

KPX CHEMICAL (THAILAND) LIMITED

**CORPORATE SOCIAL
RESPONSIBILITY (CSR)
REPORT Y2025**

THEME 2025-2030

“WE CARE · WE SUPPORT · WE EMPOWER”

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1. INTRODUCTION

KPX Chemical (Thailand) Ltd., as part of **KPX MIT (Malaysia, Indonesia, Thailand)**, is committed to delivering high-quality polyurethane solutions that support the growth of the **construction and automotive industries** across Southeast Asia, *particularly in Thailand*. As the hub for our operations in the country, we take pride in serving as a trusted partner that combines **innovation, reliability, and responsibility** to meet the evolving needs of our customers and communities.

Our **vision** is: ***“To become the best PU Solutions provider in ASEAN, making a positive contribution to people’s lives and creating a better world.”***

Guided by this vision, KPX Thailand continues to advance polyurethane systems and polyols that enhance energy efficiency, safety, comfort, and sustainability. Our market focus remains firmly on providing tailored solutions that help customers improve performance while reducing environmental impact—creating long-term value for all stakeholders.

At KPX Thailand, our values—Integrity, Innovation, Collaboration, and Responsibility—define how we work and how we engage with society. These values also form the foundation of our Corporate Social Responsibility (CSR) initiatives, which are fully aligned with international ESG frameworks and Ecovadis standards. This alignment ensures that our CSR activities are measurable, transparent, and consistent with global best practices.

Looking ahead, over the next **Five years**, our CSR theme will be centered on **supporting underprivileged children**. We believe that caring for the next generation is one of the most meaningful ways to create lasting social impact. Our efforts will be directed toward:

- **We Care** – safeguarding the well-being of children through health, safety, and environmental initiatives.
- **We Support** – providing educational opportunities, resources, and community development programs for underprivileged children.
- **We Empower** – creating pathways for growth, equality, and inclusion, giving children the chance to realize their full potential.

Through this focus, KPX Thailand reaffirms its dedication not only to business growth and innovation but also to being a responsible corporate citizen that contributes positively to society in line with global sustainability benchmarks.

2. CEO'S MESSAGE, KPX CHEMICAL CO., LTD (KOREA)

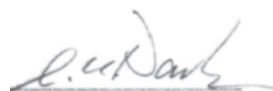
At KPX, sustainability is not just an initiative, it is a core value that guides the way we grow, innovate, and serve our communities. As we look ahead, both KPX Korea and our MIT region are united in making meaningful changes through our business and our practices.

MIT has become a strong foundation for market growth in the region. By advancing innovation in polyurethane solutions, we are not only meeting the evolving needs of our customers but also deepening partnerships built on trust, reliability, and shared responsibility. Together, these efforts strengthen our role as a regional leader committed to sustainable progress.

Sustainability is central to how we move forward as an organization. Each year, we participate in the Ecovadis rating to benchmark ourselves against global standards and adopt best practices across our operations. Here in MIT, KPX Thailand has already taken significant steps, achieving certification for its carbon footprint and implementing a long-term plan to reduce carbon usage. Our clear target is to achieve meaningful reductions and meet our carbon footprint goals by 2030.

Looking ahead, we will continue to build on this momentum. There will be more initiatives connecting KPX Korea and MIT, working together to strengthen our sustainability performance and ensure we deliver value not just for today, but for generations to come.

Together, we are shaping a future where innovation, sustainability, and partnership drive lasting impact.

A handwritten signature in black ink, appearing to read 'S. K. Park'.

Mr. Seung Koo Park

Chief Executive Officer
KPX Chemical Co., Ltd, Seoul Korea

3. MESSAGES FROM OUR EXECUTIVES



MR. CHULWOO LEE

At KPX MIT, our growth is guided by a deep responsibility to people, communities, and the environment. In 2025, we advanced our theme **“We Care, We Support, We Empower”** through initiatives that promote safety, energy efficiency, and programs dedicated to underprivileged children, particularly in Thailand. Governance and integrity remain the backbone of our business, ensuring trust among employees, customers, and partners. As **the heart of KPX MIT**, Thailand continues to set an example of sustainable growth and shared value creation across the region.



Signature Placeholder

Managing Director, KPX MIT



MR. PRANART CHAIYARAT

KPX Thailand is proud to present this **CSR Report 2025**, a reflection of the values we live by every day. This year, we expanded our support for underprivileged children and local communities, strengthened employee safety and well-being, and launched initiatives to reduce our carbon footprint. Our Bangpoo site remains fully aligned with **global ESG frameworks and Ecovadis standards**, positioning KPX Thailand as the hub of MIT operations and a leader in balancing business success with corporate responsibility.



Signature Placeholder

General Manager/Director, KPX Thailand



MR. JU HYUN KIM

Finance plays a critical role in transforming our **CSR and ESG commitments** into tangible outcomes. In 2025, KPX Thailand prioritized investments in **Energy-saving projects, Community and Employee well-being**. With transparent governance and accountability, we ensure that every resource is directed toward creating long-term impact. Our approach demonstrates that strong financial discipline and sustainability not only complement each other but also move forward together to build a better future.



Signature Placeholder

Finance General Manager/Director, KPX Thailand

4. ABOUT US



Headquarters In Seoul Korea



Ulsan plant



The state of art polyol technology

4.1 KPX Headquarters: The Mother Company

KPX Chemical Co., Ltd (Korea): For more than **50 years since its founding in 1973**, KPX Chemical has built a proud legacy as a leader in the polyurethane industry. From the beginning, our purpose has been clear: to deliver solutions that not only meet the demands of industry but also improve the quality of everyday



1973~1975

Founded with the establishment of the company and construction of its first factory.



1976~1989

Achieved significant productivity improvements and technological advancements.



1990~2002

Expanded production capacity and implemented a robust management system.



2003~2011

Optimized production processes and enhanced market competitiveness.



2012-Present

Expanded global market presence and embarked on a new chapter toward becoming a top-tier enterprise in the 21st century.

life. With a manufacturing capacity of approximately 300 KTA, KPX Chemical provides a full range of **Base polyols, Specialty products, and Polyurethane Systems** that support key industries such as Automotive, Construction, LNG, Refrigeration, and Synthetic leather.

At the heart of our innovation stands our polyol manufacturing plant, system house, and advanced R&D center in Ulsan, Korea, where technology and expertise come together to create new possibilities. From here, our products and differentiated solutions reach customers in over 70 countries across Asia, Europe, and the Americas, making KPX a truly global partner. As part of **KPX Holdings**, a publicly listed company on the **KOSPI**, KPX Chemical carries forward its responsibility with transparency, accountability, and a strong commitment to sustainable growth.

4.2 KPX MIT: Regional Presence in Malaysia, Indonesia, and Thailand

KPX MIT was established as part of **KPX Korea's vision** to expand its presence in Southeast Asia and deliver exceptional polyurethane (PU) solutions to regional markets. Originally part of Huntsman, MIT transitioned in **April 2023**, when ownership transferred to **KPX Korea**. This change brought together Huntsman's long-standing expertise in **MDI solutions** with KPX Korea's leadership in **polyols specialties**, creating a stronger and more integrated business platform.

Today, KPX MIT stands as a trusted provider of polyurethane solutions that touch everyday life—ranging from automotive components and construction like Cold Room Panels and Roofing to consumer goods packaging materials. Beyond products, KPX MIT delivers complete PU solutions that enhance comfort, safety, energy efficiency, and sustainability for industries across the region.



4.3 KPX Chemical (Thailand) Ltd: As the Heartquarter of KPX MIT

KPX Chemical (Thailand) Ltd. serves as the **Heartquarter** (*the place where passion, purpose and energy come together*) and the manufacturing hub of KPX MIT. Located in Bangpoo, Thailand, it ensures high-quality production, innovation, and regional business support functions for Malaysia, Indonesia, and Thailand. of MIT while upholding our commitment to Excellence and Reliability.

Beyond business, KPX Thailand places sustainability and responsibility at the core of its operations. Through dedicated CSR and ESG initiatives, the company invests in Environment, Safety, and Health Affairs (ESHA) while aligning with international ESG frameworks, Ecovadis standards, and the Carbon Footprint Organization (CFO).

Our goal is to continuously improve ESG performance every year, ensuring that our leadership in business is matched by our contribution to society and the environment.

KPX CHEMICAL (THAILAND) CERTIFICATIONS

KPX Chemical (Thailand) Ltd. Strengthens Commitment to Sustainability with Multiple Certifications. KPX Chemical (Thailand) Ltd. is proud to announce that the company has been awarded a series of prestigious certifications, further reinforcing its commitment to sustainability, quality, and global responsibility.



KPX MIT's commitment to sustainability and excellence is reflected in a series of recognized achievements that underscore our dedication to responsible growth. We are proud to have earned the Carbon Footprint for Organization (CFO) Certification from the Thailand Greenhouse Gas Management Organization (TGO), recognizing our systematic approach to measuring and reducing greenhouse gas emissions.

Our Green Industry Certification from the Ministry of Industry highlights our environmentally responsible operations and ongoing efforts to improve resource efficiency, while adherence to the Responsible Care® Global Charter from the Federation of Thai Industries demonstrates our unwavering dedication to health, safety, and environmental stewardship.

To ensure the highest standards in every aspect of our operations, KPX MIT maintains ISO 9001:2015 (Quality Management System) and ISO 14001:2015 (Environmental Management System) certifications, guaranteeing excellence in the design, development, manufacturing, and technical services of polyurethane products. Building on this foundation, we are currently implementing ISO 45001:2018 (Occupational Health and Safety Management System) to further enhance workplace safety and employee well-being.

These achievements reflect our vision: "To become the best PU Solutions provider in ASEAN, making a positive contribution to people's lives and creating a better world."

They demonstrate KPX MIT's long-term commitment to balancing environmental responsibility, social engagement, and economic growth, while fostering trust with stakeholders, advancing innovation, and contributing to a greener, safer, and more sustainable future for the communities we serve.

5. CSR HIGHLIGHTS & INITIATIVES

5.1 ENVIRONMENTAL INITIATIVE: MANGROVE PLANTING (WORLD ENVIRONMENT DAY, 5TH JUNE 2025 AT BANGPOO NATURE EDUCATION CENTER TO PROTECT COASTAL ECOSYSTEMS.



Together for Mangrove Reforestation

In line with our vision “To become the best PU Solutions provider in ASEAN, making a positive contribution to people’s lives and creating a better world,” KPX Chemical (Thailand) Ltd. proudly marked World Environment Day by organizing a mangrove reforestation initiative.

This initiative brought KPX employees together in a shared commitment to **take meaningful action for the planet**. The day featured:

- An **educational session** highlighting the critical role of mangrove forests in protecting coastal ecosystems and combating climate change.
- **Hands-on planting activities** in designated coastal restoration areas, contributing directly to the preservation and recovery of vital habitats.

More than a single volunteer activity, this program reflects **KPX Thailand’s deep-rooted values and environmental responsibility**, empowering employees to become agents of positive change and driving tangible impact for a **more sustainable and better world**.

CFO Certification: A Collective Achievement Toward a Low-Carbon Future



In July 2025, KPX Chemical (Thailand) Ltd. was honored with the **Carbon Footprint for Organization (CFO) Certification** from the Thailand Greenhouse Gas Management Organization (TGO)—a milestone in our sustainability journey.

This achievement was the result of **three months of intense collaboration** across key functions—Production Engineering, Warehouse, ESHA, Finance, Supply Chain, Brand, and Administration. Together, the teams mapped energy flows, collected data, and aligned processes to Capture Carbon Emissions, proving our ability to systematically measure, manage, and reduce greenhouse gas emissions.

The CFO Certification is more than recognition—it reflects KPX Thailand's **collective responsibility and commitment** to building a low-carbon future through innovation, transparency, and responsible business practice.

Beach Cleanup for a Better Environment

On **March 21, 2025**, KPX Chemical (Thailand) Limited turned its annual outing into something more meaningful—a **Beach Cleanup CSR Activity** at **Pranburi Beach**.



With teamwork and shared responsibility, our employees joined hands to protect the environment by collecting **over 120 kilograms of waste and unwanted plastics**.



Beyond restoring the natural beauty of the coastline, this initiative also reflected KPX's vision: *to create a better world by caring for people and the planet.*

Through simple yet powerful actions like this, KPX Thailand continues to show that when we work together, we can make a lasting difference—for our communities, for nature, and for future generations.

Together We Care, Together We Clean – KPX Thailand at International Coastal Cleanup Day 2025

On **September 20, 2025**, the KPX Thailand CSR team and management traveled from **Bangpoo to Rayong**, driving more than two hours with colleagues and their families, to join thousands of volunteers at the **International Coastal Cleanup Day (ICC 2025)**. Held at **Laem Charoen Beach, Rayong**, this global initiative brought together industries, local communities, and environmental advocates under one shared mission: to protect our oceans and preserve Thailand's natural beauty.



With KPX's theme **"Together We Care, Together We Clean,"** KPX Thailand proudly joined fellow members of the Federation of Thai Industries (FTI), alongside BST, IEAT, and other Map Ta Phut companies, for the 23rd annual event. More than **3,000 volunteers** participated, removing over **4 tons of waste** from Rayong's beaches, including Laem Charoen, Suchada, Nam Rin, and Payoon.

This was a **milestone first participation** for KPX Thailand under the KPX brand, and our presence was made special by the active involvement of both our **CSR team and company management**, reinforcing our belief that environmental stewardship is everyone's responsibility.



Looking ahead, we intend to make ICC Day an **annual commitment**, bringing even more employees and families to join hands in creating positive impact. For us, it was a moment to **live our values of care, support, and empowerment**, while standing shoulder to shoulder with our peers in the chemical industry to protect the marine environment. KPX Thailand is proud to be part of this movement, and we will continue to turn our vision into action — **"We Care · We Support · We Empower"**

5.2 SOCIAL RESPONSIBILITY

Saving Lives Together: KPX Blood Donation Campaign- *“One Drop Can Save a Life”*



On 15 July 2025 KPX employees displayed KPX’s ongoing commitment to Corporate Social Responsibility (CSR), reinforcing the company’s image as a socially conscious organization that cares about the community and public well-being.



KPX extends heartfelt thanks to all participating employees for their generosity and spirit of compassion. Together, we are not only saving lives but also building a more caring and sustainable society.

“At KPX, we believe that even small acts of kindness can create big results.”

We Care. We Support. We Empower: Helmet Donation Drive for Road Safety Awareness among Youth and Communities

On **January 10, 2025**, KPX Chemical (Thailand) Limited reaffirmed its CSR commitment to *caring for and empowering underprivileged children* through a **helmet donation drive** at Ban Thong Khung School in Samut Prakan.

Representing KPX Thailand Ms. **Pairaya Kongkaew (Brand Manager MIT)** and **Mr. Kulthorn Aphibalsri (ESHA Manager MIT)**, together with their team, brought not only helmets but also a strong message: **children's safety matters**. For many of these students, the simple act of wearing a helmet can make the difference between danger and protection during their daily commute.



The event, held in celebration of **Children's Day**, was filled with joy and gratitude as students received their helmets with bright smiles. Beyond the gift itself, the initiative promoted **awareness of road safety**, encouraging both children and their communities to adopt safer practices.

At KPX Chemical (Thailand), our CSR theme—*We Care. We Support. We Empower.*—guides us to take meaningful actions that touch lives. By protecting the well-being of children today, we are investing in a **safer and more hopeful future** for tomorrow.

5.3 GOVERNANCE & ETHICS

KPX Equality & Happy Pride Policy

At KPX Chemical (Thailand) Ltd., we believe that **diversity, equity, and inclusion** are essential foundations of a sustainable workplace, and it becomes part of DE&I Policy workplace. Our “Happy Pride” commitment reflects our respect for all individuals, regardless of gender, identity, or orientation.



HAPPY PRIDE  

As Pride Month comes to an end, we want to take a moment to reflect on the importance of this celebration and what it represents.

At the heart of Pride is the spirit of Diversity, Equity, and Inclusion (DE&I). Embracing different identities, experiences, and perspectives strengthens our workplaces.

DIVERSITY means welcoming and respecting all sexual orientations, gender identities, and expressions.

EQUITY ensures everyone has fair access to opportunities and resources, recognizing that barriers exist and working to remove them.

INCLUSION creates a culture where everyone feels valued, heard, and empowered to bring their authentic selves.

เดือน PRIDE กำลังจะสิ้นสุดลง เราขอใช้ช่วงเวลานี้เพื่อทบทวนถึงความสำคัญของการเฉลิมฉลองนี้ และสิ่งที่สื่อถึงการเฉลิมฉลองนี้

หัวใจของ PRIDE คือการยึดมั่นใน ความหลากหลาย ความเท่าเทียม การยอมรับและการมีส่วนร่วม เพราะการเปิดใจยอมรับอัตลักษณ์ ประสบการณ์ และมุมมองที่แตกต่างกัน ช่วยทำให้สถานที่ทำงานของเราแข็งแกร่งและมีคุณค่ามากยิ่งขึ้น

ความหลากหลาย คือการยอมรับและให้เกียรติกับทุกความหลากหลายทางเพศ ไม่ว่าจะเป็นเพศชาย เพศสภาพ หรือการแสดงออกทางเพศ

ความเท่าเทียม คือการสร้างโอกาสและเข้าถึงทรัพยากรอย่างเป็นธรรม โดยตระหนักว่าอุปสรรคยังคงมีอยู่ และเราต้องร่วมกันขจัดมัน

การยอมรับและการมีส่วนร่วม คือการสร้างวัฒนธรรมที่ทุกคนรู้สึกว่ามีคุณค่า ได้รับการรับฟัง และสามารถเป็นตัวของตัวเองได้อย่างเต็มที่

Our Commitments:

1. Equal Opportunity – We provide fair and transparent opportunities in recruitment, career development, and leadership, ensuring that everyone can grow to their fullest potential.
2. Respect & Inclusion – We foster a workplace culture where differences are celebrated, voices are heard, and every employee feels valued and empowered.
3. Zero Discrimination – We strictly prohibit discrimination, harassment, or bias of any form, and we actively promote respect and dignity in all interactions.
4. Support & Awareness We organize activities and initiatives to raise awareness, encourage allyship, and celebrate Pride as part of our cultural and social responsibility.
5. Sustainable Diversity – We see diversity not only as a moral responsibility but also as a driver of creativity, innovation, and long-term business growth.

At KPX, “Happy Pride” is more than a statement it is our promise to create a workplace where equality thrives, everyone belongs, and pride is celebrated every day.

Ecovadis Commitment Badge – October 2024



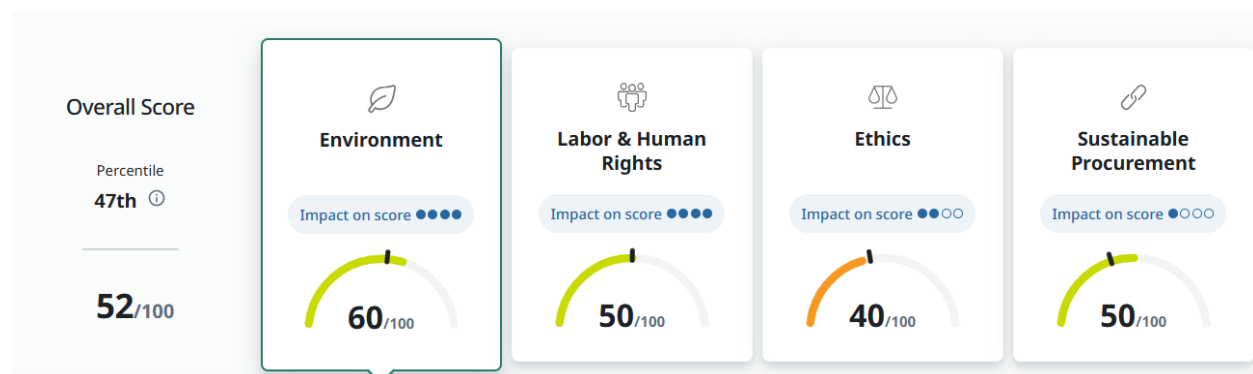
KPX Chemical (Thailand) Ltd. is proud to have been awarded the Ecovadis Commitment Badge, achieving an overall score of 52/100 and placing us in the 47th percentile globally. This recognition reflects our progress in sustainability, ethics, and fair business practices—yet it also drives us to do more.

Our Path Forward: At KPX Thailand, we view this not as the finish line, but as the starting point for greater impact. We are taking concrete actions to:

- Cut our carbon footprint further through stronger environmental management.
- Advance labor and human rights by embedding fair practices across all operations.
- Uphold the highest ethics with full transparency and accountability.
- Transform procurement by working closely with suppliers to build more sustainable value chains.

This badge is more than recognition—it is a call to action.

KPX Thailand is determined to raise our Ecovadis performance year by year, going beyond compliance to lead by example. Together, we will do business and innovate responsibly, empower our people, and contribute to a better, more sustainable world.



ESHA DAY 2025 Highlight: A Day Dedicated to Environment, Safety, Health, and Affairs

As part of **ESHA Month 2025**, KPX Chemical (Thailand) Ltd. organized a special **ESHA Day** on June 30, 2025, highlighting our continuous commitment to **Environment, Safety, Health, and Affairs**.



The program featured knowledge-sharing sessions and interactive activities designed to promote **healthy living and workplace safety**. One of the key highlights was a practical session on **exercise and stretching based on ergonomics principles** aimed at preventing and relieving **Office Syndrome**, a common concern among employees working in office environments. Through these activities, KPX encourages all employees to:

- Stay active and maintain proper posture during work.
- Incorporate simple stretching exercises into their daily routines.
- Be aware of ergonomic practices to reduce workplace injuries and enhance long-term well-being.

This initiative reflects KPX's dedication to building not only a **safe and sustainable workplace**, but also a culture where the **health and happiness of employees** are prioritized.

6. FUTURE COMMITMENTS

KPX Thailand – CSR Commitments for 2026

At KPX Chemical (Thailand) Ltd., CSR is not just part of our business—it is how we pursue our vision: “To become the best PU Solutions provider in ASEAN, making a positive contribution to people’s lives and creating a better world.”

Guided by our theme **“We Care, We Support, We Empower,”** our 2026 commitments focus on turning responsibility into action, impact, and progress.

1. Environmental Sustainability – We Care for the Planet

We care by cutting carbon intensity through energy efficiency adoption at Bangpoo, scaling up recycling and waste reduction, and extending Green Industry practices across our supply chain. We will attend International Coastal Cleanup 2026 (ICC)

2. Community Empowerment – We Support Underprivileged Children 🤝

We support KPX Science Camp by expanding to inspire school children, launching child safety and care initiatives, and providing short-term training opportunities for university students such as chemistry, engineering, marketing, and administration. In addition, we continue to strengthen our scholarship or donation programs and expand **KPX ReCircle** to raise environmental awareness in local communities.

3. Employee Well-being & Inclusion – We Empower Our People

We empower by fully implementing ISO 45001 for stronger safety culture, advancing equality through our Happy Pride Policy, and expanding health and well-being programs for every employee.

4. Responsible Innovation – We Care for the Future

We care for the future by promoting accelerating sustainable PU solutions using Recycled Polyol grades for automotive, construction, and consumer sectors, while partnering with customers and R&D teams to drive the circular economy.

5. Global Standards & Transparency – We Support Trust

We support trust by improving our Ecovadis rating, maintaining and expanding key certifications, and reporting CSR progress with clear KPIs and measurable outcomes.

7. PERFORMANCE & IMPACT 2026

KPX Thailand – 2026 ESG KPI Framework

E – Environmental Sustainability

1. **Carbon Intensity Reduction** as *KPX KarbonCut Project 2025-2030*– Achieve at least 5% reduction of ton CO₂ emission/year vs 2024 baseline (Scope 1 and 2)
2. **Recycle Material Supply** – Promote Recycle polyols to PU industry to gather demand for 2027 new plant start up and consumption **Through Branding activities**
3. **Waste Reduction & Recycling** – Reduce hazardous waste ≥ 10 % of total hazardous waste per tons of production
4. **Green Industry Upgrade** – Upgrade Green Industry standard award from level 3 to level 4.

S – Social Responsibility

1. **KPX Science Camp** – Expand to at least 2 schools and reach > 100 students in 2026.
2. **Student training**- Host at least 2 university students as short-term trainees during 2026.
3. **Child Safety & Welfare Programs** – Donate >200 helmets and reused calendar campaigns with local communities
4. **Employee Volunteering** – Achieve ≥60% employee participation in CSR activities.
5. **Underprivileged Children Support** – Direct at least 30% of CSR budget to initiatives for disadvantaged children.

S – Employee Well-being & Inclusion

1. **ISO 45001 Implementation** – Achieve 100% compliance and pass External audit by 2026.
2. **Safety Performance** – Zero Lost time recordable Incident rate vs. 2025.
3. **Inclusion & Diversity** – Conduct 1 annual DE&I survey with ≥80% positive feedback.
4. **Training & Development** – Provide at least 20 hours of training per employee annually, with 30% on ESG topics.
5. **Well-being Programs** – Launch 2 new initiatives (e.g., mental health support, fitness programs) with > 70% employee participation.

G – Governance & Transparency

1. **Ecovadis Rating** – Improve score from 52 (2024 or 2025) to at least 60/100.
2. **Certification Maintenance** – Maintain ISO 9001, ISO 14001, CFO, Responsible Care®; complete ISO 45001 certification.
3. **CSR/ESG Reporting** – Publish 1 annual report with full KPI disclosure by Q2 2027.
4. **Supplier ESG Compliance** – Ensure more 80% of Tier-1 suppliers sign Code of Conduct.
5. **On site Sustainability Supplier Audit**- at least 2 face-to- face suppliers Audits per year
6. **Ethics & Integrity Training** – Deliver annual ethics training to 100% of employees with zero confirmed breaches of business conduct.

8. KPX CSR TEAM MEMBERS



Benchawan Pongaree - Committee

Receptionist & Admin Officer TH



Pairaya Kongkaew – CSR Project Leader

Brand Manager MIT & Administration
Manager TH



Santipab Paisansub - Committee

Digital Marketing Officer TH



Kulthorn Aphibalnsri - Committee

ESHA Manager - MIT



Pinlada Tagoma - Committee

ESHA Coordinator TH