

ESG Performance



Economic and Corporate Governance

GRI	Description	Unit (s)	2021	2022	2023	2024	2025
Direct Economic Value, Generated							
GRI 201-1	Total Revenues	MB	10,784	13,204	12,257	13,350.60	12,729.77
	EBITA	MB	886	961	869	1,097.56	1,311.80
	Net profit	MB	548	546	428	671.67	850.93
	Interest Coverage Ratio	times	122.58	10.8	4.23	10.50	15.07
	Net debt to equity ratio	times	0.17	10.94	0.39	0.33	0.31
Direct Economic Value, Distributed							
GRI 201-1	Dividend Pay-Out Ratio	%	75	578	N/A	41.67	37.82
	Annual Dividend Payments for the Performance	MB	296.4	3,185.10	0	280	322
	Expenses for Suppliers and Contractors	MB	126.2	185.4	162.5	189.5	194.9
	Financial and Operating Costs	MB	N/A	N/A	N/A	95	81.2
	Government Fees	MB	590.28	621.21	534.04	646	707.3
	Employee Wages and Benefits	MB	496	478.3	435.2	520.9	646.4
	Community Investments	MB	3.4	2.1	4.6	5.6	7.8
	Environment Investments as Water Management, Waste Management and GHG Management	MB	4.9	4.9	3.9	4	5.5

GRI	Description	Unit (s)	2021	2022	2023	2024	2025
Tax Payment							
GRI 201-4	Tax Privileges from the Board of Investment, Thailand	MB	0.48	0	0	0	0
GRI 201-1	Income Tax	MB	144.18	153.86	109.82	169.39	180.87
	Net Profit Before Tax	MB	691.76	700.23	537.36	841.06	1031.8
GRI 207-4	Income Tax Paid	MB	144.18	153.86	109.82	169.39	180.87
	Income Tax Rate	%	20%	20%	20%	20%	20%
Business Ethics							
GRI 205-3	Number of Significant Complaints on Corporate Governance	time (s)	0	0	0	0	0
GRI 206-1	• Corruption and Bribery	time (s)	0	0	0	0	0
	• Fraud, Embezzlement, Theft	time (s)	0	0	0	0	0
	• Dishonesty for Own and Other Benefit	time (s)	0	0	0	0	0
	• Dangers to health and safety or the environment	time (s)	0	0	0	0	0
	• Intentional Act Causing Harm or Loss to the Company	time (s)	0	0	0	0	0
	• Significant Breaches of the Code of Conduct, Discrimination and Unfair Treatment	time (s)	0	0	0	0	0
	• Assistance in Wrongdoing	time (s)	0	0	0	0	0
	• Anti-Trust/ Anti-Competitive Practices	time (s)	0	0	0	0	0
	Number of Significant Corporate Governance Complaints Resolved through a Dispute Mechanism	time (s)	0	0	0	0	0

GRI	Description	Unit (s)	2021	2022	2023	2024	2025
Corporate Governance							
GRI 2-9 GRI 2-18	Percentage of Significant ESG Aspects Set as Corporate ESG Targets	%	not yet listed in SET	listed in SET since Aug	N/A	N/A	N/A
	Percentage of Corporate ESG Targets Deployed to Senior Executives	%	not yet listed in SET	N/A	N/A	N/A	N/A
	Number of Meetings	time (s)	not yet listed in SET	listed in SET since Aug			
	Board of Directors	time (s)	not yet listed in SET	8	11	8	10
	Nomination and Remuneration Committee	time (s)	not yet listed in SET	1	3	3	3
	Audit & CG Committee	time (s)	not yet listed in SET	3	8	8	8
	Executive Committee	time (s)	not yet listed in SET	5	11	10	11
	Meeting Attendance						
	Board of Directors	%	not yet listed in SET	94.45%	85.66%	100%	100%
	Nomination and Remuneration Committee	%	not yet listed in SET	100%	100%	100%	100%
	Audit & CG Committee	%	not yet listed in SET	100%	95.83%	95.83%	100%
	Executive Committee	%	not yet listed in SET	88%	80%	100%	100%
	Performance Assessment of the Board of Directors						
	Board of Directors (Group Average)	%	not yet listed in SET	89.24%	97.59%	98.99%	99.07%
	Individual Committee (Average)	%	not yet listed in SET	92.29%	94.24%	97.96%	98.08%
	Sub-Committee (Average)	%	not yet listed in SET	91.78%	96.66%	99.03%	99.28%

GRI	Description	Unit (s)	2021	2022	2023	2024	2025
Risk Management							
GRI 2-16	Coverage of ESG Issues in the Enterprise Risk Management	%	not yet listed in SET	25	80	100	100
GRI 207-2	Coverage Ratio of Risk Indicators of Each Business Unit	%	not yet listed in SET	25	80	100	100
Business Continuity Management							
GRI 2-16	Number of Annual Corporate and National Business Continuity Plan Exercise*	time (s)	not yet listed in SET	not yet listed in SET	implemneted BCP	BCM and Annual drill at least once a year.	BCM and Annual drill at least once a year.
Innovation							
GRI 2-6	Number of Use-Cases & Initiatives	Project (s)	N/A	N/A	N/A	N/A	4
	Amount of Business Impact Value	Project (s)	N/A	N/A	N/A	N/A	N/A
Direct Economic Value, Distributed							
GRI 203-1	Direct Economic Value, Distributed	MB	1,512.28	4,472.11	1,136.34	1,737.00	1,959.60
GRI 203-2	• Shareholder	MB	296.4	3,185.10	0	280	322
	• Supplier and Contractor	MB	126.2	185.4	162.5	189.5	194.9
	• Employee	MB	496	478.3	435.2	520.9	646.4
	• Financial Institution	MB	N/A	N/A	N/A	95	81.2
	• Government	MB	590.28	621.21	534.04	646	707.3
	• Community	MB	3.4	2.1	4.6	5.6	7.8
	Community & Social Investment	MB	3.4	2.1	4.6	5.6	7.8
	• Donations to Charity	MB	N/A	N/A	N/A	N/A	N/A
	• Community Investments	MB	N/A	N/A	N/A	N/A	N/A

GRI	Description	Unit (s)	2021	2022	2023	2024	2025
Supplier Management							
GRI 204-1	Number of Suppliers	Companies	57	63	69	67	69
GRI 308-1	• All Suppliers	Companies	57	63	69	67	69
	• Critical Suppliers	Companies	3	4	3	3	3
GRI 414-1	Percentage of Suppliers Assessed for ESG Risks	%	N/A	N/A	N/A	N/A	N/A
	• All Suppliers	%	N/A	N/A	N/A	N/A	N/A
	• New Critical Suppliers	%	N/A	N/A	N/A	N/A	N/A
Customer & Product Stewardship							
GRI 418-1	Number of Customer Complaints Issues to Product	time (s)	61	107	96	93	87
	Number of Customers Complaints Resolved in a Timely Manner	time (s)	61	107	96	93	87
Socioeconomic Compliance							
GRI 2-27	Number of Significant Socioeconomic Non-Compliance	time (s)	—*	—*	0	0	0
	Number of Significant Fines (More than 500,000 Baht/time)	time (s)	—*	—*	1	0	0
	Number of Significant Non-Monetary Sanctions	time (s)	—*	—*	0	0	0

Note: 1. N/D (Not Detected): The activity was conducted; however, the parameter was not detected or was below the laboratory detection limit.

2. N/A (Not Available): No activity was conducted or the required data were not available for reporting.

3. * หมายถึง ไม่มีการดำเนินงานที่ต้องรายงาน

สภาองค์กรชุมชน



Social

Number of employees and workers by gender

GRI	Description	Unit	2021				2022				2023				2024				2025			
			Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
	1. Total number of employees	Person (s)	344	234	-	578	346	261	-	607	340	254	-	594	346	259	-	605	339	265	-	604
	1.1 Total permanent employees	Person (s)	344	234	-	578	346	261	-	607	340	254	-	594	346	259	-	605	339	265	-	604
	1.1.1 Total full-time permanent employees	Person (s)	344	234	-	578	346	261	-	607	340	254	-	594	346	259	-	605	339	265	-	604
	1.1.2 Total part-time permanent employees	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	1.2 Total temporary employees	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	1.3 Total non-guaranteed hours employees	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2. Total workers	Person (s)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

GRI	Description	Unit	2021					2022					2023					2024					2025				
			1 Boonmut chachornani Rd. (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Boonmut chachornani Rd. (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Boonmut chachornani Rd. (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Boonmut chachornani Rd. (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Boonmut chachornani Rd. (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total
	3. Total employees by location	Person (s)	29	186	262	101	578	21	189	291	106	607	51	180	257	106	594	52	180	265	108	605	42	178	270	114	604
	3.1 Total permanent employees	Person (s)	29	186	262	101	578	21	189	291	106	607	51	180	257	106	594	52	180	265	108	605	42	178	270	114	604
	3.1.1 Total full-time permanent employees	Person (s)	29	186	262	101	578	21	189	291	106	607	51	180	257	106	594	52	180	265	108	605	42	178	270	114	604
	3.1.2 Total part-time permanent employees	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	3.2 Total temporary employees	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	3.3 Total non-guaranteed hours employees	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Note: 1. Permanent employees are employees who have an indefinite-term employment contract with the Company, classified into two categories:

1.1 Full-time permanent employees: employees who have an employment contract with the Company and work according to the working hours prescribed by law.

1.2 Part-time permanent employees: employees who have an employment contract with the Company and work fewer hours than category 1.1, as mutually agreed by both parties.

2. Temporary employees are employees who have a fixed-term employment contract with the Company to support project work until completion.

3. Non-guaranteed hours employees: The Company has no employees in this category.

New hires and employee turnover by gender, age, and location

GRI	Description	Unit	2021				2022				2023				2024				2025			
			Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
401-1	Total number and proportion of new hires by age	Person (s)	62	47	-	109	63	75	-	138	28	20	-	48	43	42	-	85	53	39	-	92
		Percent	56.9%	43.1%	-	100%	45.7%	54.3%	-	100%	58.3%	41.7%	-	100%	50.6%	49.4%	-	100%	57.6%	42.4%	-	100%
	• Under 30 years old	Person (s)	34	36	-	70	35	53	-	88	14	14	-	28	20	27	-	47	22	25	-	47
		Percent	48.6%	51.4%	-	100%	39.8%	60.2%	-	100%	50.0%	50.0%	-	100%	42.6%	57.4%	-	100%	46.8%	53.2%	-	100%
	• 31-40 years old	Person (s)	24	7	-	31	20	17	-	37	11	6	-	17	18	14	-	32	25	12	-	37
		Percent	77.4%	22.6%	-	100%	54.1%	45.9%	-	100%	64.7%	35.3%	-	100%	56.3%	43.8%	-	100%	67.6%	32.4%	-	100%
	• 41-50 years old	Person (s)	3	4	-	7	6	4	-	10	3	-	-	3	5	1	-	6	6	2	-	8
		Percent	42.9%	57.1%	-	100%	60.0%	40.0%	-	100%	100%	-	-	100%	83.3%	16.7%	-	100%	75.0%	25.0%	-	100%
	• 51-60 years old	Person (s)	1	-	-	1	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
		Percent	100%	-	-	100%	66.7%	33.3%	-	100%	-	-	-	-	-	-	-	-	-	-	-	-
	• Over 60 years old	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total number and proportion of employee turnover by age	Person (s)	39	21	-	60	61	48	-	109	35	26	-	61	38	37	-	75	60	33	-	93
		Percent	65.0%	35.0%	-	100%	56.0%	44.0%	-	100%	57.4%	42.6%	-	100%	50.7%	49.3%	-	100%	64.5%	35.5%	-	100%
	• Under 30 years old	Person (s)	17	10	-	27	21	30	-	51	13	14	-	27	18	21	-	39	16	17	-	33
		Percent	63.0%	37.0%	-	100%	41.2%	58.8%	-	100%	48.1%	51.9%	-	100%	46.2%	53.8%	-	100%	48.5%	51.5%	-	100%
	• 31-40 years old	Person (s)	15	10	-	25	23	10	-	33	7	8	-	15	9	10	-	19	24	10	-	34
		Percent	60.0%	40.0%	-	100%	69.7%	30.3%	-	100%	46.7%	53.3%	-	100%	47.4%	52.6%	-	100%	70.6%	29.4%	-	100%
	• 41-50 years old	Person (s)	4	1	-	5	11	7	-	18	8	3	-	11	5	4	-	9	10	4	-	14
		Percent	80.0%	20.0%	-	100%	61.1%	38.9%	-	100%	72.7%	27.3%	-	100%	55.6%	44.4%	-	100%	71.4%	28.6%	-	100%
	• 51-60 years old	Person (s)	1	-	-	1	5	-	-	5	2	1	-	3	2	2	-	4	10	2	-	12
		Percent	100%	0%	-	100%	100%	0%	-	100%	66.7%	33.3%	-	100%	50.0%	50.0%	-	100%	83.3%	16.7%	-	100%
	• Over 60 years old	Person (s)	2	-	-	2	1	1	-	2	5	-	-	5	4	0	-	4	-	-	-	-
		Percent	100%	0%	-	100%	50.0%	50.0%	-	100%	100%	0%	-	100%	100%	0%	-	100%	-	-	-	-

GRI	Description	Unit	2021					2022					2023					2024					2025				
			1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	Total
401-1	Total number and proportion of new hires by location	Person (s)	4	22	58	25	109	2	33	73	30	138	14	11	17	6	48	15	15	46	9	85	17	14	47	14	92
		Percent	13.8%	11.8%	22.1%	24.8%	18.9%	9.5%	17.5%	25.1%	28.3%	22.7%	27.5%	6.1%	6.6%	5.7%	8.1%	28.8%	8.3%	17.4%	8.3%	14.0%	40.5%	7.9%	17.4%	12.3%	15.2%
	Total number and rate of employee turnover by location	Person (s)	3	12	27	18	60	4	33	53	19	109	2	17	34	8	61	13	14	40	8	75	18	15	48	12	93
		Percent	10.3%	6.5%	10.3%	17.8%	10.4%	19.0%	17.5%	18.2%	17.9%	18.0%	3.9%	9.4%	13.2%	7.5%	10.3%	25.0%	7.8%	15.1%	7.4%	12.4%	19.4%	16.1%	51.6%	12.9%	100.0%

Note: Turnover refers to voluntary resignation, dismissal, retirement, or work-related death.

% refers to the proportion of each employee category compared with the total number of employees of all categories (excluding workers).

Benefits or welfare for full-time permanent employees

GRI	Description		2021				2022				2023				2024				2025			
			1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)	1 Borommaratchachonrat Rd (Head Office)	76 Moo 7 (PSP 1 Branch)	100/149 Moo 1 (PSP 2 Branch)	99/1 Moo 2 (PSP 3 Branch)
401-2	1. Life insurance	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	2. Health insurance	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	3. Coverage for disability or incapacity due to work	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	4. Maternity and childcare leave entitlement	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	5. Retirement benefits	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	6. Right to purchase company shares	Yes/No	No	No	No	No	No	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	7. Provident Fund	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	8. Others	Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Note: 1. Welfare benefits in each location may differ depending on job risks and local conditions, particularly in the metropolitan area and provincial locations.

2. Excludes other entitlements and memberships, including recreational activities such as fitness club memberships, club memberships, benefits for using affiliated hotels, building parking privileges, sports day activities, annual trips, etc.

3. For full-time permanent employees only.

Maternity and childcare leave

GRI	Description	Unit	2021		2022		2023		2024		2025	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
401-3	1. Total number of employees entitled to maternity and childcare leave	Person (s)		234		261		254	-	259	-	265
	2. Number of employees who took maternity and childcare leave	Person (s)	-	3	-	7	-	3	-	6	-	4
	3. Number of employees who returned to work after taking maternity and childcare leave	Person (s)	-	3	-	7	-	3	-	4	-	2
	4. Number of employees who returned to work after taking maternity and childcare leave and remained employed for 12 months	Person (s)	-	3	-	7	-	3	-	6	-	4
	5. Return-to-work and retention rates after maternity and childcare leave	Percent	-	100%	-	100%	-	100%	-	100%	-	100%
	5.1 Return-to-work rate after maternity and childcare leave	Percent	-	100%	-	100%	-	100%	-	100%	-	100%
	5.2 Retention rate for 12 months after maternity and childcare leave	Percent	-	100%	-	100%	-	100%	-	100%	-	100%

Note:

5.1 Return-to-work rate after maternity and childcare leave

Number of employees who returned to work after taking maternity and childcare leave

X 100

Number of employees scheduled to return to work after maternity and childcare leave

5.2 Retention rate after maternity and childcare leave

Number of employees who remained at work for 12 months after taking maternity and childcare leave

X 100

Number of employees who returned to work after maternity and childcare leave in the latest reporting year

Occupational Health and Safety Management System

Coverage of the occupational health and safety management system by employee category

GRI	Description	Unit	2021		2022		2023		2024		2025	
			Person (s)	Percent	Person (s)	Percent	Person (s)	Percent	Person (s)	Percent	Person (s)	Percent
403-8	Coverage of the occupational health and safety management system											
	• Employees	Person (s)	578	73	607	72	594	72	598	70	604	70
	• Non-employee workers (contractors)	Person (s)	210	27	233	28	225	28	252	30	254	30
	Coverage of the occupational health and safety management system and internally audited											
	• Employees	Person (s)	578	73	607	72	594	72	598	70	604	70
	• Non-employee workers (contractors)	Person (s)	210	27	233	28	225	28	252	30	254	30
	Coverage of the occupational health and safety management system and externally audited											
	• Employees	Person (s)	578	73	607	72	594	72	598	70	604	70
	• Non-employee workers (contractors)	Person (s)	210	27	233	28	225	28	252	30	254	30

Work-related injuries

GRI	Description	Unit	2021		2022		2023		2024		2025	
			Person (s)	Percent	Person (s)	Percent	Person (s)	Percent	Person (s)	Percent	Person (s)	Percent
403-9	1. Number and rate of fatalities resulting from work-related injuries: rate unit (cases per 1 million hours worked)											
	• Employees	Person (s)/Rate	0	0	0	0	0	0	0	0	0	0
	• Non-employee workers (contractors)	Person (s)/Rate	0	0	0	0	0	0	0	0	0	0
	2. Number and rate of high-consequence work-related injuries (excluding fatalities): rate unit (cases per 1 million hours worked)											
	• Employees	Person (s)/Rate	0	0	0	0	0	0	1	0.86	2	1.82
	• Non-employee workers (contractors)	Person (s)/Rate	1	1.44	0	0	0	0	2	2.13	0	0
	3. Number and rate of recordable work-related injuries (including fatalities): rate unit (cases per 1 million hours worked)											
	• Employees	Person (s)/Rate	2	2.13	3	2.91	3	2.91	2	2.59	2	3.64
	• Non-employee workers (contractors)	Person (s)/Rate	6	10.09	2	2.65	1	1.24	2	4.25	5	5.76

Injury frequency rate and hours worked

GRI	Description	Unit	2021	2022	2023	2024	2025
403-9	• Employees	Hours	939,991.00	1,021,515.00	1,030,477.00	1,157,989.00	1,099,248
	• Workers	Hours	693,628.00	754,351.00	808,709.00	940,298.00	867,915
	Total Recordable Injury Frequency Rate (TRIFR) (cases per 1 million hours worked)						
	• Employees	Cases	2.13	1.96	2.91	2.59	3.64
	• Contractors	Cases	10.09	2.65	1.24	4.25	5.76
	Lost Time Injury Frequency Rate (LTIFR) (cases per 1 million hours worked)						
	• Employees	Cases	0	0.98	1.94	0.86	0.79
	• Contractors	Cases	1.44	0	0	2.13	2.45
	Injury Severity Rate (ISR) (days per 1 million hours worked)						
	• Employees	Days	0	2.93	5.82	1.73	3.64
	• Contractors	Days	43	0	0	35.1	12.67
	Total hours worked						
	• Employees	Hours	939,991	1,021,515	1,030,477	1,157,989	1,099,248
	• Contractors	Hours	693,628	754,351	808,709	940,298	867,915
	Number of very severe incidents	Times	1	0	0	1	0

Note: 1. Welfare benefits in each location may differ depending on job risks and local conditions, particularly in the metropolitan area and provincial locations.

2. Excludes other entitlements and memberships, including recreational activities such as fitness club memberships, club memberships, benefits for using affiliated hotels, building parking privileges, sports day activities, annual trips, etc.

3. For full-time permanent employees only.

1. Rate of fatalities resulting from work-related injuries	$\frac{\text{Number of fatalities resulting from work-related injuries}}{\text{Number of hours worked}} \times 1 \text{ million}$
2. Rate of high-consequence work-related injuries (excluding fatalities)	$\frac{\text{Number of high-consequence work-related injuries (excluding fatalities)}}{\text{Number of hours worked}} \times 1 \text{ million}$
3. Rate of recordable work-related injuries	$\frac{\text{Number of recordable work-related injuries}}{\text{Number of hours worked}} \times 1 \text{ million}$

Work-related ill health

GRI	Work-related ill health	Unit	2021	2022	2023	2024	2025
			Case (s)	Case (s)	Case (s)	Case (s)	Case (s)
403-10	Number of fatalities resulting from work-related ill health: rate unit (cases per 100,000 hours worked)						
	• Employees	Cases	0	0	0	0	0
	• Non-employee workers (contractors)	Cases	0	0	0	0	0
	Number of recorded work-related injury cases (excluding fatalities): rate unit (cases per 100,000 hours worked)						
	• Employees	Cases	2	3	3	2	2
	• Non-employee workers (contractors)	Cases	7	2	1	2	5

Note: 1. Actions to eliminate this type of hazard and reduce risks using the Hierarchy of Control have been described in the risk management section.
2. Methods for identifying workplace hazards, hazards that may cause ill health (in the reporting year), and actions to eliminate hazards and reduce risks are included in risk management.
3. Records are maintained based on actual incidents according to the criteria for assessing each type of risk.
4. Recordable work-related ill health refers to injury or loss of consciousness that cannot be treated with first aid and requires medical or specialist care, resulting in death, absence from work, job transfer or restricted work, or hospitalization.

Human Resource Development
Average training hours per person per year

GRI	Description	Unit	2021	2022	2023	2024	2025
404-1	Average training hours of all employees	Hours/person	10.67	24.17	26.6	27.01	30.37
	Average training hours by gender						
	• Male	Hours/person	11	25	25	26.53	35.69
	• Female	Hours/person	10	23	29	27.64	26.21
	Average training hours by level						
	• Senior executives	Hours/person	2.8	3.9	20	29.1	34.83
	• Middle management	Hours/person	23.5	32.9	55.8	61.9	72.93
	• Junior management	Hours/person	25.5	45.2	24.6	61.5	101.20
	• Employees and supervisors	Hours/person	8.8	21.8	25.8	21.9	20.79

Note: 1. Head count method is used.
2. The calculation method is shown in the table below.

Average training hours of all employees	=	$\frac{\text{Total training hours of employees during the year}}{\text{Total number of employees (excluding workers)}}$
Average training hours of male employees	=	$\frac{\text{Total training hours of male employees during the year}}{\text{Total number of male employees (excluding workers)}}$
Average training hours of each employee category	=	$\frac{\text{Total training hours of each employee category during the year}}{\text{Total number of each employee category (excluding workers)}}$

Average training expenses, individual development plan, and succession plan

GRI	Description	Unit	2021	2022	2023	2024	2025
404-2	Average training expenses	Baht/person	2,133	4,040	5,778	6,797	6,949
	Proportion of employees with an individual development plan	Percent	100%	100%	100%	100%	100%
	Proportion of key positions with a succession plan	Percent	100%	100%	100%	100%	100%

Proportion of regular performance and career development reviews

GRI	Description	Unit	2021	2022	2023	2024	2025
404-3	Regular performance and career development reviews during the reporting year by gender						
	• Male	Percent	100%	100%	100%	100%	100%
	• Female	Percent	100%	100%	100%	100%	100%
	Regular performance and career development reviews during the reporting year by level						
	• Senior executives	Percent	100%	100%	100%	100%	100%
	• Middle management	Percent	100%	100%	100%	100%	100%
	• Junior management	Percent	100%	100%	100%	100%	100%
	• Employees and supervisors	Percent	100%	100%	100%	100%	100%

Note: Performance and career development reviews are conducted at least once a year by line supervisors and colleagues from other departments.

Diversity and Equal Opportunity

GRI	Description	Unit	2021				2022				2023				2024				2025				
			Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	
405-1	Number of Board Directors	Person (s)	6	2	–	8	8	1	–	9	8	1	–	9	6	1	–	7	6	1	–	7	
		Percent	75%	25%	–	100%	89%	11%	–	100%	89%	11%	–	100%	86%	14%	–	100%	86%	14%	–	100%	
	Number of Board Directors by nationality																						
	Thai	Person (s)	6	2	–	8	8	1	–	9	8	1	–	9	6	1	–	7	6	1	–	7	
		Percent	75%	25%	–	100%	88.89%	11.11%	–	100%	88.89%	11.11%	–	100%	85.71%	14.29%	–	100%	85.71%	14.29%	–	100%	
	Number of Board Directors by age																						
	• Under 30 years old	Person (s)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Percent	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	• 30–39 years old	Person (s)	–	1	–	1	1	–	–	1	1	–	–	1	1	–	–	1	1	–	–	1	
		Percent	–	12.5%	–	12.5%	11.11%	–	–	11.11%	11.11%	–	–	11.11%	14.29%	–	–	14.29%	14.29%	–	–	14.29%	
	• 40–49 years old	Person (s)	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Percent	12.5%	–	–	12.5%	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	• 50–60 years old	Person (s)	–	1	–	1	–	1	–	1	1	1	–	2	1	1	–	2	1	1	–	2	
		Percent	–	12.5%	–	12.5%	–	11.11%	–	11.11%	11%	11%	–	22.22%	14.29%	14.29%	–	28.58%	14.29%	14.29%	–	28.58%	
	• Over 60 years old	Person (s)	5	–	–	5	7	–	–	7	6	–	–	6	4	–	–	4	4	–	–	4	
Percent		62.5%	–	–	62.5%	77.78%	–	–	77.78%	66.67%	–	–	66.67%	57.14%	–	–	57.14%	57.14%	–	–	57.14%		
Number of Board Directors in vulnerable groups, e.g., elderly Person (s) and Person (s) with disabilities																							
• Elderly Person (s)	Person (s)	5	–	–	5	7	–	–	7	6	–	–	6	4	–	–	4	4	–	–	4		
	Percent	62.5%	–	–	62.5%	77.78%	–	–	77.78%	66.67%	–	–	66.67%	57.14%	–	–	57.14%	57.14%	–	–	57.14%		
• Person (s) with disabilities	Person (s)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Percent	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		

Note: % refers to the number of employees in each category compared with the total number of employees (excluding workers).

GRI	Description	Unit	2021				2022				2023				2024				2025			
			Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
405-1	Number of Executive Committee Members	Person (s)	6	-	-	6	5	-	-	5	5	-	-	5	4	-	-	4	4	-	-	3
		Percent	100%	-	-	100%	100%	-	-	100%	100%	-	-	100%	100%	-	-	100%	100%	-	-	100%
	Number of Executive Committee Members by nationality																					
	Thai	Person (s)	6	-	-	6	5	-	-	5	5	-	-	5	4	-	-	4	4	-	-	4
		Percent	100%	-	-	100%	100%	-	-	100%	100%	-	-	100%	100%	-	-	100%	100%	-	-	100%
	Number of Executive Committee Members by nationality																					
	• Under 30 years old	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	• 30-39 years old	Person (s)	-	-	-	-	1	-	-	1	1	-	-	1	1	-	-	1	1	-	-	1
		Percent	-	-	-	-	20%	-	-	20%	20%	-	-	20%	25%	-	-	25%	25%	-	-	25%
	• 40-49 years old	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	• 50-60 years old	Person (s)	5	-	-	5	1	-	-	1	1	-	-	1	1	-	-	1	1	-	-	1
Percent		83.33%	-	-	83.33%	20%	-	-	20%	20%	-	-	20%	25%	-	-	25%	25%	-	-	25%	
• Over 60 years old	Person (s)	1	-	-	1	3	-	-	3	3	-	-	3	2	-	-	2	2	-	-	2	
	Percent	16.67%	-	-	16.67%	60%	-	-	60%	60%	-	-	60%	50%	-	-	50%	50%	-	-	50%	
Number of Executive Committee Members in vulnerable groups, e.g., elderly Person (s) and Person (s) with disabilities																						
• Elderly Person (s)	Person (s)	1	-	-	1	3	-	-	3	3	-	-	3	2	-	-	2	2	-	-	2	
	Percent	16.67%	-	-	16.67%	60%	-	-	60%	60%	-	-	60%	50%	-	-	50%	50%	-	-	50%	
• Person (s) with disabilities	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

GRI	Description	Unit	2021				2022				2023				2024				2025				
			Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total	
405-1	Total number of employees	Person (s)	344	234	-	578	346	261	-	607	340	254	-	594	346	259	-	605	339	265	-	604	
		Percent	59.5%	40.5%	-	100.0%	57.0%	43.0%	-	100.0%	57.2%	42.8%	-	100.0%	57.2%	42.8%	-	100%	56.1%	43.9%	-	100%	
	Number of employees by nationality																						
	Thai	Person (s)	344	234	-	578	346	261	-	607	340	254	-	594	346	259	-	605	339	265	-	604	
		Percent	59.5%	40.5%	-	100%	57.0%	43.0%	-	100%	57.2%	42.8%	-	100%	57.2%	42.8%	-	100%	56.1%	43.9%	-	100%	
	Number of employees by age																						
	• Under 30 years old	Person (s)	84	81	-	165	80	96	-	176	65	84	-	149	54	83	-	137	61	91	-	152	
		Percent	24.4%	34.6%	-	28.5%	23.1%	36.8%	-	29.0%	19.1%	33.1%	-	25.1%	15.6%	32.0%	-	22.6%	18.0%	34.3%	-	25.2%	
	• 30-39 years old	Person (s)	118	104	-	222	121	114	-	235	117	100	-	218	131	104	-	235	123	97	-	220	
		Percent	34.3%	44.4%	-	38.4%	35.0%	43.7%	-	38.7%	34.4%	39.4%	-	36.7%	37.9%	40.2%	-	38.8%	36.3%	36.6%	-	36.4%	
	• 40-49 years old	Person (s)	87	39	-	126	90	39	-	129	98	52	-	150	102	53	-	155	101	58	-	159	
		Percent	25.3%	16.7%	-	21.8%	26.0%	14.9%	-	21.3%	28.8%	20.5%	-	25.3%	29.5%	20.5%	-	25.6%	29.8%	21.9%	-	26.3%	
	• 50-60 years old	Person (s)	53	8	-	61	49	11	-	60	56	17	-	73	58	18	-	76	53	18	-	71	
		Percent	15.4%	3.4%	-	10.6%	14.2%	4.2%	-	9.9%	16.5%	6.7%	-	12.3%	16.8%	6.9%	-	12.6%	15.6%	6.8%	-	11.8%	
	• Over 60 years old	Person (s)	2	2	-	4	6	1	-	7	3	1	-	4	1	1	-	2	1	1	-	2	
		Percent	0.6%	0.9%	-	0.7%	1.7%	0.4%	-	1.2%	0.9%	0.4%	-	0.7%	0.3%	0.4%	-	0.3%	0.3%	0.4%	-	0.3%	
	Number of employees in vulnerable groups, e.g., retirees and Person (s) with disabilities																						
	• Elderly Person (s)	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	• Person (s) with disabilities	Person (s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	6	
		Percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.2%	0.8%	-	1.0%	

Human Rights, Social Compliance, Community Engagement, and CSR Activities

GRI	Description	Unit	2021	2022	2023	2024	2025
404-3	Human Rights						
	Number of significant human rights complaints	Cases	0	0	0	0	0
	Social Compliance						
	Number of significant incidents of non-compliance with social laws and regulations	Cases	0	0	0	0	0
	Community Engagement and CSR Activities						
	Investment in community and social development	Million Baht	3.4	2.1	4.6	5.6	7.8



Environmental Performance

Greenhouse Gas (GHG) Emissions

GRI	Description	Unit	2021	2022	2023	2024*	2025
305-1	Total GHG Emissions	tCO ₂ e	-	-	189,474.00	220,725.00	210,729.00
305-2	• Scope 1	tCO ₂ e	-	-	3,267.00	3,321.00	3,707.00
305-3	• Scope 2	tCO ₂ e	-	-	4,483.00	4,069.00	4,066.00
	• Scope 3	tCO ₂ e	-	-	181,724.00	213,335.00	202,956.00
305-4	• Carbon Intensity	tCO ₂ e/Million Litre	-	-	820.23	869.00	762.98

Note: * The Organization's Carbon Footprint for Organization (CFO) data for 2024 was verified in 2025. Following the adoption of the latest Greenhouse Gas Emission Factors (EF) issued by the Thailand Greenhouse Gas Management Organization (TGO), the calculation methodology was updated, resulting in the restatement of the 2024 base-year data and GHG emissions. Consequently, the reported figures may differ from those previously verified and disclosed.

Energy

GRI	Description	Unit	2021	2022	2023	2024	2025
302-1	Total Energy Consumption	Gigajoule (GJ)	2,942.67	2,585.11	74,246.05	73,517.00	79,958.77
	Renewable Energy Consumed within the Organization	Gigajoule (GJ)	2,942.67	2,585.11	2,585.11	1,126.62	897.77
	• Alternative Fuels	Gigajoule (GJ)	-	-	-	-	-
	• Purchased Electricity	Gigajoule (GJ)	-	-	-	-	-
	• Self-generated Electricity	Gigajoule (GJ)	2,942.67	2,585.11	2,585.11	1,126.62	897.77
	Fossil Fuel Energy Consumed within the Organization	Gigajoule (GJ)			71,660.95	72,390.38	79,061.00
	• Fuel oil	Gigajoule (GJ)			30,096.19	29,719.98	35,822.82
	• Gasoline	Gigajoule (GJ)			3,593.76	3,492.19	3,908.13
	• Diesel	Gigajoule (GJ)			7,146.16	8,344.48	7,048.00
	• LPG	Gigajoule (GJ)			11.83	0.74	3.70
	• Purchased Electricity	Gigajoule (GJ)			32,278.35	30,832.98	30,813.02
	• Steam, Heat and Others	Gigajoule (GJ)	-	-	-	-	-
302-3	• Energy Intensity per Unit of Product	Gigajoule/Million Litre	-	-	296.79	289.44	284.20

Air Emissions

GRI	Description	Unit (s)	2023	2024	2025	Regulatory Limit
Air Pollutant Concentrations (Plant 1)						
305-7	PM	mg/m ³	40	13	55	240
	SOx as SO ₂	mg/m ³	418	<2.6	299	2,489
	NOx	mg/m ³	169	270	345	376
	TVOCs	mg/m ³	8	34	11	-
Air Pollutant Concentrations (Plant 2)						
305-7	PM	mg/m ³	45	34	10	240
	SOx as SO ₂	mg/m ³	497	1,857	296	2,489
	NOx	mg/m ³	271	229	89	376
	TVOCs	mg/m ³	4.6	1,028	12	-

Water

GRI	Description	Unit	2021	2022	2023	2024	2025
303-3	Water Withdrawal	Million Litre	-	-	-	-	-
303-4	• All Areas	Million Litre	-	-	-	-	-
303-5	• Water-Stressed Areas	Million Litre	-	-	-	-	-
	Water Withdrawal by Source Type	Million Litre	-	-	-	-	-
	• Surface Water	Million Litre	-	-	-	-	-
	• Groundwater	Million Litre	-	-	-	-	-
	• Seawater	Million Litre	-	-	-	-	-
	• Third-party Water Supply	Million Litre	-	-	-	-	-

GRI	Description	Unit	2021	2022	2023	2024	2025
	Water Withdrawal in Water-Stressed Areas by Source Type	Million Litre	-	-	-	-	-
	• Surface Water	Million Litre	-	-	-	-	-
	• Groundwater	Million Litre	-	-	-	-	-
	• Seawater	Million Litre	-	-	-	-	-
	• Third-party Water Supply	Million Litre	-	-	-	-	-
	Water Sources of External Suppliers	Million Litre	28.14	53.74	50.04	50.04	61.38
	• Surface Water	Million Litre	28.14	53.74	50.04	50.04	61.38
	• Groundwater	Million Litre	-	-	-	-	-
	• Seawater	Million Litre	-	-	-	-	-
	Water Discharge	Million Litre	22.52	42.99	40.03	40.03	49.1
	• All Areas	Million Litre	22.52	42.99	40.03	40.03	49.1
	• Water-Stressed Areas	Million Litre	-	-	-	-	-
	Water Discharge by Destination	Million Litre	22.52	42.99	40.03	40.03	49.1
	• Surface Water	Million Litre	22.52	42.99	40.03	40.03	49.1
	• Groundwater	Million Litre	-	-	-	-	-
	• Seawater	Million Litre	-	-	-	-	-
	• Sent to External Treatment Facilities	Million Litre	-	-	-	-	-
	Total Water Consumption within the Organization	Million Litre	28.14	53.74	50.04	50.04	61.38
	Water Consumption within the Organization	Million Litre	28.14	53.74	50.04	50.04	61.38
	Water Consumption in Water-Stressed Areas	Million Litre	-	-	-	-	-

Waste

GRI	Description	Unit	2021	2022	2023	2024	2025
306-3	Total Waste Generated	Ton	65	54	62	952	894
306-4	Total Hazardous Waste Disposed	Ton				231	232
306-5	• Secure Landfilling	Ton	-	-	-	-	-
	• Reuse	Ton	-	-	-	-	-
	• Recycling	Ton	-	-	-	148	127
	• Recovery	Ton	-	-	-	-	-
	• Incineration	Ton	-	-	-	-	-
	• Others (042: Fuel Blending)	Ton	65	54	62	83	105
	Total Non-Hazardous Waste Disposed	Ton	8.43	8.96	8.99	721	662
	• Reuse	Ton	-	-	-	-	-
	• Recycling	Ton	1.5	2	2	645	572
	• Recovery	Ton	-	-	-	-	-
	• Repurpose	Ton	-	-	-	-	-
	• Incineration	Ton	-	-	-	-	-
	• Landfilling	Ton	6.93	6.96	6.99	76	90
	• Composting	Ton	-	-	-	-	-
	• Others	Ton	-	-	-	-	-