES

Indorama Ventures Public Company Limited
75/102 Ocean Tower 2, 37th Floor, Soi Sukhumvit 19 (Wattana),
Asoke Road, Klongtoey Nua, Wattana, Bangkok 10110, Thailand

+66 2 661 6661 (Tel)
+66 2 661 6640 (Fax)
www.indoramaventures.com

Date: 3rd November 2025

Subject: PET bottles received record

Thank you for participating in the PET post-consumer collection program for recycling (Give PET Bottles a New Life). We sincerely appreciate your valuable contribution and unwavering support of this initiative.

Indorama Ventures is proud to partner with 6ty Degrees and Maybank Securities Thailand to promote waste reduction in communities through effective waste separation and the collection of PET bottles for recycling. This collaboration exemplifies our shared commitment to creating positive environmental and social impacts by reducing plastic waste in landfills, lowering carbon emissions, and creating a circular economy for society.

With the evidence, the company collected a total of 280 kilograms of PET bottles, resulting in a reduction of 0.3 tCO2e.

Every little action counts; we are creating a better world together!

PET Bottles Received record -- 6ty and Maybank

SL No.	Date	Location	QTY (kg.)	QTY (tons)	CO2 Reduction* (tCO2e)	REMARK
1	29/09/2025	6ty Degrees (Bangkok's Office) & Maybank (Head Office)	150	0.15	0.2	CSR - PET collect back campaign
2	21/10/2025	6ty Degrees(Bangkok's Office) & Maybank (Head Office)	130	0.13	0.1	
			280	0.28	0.3	

Note: GHG Calculation Formula:
(1) *tons of PET bottles = xx tCO2e reduction

kg-to-bottle Conversion

kg	size: 600ml Bottles	No. of PET collected (bottles)
1	45	12600

Corporate Social Responsibility team
Contact: csr@indorama.net

Indispensable Chemistry

Resource Utilisation Initiative (Calendar for the Blind)

The Company promotes responsible resource utilisation through the collection of used desk calendars from employees, which are donated to the Foundation for the Blind in Thailand for the production of Braille learning materials for visually impaired persons.

This initiative has been conducted continuously on an annual basis since 2023. It is a simple and accessible activity that encourages employee participation in maximising the value of resources. At the same time, it enables the Company to extend educational opportunities and social value to underprivileged groups within society.

Although the quantitative environmental impact of this initiative may be relatively modest compared to other environmental programs, the Company places importance on its consistent and ongoing implementation as part of fostering a sustainability mindset and promoting responsible resource utilization at the organisational level.

3.4 Social Sustainability Management (Social)

The Company's social initiatives are aligned with the direction of Maybank Group in promoting access to financial services, enhancing financial literacy, and creating long-term positive social impact.

The Company places strong emphasis on responsible financial and investment education, employee engagement, support for youth, communities, and vulnerable groups, as well as fostering a corporate culture that recognises sustainability and social responsibility as integral components of its operations.

3.4.1 Policy and Framework for Social Sustainability

The Company has established policies and operational guidelines aimed at generating sustainable positive social impact through its core business activities and active engagement with employees and relevant stakeholders. Key focus areas include:

- Promoting equal access to financial and investment services (Financial Inclusion and Investor Education);
- Enhancing responsible investing literacy to support prudent and informed investment decision-making;
- Developing the capabilities of youth and the general public through various financial and investment education initiatives; and
- Encouraging ESG awareness and employee participation in social initiatives and knowledge-sharing beyond the organisation.

(The implementation of these policies is described in Section 3.4.2.)

3.4.2 Activities to Promote Social Sustainability

Under the aforementioned policy and framework, the Company has continuously undertaken initiatives to enhance access to financial knowledge, promote responsible investment practices, and encourage employee engagement, with the objective of generating long-term positive social impact across diverse target groups.

(1) Strengthening Internal Communication and Engagement

The Company regularly communicates sustainability-related matters internally through electronic newsletters and digital communication channels to enhance employees' knowledge, understanding, and participation in social and environmental initiatives. These efforts aim to cultivate a culture of responsibility and sustainability as an integral part of the Company's organizational values.

<u>Supporting Information on Social Performance</u>

- ESG-related communications covered all employees, totaling more than 700 personnel.
- Qualitative outcome: Enhanced employee awareness and engagement in sustainability-related matters.

Example of "CATCH UP" – Internal ESG Communication Initiative

(2) Promoting Financial Literacy and Access to Investment

The Company organises educational initiatives and platforms to promote responsible financial and investment knowledge among customers, investors, and the general public. These initiatives are designed to support informed investment decision-making and foster equal access to investment opportunities, covering audiences ranging from novice investors to experienced market participants.

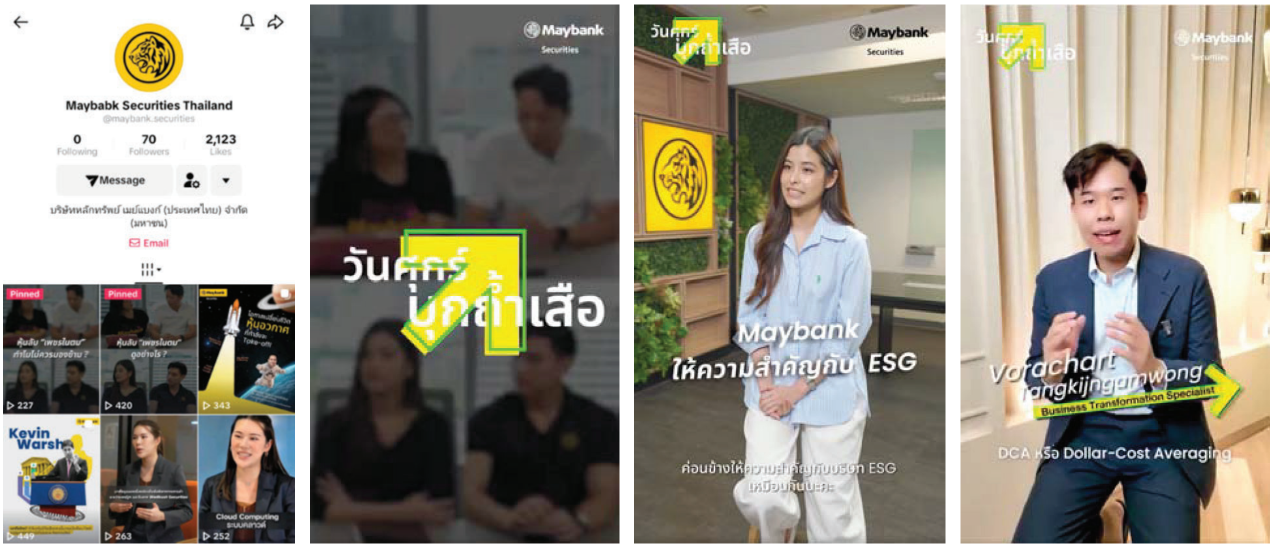
Such initiatives are conducted through both online and offline channels, including the "Tiger Talk" programme on Facebook, the "Friday Invades the Tiger's Den" program on TikTok, and the Jump Start Academy program, which provides investment education to employees of external organisations. These efforts aim to continuously enhance the financial literacy of the Thai public.

<u>Supporting Information on Financial Literacy and Investment Access Initiatives</u>

- Number of financial literacy activities conducted in 2025: 5 sessions
- Approximate number of participants (customers / general public): 1,200 persons
- Qualitative outcome: Increased awareness of responsible investment practices and supported prudent investment decision-making.

The “Tiger Talk” program provides live broadcasts of domestic and international investment insights via Facebook, delivered by the Company’s research analysts

Photos of Financial Literacy Activities for Customers, Investors, and the General Public



The "Friday Invades the Tiger's Den" programme provides investment education tailored for new-generation investors through TikTok platform.

(3) Enhancing Financial Capability among Youth and the Education Sector

The Company supports financial and investment education for youth and students through collaborative programmes with educational institutions and regional initiatives. These efforts aim to strengthen financial skills, raise awareness, and prepare young individuals for responsible investment practices in the future.

Youth Development Initiatives:

1) Financial Literacy to Young Investors Programme

The Company provided financial planning and investment education to students and young individuals to equip youth with essential financial knowledge and investment fundamentals to prepare them for future under the Financial Literacy to Young Investors Programme, which forms part of the Cahaya Kasih – Maybank Volunteerism Program 2025. Activities were conducted at Bangkok University, University of the Thai Chamber of Commerce, and King Mongkut's Institute of Technology Ladkrabang.

2) "Computers for Thai Children: Caring About Finance" Project

In 2025, the Company participated in the "Computers for Thai Children: Caring About Finance" project, organised by the Stock Exchange of Thailand in collaboration with capital market participants and The Equitable Education Fund (EEF), Thailand. The Company donated 20 computers to support schools in remote areas, enabling access to technology and financial literacy knowledge. This initiative contributes tangibly to enhancing both digital skills and financial management capabilities among youth.

3) Cashville Kidz Programme

The Cashville Kidz programme is a financial literacy initiative designed to cultivate positive financial management habits among future young leaders aged 9–12 years. The program has been implemented across the ASEAN region, with more than 370,000 students participating to date. For its second implementation in Thailand, the programme was conducted in 15 schools, reaching more than 1,600 students.

4) eMpowering Youths Across ASEAN (eYAA) Programme: Cohort 5 – 2025

The eYAA Programme has generated positive impact for nearly 60,562 community members through the engagement of 293 youth volunteers and 25 civil society organisations (CSOs) and/or social enterprises (SEs) since 2018.

On 21 July 2025, the ASEAN Foundation and Maybank Foundation officially launched the Regional Capacity Building Workshop under the eMpowering Youths Across ASEAN (eYAA) Programme: Cohort 5. The five-day workshop was held at Chulalongkorn University. The programme aims to strengthen and inspire youths across the ASEAN region as key drivers in supporting sustainable development, in line with the ASEAN Socio-Cultural Community Blueprint 2025, which envisions a more inclusive, sustainable, and resilient society.

<u>Supporting Information on Youth and Education Development Initiatives</u>

The Company's initiatives encompass both programs directly implemented by the Company and participation in group-level and regional programs. Key performance highlights are summarised as follows:

Directly Implemented Activities by the Company:
- Number of financial literacy activities conducted in 2025: 5 sessions
- Number of youth and students directly participating: approximately 452 persons

Participation in Group-Level and Regional Initiatives
- Participation in the Cashville Kidz program, reaching more than 1,600 students in Thailand
- Support for the eMpowering Youths Across ASEAN (eYAA) Programme, which has generated impact for more than 60,562 community beneficiaries across the ASEAN region (programme-level data)

Support for Learning Infrastructure
- Donation of 20 computers under the "Computers for Thai Children: Caring About Finance" project to expand access to financial literacy education in remote areas

Qualitative Outcomes
- Enhanced access to financial literacy across diverse youth segments.
- Supported the development of both financial and digital skills in an integrated manner.

Strengthened preparedness for responsible investment participation in the future.

Financial Literacy to Young Investors Programme as part of
Cahaya Kasih – Maybank Volunteerism Program 2025

"Computers for Thai Children:
Caring About Finance" Project

Cashville Kidz Program 2025

eMpowering Youths Across ASEAN (eYAA) Programme – Cohort 5 (2025)

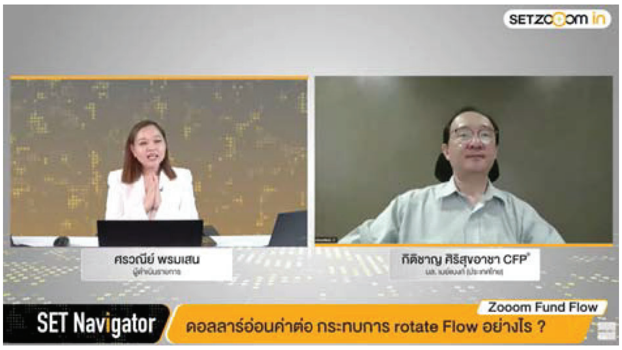
Employee Engagement in Delivering Social Value

The Company encourages employee participation in knowledge-sharing and social initiatives by leveraging its expertise in finance and investment as a mechanism to generate positive social impact. This approach also fosters a corporate culture that emphasizes social responsibility and sustainability as integral organizational values.

Throughout 2025, the Company's employees served as speakers and knowledge contributors in financial and investment-related activities in collaboration with external organizations, including the Stock Exchange of Thailand, the Thailand Value Investor Association, and various regional educational forums.

Ms. Nabhat Bhattaranit and Mr. Chanchai Pantathanakij, served as guest speakers for the Stock Exchange of Thailand (SET) at "SET in the City" and "SET Roadshows"

Mr. Kitichan Sirisukarcha shared his investment insights and perspectives on "SET Zoom In," hosted by the Stock Exchange of Thailand (SET).



Ms. Thanatcha Chetchotisak served as a guest speaker at the "Thai VI Going Global" seminar, organized by the Thai Value Investor Association.

Supporting Vulnerable Groups and Creating Social Opportunities

The Company recognises its role in supporting vulnerable groups and the underprivileged in society alongside its core business operations. Our approach focuses on providing assistance that aligns with the Company's context and resources, aiming to both alleviate immediate impacts and support long-term opportunity creation.

Support for the Social Innovation Foundation

In 2025, the Company contributed financial support to the Social Innovation Foundation, an organisation dedicated to enhancing the quality of life and creating economic opportunities for persons with disabilities. This contribution reflects the Company's commitment to promoting social equality and the principle of "leaving no one behind."

Relief Efforts for Flood Victims in Southern Thailand

In response to the severe flooding in Southern Thailand in November 2025, the Company initiated an internal fundraising campaign. With the active cooperation of our employees, donations of funds and essential supplies were collected to provide urgent relief and support post-disaster recovery. Through this initiative, the Company assisted 19 affected individuals, raising a total of THB 97,470. These funds were utilised to meet basic needs and appropriately restore the quality of life for those impacted.

Furthermore, the Company and its employees jointly donated essential items, including dry food, consumer goods, and daily necessities. These were assembled into relief bags and distributed to victims through relevant social agencies, demonstrating a tangible commitment by our staff to creating a positive social impact.

3.5 Good Corporate Governance and Risk Management (Governance)

The Company's corporate governance practices are conducted in accordance with the governance framework and standards of Maybank Group, with a focus on transparency, prudence, and compliance with applicable laws and regulations.

The Company places strong emphasis on risk management, data protection and cybersecurity, fostering a culture of regulatory compliance, and supply chain oversight. These efforts aim to enhance stakeholder confidence and support the Company's long-term business sustainability.

In parallel with robust governance and risk management practices, the Company recognises the role of the capital market in advancing sustainable development and actively contributes to the promotion of ESG-conscious investment through its core business operations.

3.5.1 Data Protection and Cybersecurity

The Company prioritises information technology governance and data protection as fundamental elements of conducting capital market business with integrity and sound governance. Operations are carried out under the policy framework, risk management structure, and internal control standards of Maybank Group.

This framework is designed to safeguard customer information, strengthen information system security, and ensure the continuity of financial services delivered through digital channels in a secure, transparent, and regulatory-compliant manner.

Cybersecurity and Data Protection Performance Highlights

- Implemented customer data and information system protection measures under Maybank Group's policy framework and internal control standards.
- ntegrated cybersecurity considerations into the Company's corporate governance and risk management processes.
- Supported secure, transparent, and regulatory-compliant digital investment service delivery.
- Strengthened organisational preparedness to prevent and respond to information technology risks that may affect investors.

Qualitative Outcomes

- Enhanced investor confidence in utilising digital investment services.
- Reduced data-related and service disruption risks that may impact stakeholders.
- Contributed to the overall stability and credibility of the capital market through the Company's prudent governance practices.

3.5.2 Compliance Culture and Governance

The Company places strong emphasis on good corporate governance and strict compliance with applicable laws, regulations, and relevant requirements in order to support stable, transparent, and fair business operations for all stakeholder groups.

The Company's governance and compliance practices are conducted in accordance with the policies and governance framework of Maybank Group, with the objective of embedding a strong compliance culture across all levels of the organisation.

(1) Structured Governance and Compliance Framework

The Compliance Department serves as the central function in coordinating with relevant regulatory authorities. Its responsibilities include the preparation of the Annual Compliance Report, participation in regulatory meetings and working groups, and monitoring internal units to ensure adherence to legal requirements and prescribed timelines.

To integrate compliance into the Company's overall risk management framework, key governance processes have been established and implemented, including Know Your Customer (KYC), Customer Due Diligence (CDD), anti-money laundering risk management, suspicious transaction reporting, and customer data protection. These measures are designed to enhance confidence and safeguard the integrity of business operations.

(2) Promoting a Compliant and Ethical Culture

The Company is committed to fostering a strong compliance culture as an integral part of daily operations at all organisational levels, emphasizing integrity, transparency, and ethical business conduct. The Company has been re-certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) for the third consecutive term, reflecting its concrete commitment to combating corruption and misconduct.

In addition, the Company continuously enhances employees' governance awareness through regular training programs on key topics, including anti-corruption policy, anti-money laundering and counter-terrorism financing (AML/CTF/CPF), personal data protection, and cybersecurity.

Performance Highlights

- A total of 640 employees participated in training programs covering governance, anti-corruption, anti-money laundering, and personal data protection.
- Mandatory compliance and ethics training completion rate: 100%.
- No significant violations of laws or regulatory requirements were reported during the reporting year.
- Ongoing governance risk assessments and monitoring were conducted to support transparent and accountable business operations.

3.5.3 Responsible Procurement and Supply Chain Management

The Company places importance on responsible supply chain management, emphasising transparency, legal compliance, and governance risk management to support long-term sustainable business operations.

Transparent Vendor Selection and Evaluation Process

The Company has established vendor selection guidelines that consider operational track record, financial status, corporate governance policies, human rights practices, environmental management, and anti-corruption measures, alongside compliance with applicable laws and business ethics.

New vendors, contract renewals, and vendors participating in bidding processes are required to undergo ESG assessment in accordance with Maybank's Supplier Code of Conduct (SCoC). This assessment forms part of the selection criteria and supports appropriate supply chain risk management.

In 2025, the Company continuously conducted ESG assessments of vendors within its procurement processes to enhance transparency and promote sustainable practices throughout the value chain.

3.5.4 Sustainable Finance and Responsible Investment

The Company recognises the role of the capital market in supporting sustainable development and conducts its business in alignment with the framework and direction of Maybank Group to contribute to improving quality of life across the ASEAN region.

The Company advances this role through its core business activities, including the promotion of responsible investment products, preparation of investment research, and deployment of digital infrastructure to broaden access to quality investment information and opportunities.

(1) Role as Arranger for a Sustainability Bond (Green Bond)

In 2025, the Company participated in supporting sustainable fundraising through the capital market by acting as an arranger for one Green Bond issuance for TPI Polene Power Public Company Limited, namely TPIPP287A, issued on 26 September 2025.

The total issuance size was THB 2,000 million, with the Company arranging THB 89 million for investors. The proceeds from the bond issuance were allocated to environmental projects in accordance with the issuer's sustainability bond framework.

This participation reflects the Company's role as an intermediary connecting issuers and investors to facilitate capital mobilisation for environmental projects through the capital market, thereby promoting sustainability-oriented investment in line with its core business mandate.

(2) ESG-Integrated Research and Investment Information

The Company supports the development of a sustainable capital market through the preparation of investment research and decision-support information that incorporates environmental, social, and governance (ESG) factors. These efforts aim to enhance understanding and support responsible and transparent investment decision-making.

In 2025, the Company published research related to Thai ESG, an investment framework encouraging capital allocation toward companies and funds that adopt sustainable business practices. This initiative aligns with the early-stage advancement of ESG integration within the Thai capital market.

Qualitative Outcomes

- Expanded investment options and enhanced investor understanding of sustainable investment.
- Supported greater ESG consideration within the Thai capital market.
- Reinforced the role of the capital market as a mechanism for long-term sustainable growth.

These initiatives are aligned with Maybank Group's Sustainable Finance commitment, leveraging capital market mechanisms and investment expertise to promote access to financial opportunities and long-term sustainable growth.

(3) Digital Infrastructure to Support Access to Sustainable Investment

The Company develops and utilises digital platforms as key infrastructure to democratize investment access and reduce barriers to capital market participation.

The Maybank Invest application serves as the primary investment service platform, enabling users to set appropriate investment goals, access research and decision-support information, complete suitability assessments in real time, and conveniently access ESG-integrated investment products in a transparent and equitable manner. This supports responsible investment decision-making and broadens sustainable capital market participation.

Quantitative Results

- Number of Maybank Invest (Thailand) application users as of year-end 2025: 68,972 users.
- Number of digital accesses to investment research and information: 414,075 views per year.
- Proportion of customers using digital channels as their primary access point for investment services: 50% of total customer base.

Qualitative Outcomes

- Broadened access to investment knowledge and opportunities.
- Reduced information and access barriers for retail investors.
- Strengthened the role of digital infrastructure in advancing sustainable capital market development.

3.6 Human Capital Management and Development

The Company believes that human capital is a key driver in advancing sustainability across all dimensions of its operations. Accordingly, the Company places strong emphasis on fair and equitable human resource management, capability enhancement, skills development, quality of life, workplace safety, and respect for human rights. These efforts aim to enable employees to perform their duties effectively, responsibly, and in alignment with the Company's governance principles.

3.6.1 Fair Employment and Equal Opportunity

The Company conducts its employment practices under human resource policies grounded in fairness, transparency, and non-discrimination. It is committed to fostering a work environment that respects human dignity, promotes equality, and provides employees with opportunities to grow in accordance with their potential.

Compensation and benefits are managed appropriately and equitably, taking into account roles and responsibilities, competencies, and performance outcomes. This approach supports employees' quality of life, job security, and long-term engagement with the organisation.

3.6.2 Capability Development and Learning

The Company continues to implement policies aimed at enhancing employees' skills and competencies, supporting both personal and professional growth. Employees are provided with opportunities to expand their roles across business units and diverse work environments. The Company fosters a strong learning and development culture that is flexible and tailored to individual growth, promoting long-term career advancement and competitive advantage. Employees are encouraged to take ownership of their responsibilities and are entrusted with assignments beyond their primary roles, including expanded scopes of responsibility.

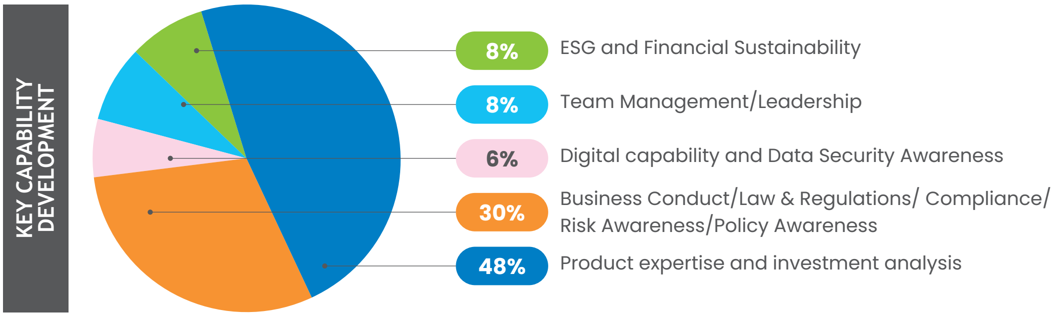
The Company continuously promotes employee development to strengthen professional knowledge, technical expertise, and readiness to adapt to changes in the financial industry. It is committed to cultivating a Learning Organization that supports growth at both individual and organisational levels.

In 2025, the Company implemented employee development programmes covering key areas, including:

- Enhancement of investment knowledge and licensing (Investment Licenses Upskill)
- Investment product and capital market knowledge
- Enterprise, Credit, and Operational Risk Management
- Governance and regulatory compliance, including AML/CFT/CPF and PDPA
- Reinforcement of corporate policies and ethical business conduct

These initiatives have strengthened professional service capabilities and supported responsible business conduct in compliance with regulatory requirements.

Key Capability Development	Learning type	Avg. training hours/year	%
1. Product expertise and investment analysis	Online	40	48%
2. Business Conduct/Law & Regulations/ Compliance/ Risk Awareness/Policy Awareness	Online	20	30%
3. Digital capability and Data Security Awareness	Online	2	6%
4. Team Management/Leadership	Online/Workshop	5	8%
6. ESG and Financial Sustainability	Online	3	8%



Benefits from Key Capability Development

Key Capability Development	Benefits to Employees
1. Product expertise and investment analysis	Understand new investment products and able to cater financial products appropriate with clients
2. Business Conduct/Law & Regulations/Compliance/ Risk Awareness/Policy Awareness	Understand proper business conduct and able to comply with Law/Regulations
3. Digital capability and Data Security Awareness	Develop digital skills and equip with data security awareness
4. Team Management/Leadership	Upskill with effective team management skill and leadership competency
5. ESG and Financial Sustainability	Upskill with ESG knowledge as required by SEC

3.6.3 Employee Welfare, Safety, and Well-being

Employee Compensation and Benefits

The Company manages its Total Rewards framework in alignment with Maybank Group's guidelines, taking into consideration fairness, market competitiveness, and long-term sustainability. The objective is to attract, retain, and motivate high-potential talent.

The Company provides comprehensive employee benefits covering financial security, healthcare, and overall well-being. These include a provident fund, health and life insurance coverage, financial assistance in specific circumstances, and benefits designed to support work-life balance.

In terms of occupational health and safety, the Company has established a Safety Committee and implemented continuous monitoring, assessment, and improvement of workplace conditions to ensure compliance with applicable laws and standards. The Company also regularly promotes safety awareness among employees.

Employee Welfare and Well-being

The Company is committed to enhancing employee well-being through financial stability, healthcare protection, paid annual leave, preferential employee loan programs, and various privileges and benefits to support work-life integration. The overall benefits framework is reviewed regularly to ensure competitiveness and alignment with evolving business and employee needs.

The Company adopts a holistic approach that integrates sustainability principles with employee well-being. This includes promoting physical, mental, and emotional health, as well as addressing employees' financial, social, and career development needs. Such an approach underscores the Company's commitment to fostering a supportive and inclusive working environment.

3.6.4 Human Rights and Workplace Ethics

The Company places strong emphasis on respecting human rights and ensuring equitable treatment in the workplace. It adheres to principles of non-discrimination, respect for diversity, and the creation of a safe and respectful working environment.

The Company has established clear practices to prevent human rights violations, unfair labor practices, and all forms of harassment. Confidential and accessible grievance channels are provided to enable employees to raise concerns with confidence. During the reporting year, no complaints or material disputes concerning human rights were reported to the Company.

In addition, the Company has implemented a formal policy to prevent sexual harassment, classifying sexual harassment as a serious misconduct. Appropriate investigation and disciplinary measures are enforced to maintain a safe and respectful workplace environment.

MST operates in adherence to good corporate governance as well as the sustainability principles to foster confidence in stakeholders. This is achieved by a collaboration of all employees towards sustainable and balanced economic, social, and environmental development in accordance with ESG principles.