



ภาคผนวก

• GRI Content Index





Economic						
GRI	Indicator	Unit	2021	2022	2023	2024
Direct Economic Value Generated						
201-1	Total revenues	Million Baht	6,377.34	5,711.25	5,851.93	6,092.95
	Total operating income	Million Baht	1,834.34	1,328.48	1,161.60	869.12
	Total assets	Million Baht	8,089.66	8,818.21	9,246.45	9,619.83
	Total liabilities	Million Baht	2,503.45	1,919.82	1,800.92	1,879.08
	Total equity	Million Baht	5,586.21	6,898.39	7,445.53	7,740.75
	Total operating expenses	Million Baht	4,543.00	4,382.77	4,690.33	5,223.83
Financial assistance received from government						
201-4	Total monetary value of financial assistance received by the organization from any government	Million Baht	0	0	0	0
Market Presence						
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Baht/Day	769.45	832.1	768.9	896.91
202-2	Percentage of top management at significant locations of operation that are hired from the local community.	%	100	100	100	100
Procurement Practices						
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	%	100	100	100	100
Economic Value Distributed						
201-1	Employee wages	Million Baht	597.25	686.87	727.39	849.30
	Employee benefits	Million Baht	11.39	22.69	28.32	30.91
	Operating cost	Million Baht	4,091.98	3,926.97	4,192.12	4,664.77
	Payments to government: Gross taxes	Million Baht	379.09	239.20	218.13	163.17
	Payments to providers of capital: Dividend payments	Million Baht	159.95	411.57	349.83	370.41
	Community investments	Million Baht	1.00	1.00	1.64	1.00
Financial implications and other risks and opportunities due to climate change						
201-2	Costs of actions taken to manage the climate change-related risk or opportunity	Million Baht	0	0	5.99	0

Corporate Governance						
Board Structure						
2-9	Total number of board members	Person	15	15	15	15
	Number of executive directors	Person	6	6	6	6
	Number of non-executive directors (excl. independent directors)	Person	3	3	3	3
	Number of independent directors	Person	6	6	6	6
Non-executive Chairman/Lead Director						
2-11	Number of years that company adopt approach the "Chairman is non-executive and independent"	Year	7	8	9	10
Board Gender Diversity						
2-9	Female board member	Person	0	0	0	0
	Male board member	Person	15	15	15	15
Board Effectiveness						
2-15	Average board meeting attendance	%	100	100	100	100
	Minimum of attendance for all members required	%	66.67	66.67	66.67	66.67
	Number of non-executive/ independent directors with 4 or less other mandates	Person	15	15	15	14

	Number of other mandates for non-executive/independent directors restricted to	Company	5	5	5	5
2-18	Result from board performance review: Regular self assessment	%	-	-	98.77	99.25
	Result from board performance review: regular independent assessment	%	-	-	96.94	98.12
Board Average Tenure						
2-9	Average tenure of board members	Year	11.20	12.20	13.20	14.20
Board Industry Experience						
	Number of board members that have relevant working experience in company's sector according to GICS level 1 sector classification	Person	15	15	15	15

Compliance & Codes of Conduct

Anti-corruption

205-1	Operations assessed for risk related to corruption					
	Total number of operations	Operation	3	3	3	3
	Percentage of total operations	%	100	100	100	100

Communication about anti-corruption policies and procedures and CoC to governance body

205-2	Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures and CoC have been communicated to	Person	15	15	15	15
		%	100	100	100	100
	Total number and performance of governance body members that the organisation's anti-corruption policies and procedures and CoC have been communicated to, by country					
	Thailand	Person	15	15	15	15
		%	100	100	100	100

Communication about anti-corruption policies and procedures and CoC to employee

205-2	Employees that anti-corruption policies and procedures and CoC have been communicated to	Person	2,494	2,694	2,946	3,173
		%	100	100	100	100
	Total number and percentage of employees that anti-corruption policies and procedures and CoC have been communicated to, by employee category					
	Top management (CEO-1, CEO-2 : COO, EVP or SVP)	Person	21	22	17	19
		%	100	100	100	100
	Middle management (CEO-3, CEO-4 : SVP, VP or AVP)	Person	69	70	74	80
		%	100	100	100	100
	Management (CEO-5, CEO-6 : AVP, GM or DM)	Person	106	125	125	129
		%	100	100	100	100
	Officer (CEO-7, CEO-8 : SM, Officer, Staff)	Person	2,298	2,477	2,730	2,945
		%	100	100	100	100
	Total number and percentage of employees that anti-corruption policies and procedures and CoC have been communicated to, by country					
	Thailand	Person	2,494	2,694	2,946	3,173
		%	100	100	100	100

Communication about anti-corruption policies and procedures and CoC to contractors, subsidiaries and business partners

205-2	Contractors, subsidiaries and business partners that anti-corruption policies and procedures and CoC have been communicated to	Entity	253	297	327	312
		%	100	100	100	100
	Total number and percentage of contractors subsidiaries and business partners that anti-corruption policies and procedures and CoC have been communicated to, by country					
	Thailand	Person	253	297	327	312
		%	100	100	100	100

Communication about anti-corruption policies and procedures and CoC to JVs

205-2	JVs that anti-corruption policies and procedures and CoC have been communicated to	Entity	-	-	-	-
		%	-	-	-	-
	Total number and percentage of JVs that anti-corruption policies and procedures and CoC have been communicated to, by country					
	Thailand	Entity	-	-	-	-
		%	-	-	-	-

Training about anti-corruption policies and procedures and CoC to governance body

205-2	Total number and performance of governance body members that the organization's anti-corruption policies and procedures and CoC have been trained to, by country					
	Thailand	Person	15	15	15	15
		%	100	100	100	100

Training about anti-corruption policies and procedures and CoC to employee

205-2	Employees that anti-corruption policies and procedures and CoC have been trained to	Person	2,494	2,694	2,946	3,173
		%	100	100	100	100
	Total number and percentage of employees that anti-corruption policies and procedures and CoC have been trained to, by employee category					
	Top management (CEO-1, CEO-2 : COO, EVP or SVP)	Person	21	22	17	19
		%	100	100	100	100
	Middle management (CEO-3, CEO-4 : SVP, VP or AVP)	Person	69	70	74	80
		%	100	100	100	100
	Management (CEO-5, CEO-6 : AVP, GM or DM)	Person	106	125	125	129
		%	100	100	100	100
	Officer (CEO-7, CEO-8 : SM, Officer, Staff)	Person	2,298	2,477	2,730	2,945
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	Thailand	Person	2,494	2,694	2,946	3,173
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		%	100	100	100	100
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	Thailand	Person	253	297	327	312
		%	100	100	100	100

Number of breaches against code of conduct reported

	Code of Conduct Complaint					
2-27	Corruption / Fraud / bribery	Case	0	0	0	0
205-3	Conflict of interest	Case	0	0	0	0
206-1	Regulatory compliance	Case	0	0	0	0
406-1	Antitrust / Anticompetitive	Case	0	0	0	0
416-2	Discrimination and Harassment	Case	0	0	0	0
418-1	Other Complaint		0	0	0	0
	Social and Community	Case	0	0	0	0
	Environment	Case	0	0	0	0
	Products and Packages	Case	0	0	0	0
	Human Rights	Case	0	0	0	0
	Occupational Health and Safety	Case	0	0	0	0
	Data Privacy / data breach	Case	0	0	0	0

Number of substantiated cases

205-3	Code of Conduct Complaint					
206-1	Corruption / Fraud / bribery	Case	0	0	0	0
406-1	Conflict of interest	Case	0	0	0	0
416-2	Regulatory compliance	Case	0	0	0	0
418-1	Antitrust / Anticompetitive	Case	0	0	0	0
	Discrimination and Harassment	Case	0	0	0	0
	Other Complaint					
	Social and Community	Case	0	0	0	0
	Environment	Case	0	0	0	0
	Products and Packages	Case	0	0	0	0
	Human Rights	Case	0	0	0	0
	Occupational Health and Safety	Case	0	0	0	0
	Data Privacy / data breach	Case	0	0	0	0

Number of cases under investigation

	Code of Conduct Complaint					
	Corruption / Fraud / bribery	Case	0	0	0	0
	Conflict of interest	Case	0	0	0	0
	Regulatory compliance	Case	0	0	0	0
	Antitrust / Anticompetitive	Case	0	0	0	0
	Discrimination and Harassment	Case	0	0	0	0
	Other Complaint					
	Social and Community	Case	0	0	0	0
	Environment	Case	0	0	0	0
	Products and Packages	Case	0	0	0	0
	Human Rights	Case	0	0	0	0
	Occupational Health and Safety	Case	0	0	0	0
	Data Privacy / data breach	Case	0	0	0	0

Compliance with Laws and Regulations

2-27	Total fines for non-compliance with laws and regulations, by category	Baht	0	0	0	0
206-1	Code of Conduct Complaint					
	Corruption / Fraud / bribery	Case	0	0	0	0
	Conflict of interest	Case	0	0	0	0
	Regulatory compliance	Case	0	0	0	0
	Antitrust / Anticompetitive	Case	0	0	0	0
	Discrimination and Harassment	Case	0	0	0	0
	Other Complaint					
	Social and Community	Case	0	0	0	0
	Environment	Case	0	0	0	0
	Products and Packages	Case	0	0	0	0
	Human Rights	Case	0	0	0	0
	Occupational Health and Safety	Case	0	0	0	0
	Data Privacy / data breach	Case	0	0	0	0

Number of patient treated

	Total number of patient treated	Male Patient	509,227	607,789	597,594	638,491
		Female Patient	617,717	766,806	751,260	812,146

Political Influence

Political contribution and other spending

415-1	Contribution made to lobbying, interest representation or similar	Million Baht	0	0	0	0
	Contribution made to Local, regional or national political campaigns / organizations / candidates	Million Baht	0	0	0	0
	Contribution made to Trade associations or tax-exempt groups (e.g. think tanks)	Million Baht	0	0	0	0
	contribution made to Other (e.g. spending related to ballot measures or referendums)	Million Baht	0	0	0	0

Supply Chain Management

308-1	Total number of suppliers	Entity	963	863	914	960
414-1	Total number of tier-1 suppliers	Entity	963	863	914	960
204-1	Total number of critical tier-1 supplier	Entity	61	55	58	70
	Total number non tier-1 supplier	Entity	0	0	0	0
	Total number of critical non tier-1 supplier	Entity	0	0	0	0
	Proportion of spending on local suppliers in Thailand	%	100	100	100	100
	Number and percentage of new suppliers that were screened using environmental criteria	%	-	-	-	100
	Number and percentage of new suppliers that were screened using social criteria	%	-	-	-	100

Supplier risk assessment

308-2	<u>Tier-1 suppliers</u> assessed in the last 3 years	Entity	327	316	331	316
414-2	<u>Critical non tier-1 suppliers</u> assessed in the last 3 years	Entity	0	0	0	0
	<u>Tier-1 suppliers</u> classified as high-sustainability risk	Entity	0	0	0	0
	<u>Critical non tier-1 suppliers</u> classified as high-sustainability risk	Entity	0	0	0	0

Systematic supplier risk assessment

308-2	Critical supplier (tier-1 and non tier-1) assessed <u>annually</u>	Entity	0	0	0	0
414-2	Critical supplier (tier-1 and non tier-1) assessed <u>every 3 years</u>	Entity	0	0	0	0
	High-sustainability risk supplier assessed <u>annually</u>	Entity	0	0	0	0
	High-sustainability risk supplier assessed <u>every 3 years</u>	Entity	0	0	0	0
	current suppliers with high sustainability risk where gaps have been identified have corrective action plans.	%	0	0	0	0
	Percentage of current suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	%	0	0	0	0

Information Security/Cybersecurity

System certification

	IT System Certified	%	100	100	100	100
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Environmental

Energy Consumption

	Energy consumption ¹	KWh	-	12,193,736	13,150,000	16,529,539
	Energy consumption ¹	Million Baht	-	38,384.35	63,065.63	70,878.08

Remark 1: In 2024, SKR expanded the scope of data collection as follows:

In 2022 and 2023 the energy consumption data came from Sikarin Bangkok

In 2024, the energy consumption data came from Sikarin Bangkok, Sikarin Samut Prakarn, 4 clinics (Bang Phli, Tai Baan, Suksawat, and Sinsakorn), and Phaholyothin office

	Volume of oil and fuel consumption ²	Liter	-	65,915	84,276	413,463.99
	Energy and fuel expenses ²	Million Baht	-	1,308.40	1,777.17	7,293.46

Remark 2: In 2024, SKR expanded the scope of data collection as follows:

In 2022 and 2023, the volume of oil and fuel consumption was recorded and displayed for the generators (3 buildings) at Sikarin Bangkok.

Meanwhile, in 2024, the volume of oil and fuel consumption was expanded to include data from Sikarin Bangkok and Sikarin Samut Prakarn, with data collection covering the following categories:

1. Diesel consumption for Fire Pump and Generator
2. Fuel consumption for company vehicles
3. LPG 48 kg cylinders

Greenhouse Gas Emission

305-1	Direct GHG Emission	Ton CO ₂ e	-	-	-	4,322
305-2	Indirect GHG Emission	Ton CO ₂ e	-	-	-	8,249
305-3	Other Indirect GHG Emission	Ton CO ₂ e	-	-	-	2,236

Waste

	Total waste generated ³	Kilogram	-	23,832	60,672	299,832
	Hazardous waste ³	Kilogram	-	5,220	7,240	7,250
	Non-hazardous waste ³	Kilogram	-	18,612	53,432	292,582

Remark 3: In 2024, the data collection scope was expanded as follows:

In 2022 and 2023, non-hazardous waste and infectious waste data were recorded and displayed for Sikarin Bangkok.

Meanwhile, in 2024, non-hazardous waste data were expanded and displayed as follows:

Infection waste of Sikarin Bangkok

Recyclable waste of Sikarin Bangkok

Infection waste Sikarin Samut Prakarn

Water and Effluents

303-3	Water consumption ⁴	cubic meters	-	232,488	226,065	296,476
	Water consumption ⁴	Million Baht	-	3,978.50	4,057.42	5,094.90

Remark 4: In 2024, SKR expanded the scope of data collection as follows:

In 2022 and 2023 the energy consumption data came from Sikarin Bangkok.

In 2024, the energy consumption data came from Sikarin Bangkok, Sikarin Samut Prakarn, 4 clinics (Bang Phli, Tai Baan, Suksawat, and Sinsakorn), and Phaholyothin office

Social

Employee

GRI	Indicator	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
2-7	Total number of workforce	Person	471	2,276	497	2,494	544	2,729	562	2,923
		% of total workforce	17.15	82.85	16.62	83.38	16.62	83.38	16.13	83.87
	Total employee	Person	406	2,088	425	2,269	461	2,485	483	2,690
		% of total employee	16.28	83.72	15.78	84.22	15.65	84.35	15.22	84.78
		Total part-time employee	Person	12	19	11	21	11	17	13
		% of total employee	38.71	61.29	34.38	65.63	39.29	60.71	0.41	0.76
Total employee by location										
2-7	Thailand	Person	406	2,088	425	2,269	461	2,485	483	2,690
		% of total employee	16.28	83.72	15.78	84.22	15.65	84.35	15.22	84.78
Total Employee by level										
405-1	Top management	Person	15	6	16	6	11	6	12	7
		% of total employee	0.60	0.24	0.59	0.22	0.37	0.20	0.38	0.22

	Middle management	Person	17	52	17	53	20	54	21	59
		% of total employee	0.68	2.09	0.63	1.97	0.68	1.83	0.66	1.86
	Management	Person	13	93	17	108	17	108	21	108
		% of total employee	0.52	3.73	0.63	4.01	0.58	3.67	0.66	3.40
	Employee	Person	361	1,937	375	2,102	413	2,317	429	2,516
		% of total employee	14.47	77.67	13.92	78.03	14.02	78.65	13.52	79.29
Total Employee by age group										
405-1	<30 years	Person	134	1,061	149	1,157	172	1,292	172	1,383
		% of total employee	5.37	42.54	5.53	42.95	5.84	43.86	5.42	43.59
	30-50 years	Person	219	901	216	965	234	1,036	252	1,128
		% of total employee	8.78	36.13	8.02	35.82	7.94	35.17	7.94	35.55
	>50 years	Person	53	126	60	147	55	157	59	179
		% of total employee	2.13	5.05	2.23	5.46	1.87	5.33	1.86	5.64
Total employee by nationality										
405-1	Thai	Person	402	2,081	421	2,261	457	2,473	479	2,676
		% of total employee	16.12	83.44	15.63	83.93	15.51	83.94	15.10	84.34
	Others	Person	4	7	4	8	4	12	4	14
		% of total employee	0.16	0.28	0.15	0.30	0.14	0.41	0.13	0.44
Total employee of other minorities										
405-1	People with disability	Person	5	6	5	6	5	5	4	5
		% of total employee	0.20	0.24	0.19	0.22	0.17	0.17	0.13	0.16
Doctors										
	Full-time doctor	Person	85	81	83	91	78	90	98	102
		% of total employee	3.41	3.25	3.08	3.38	2.65	3.05	3.09	3.21
	<30 years	Person	3	8	2	9	0	10	3	9
		% of total employee	0.12	0.32	0.07	0.33	0.00	0.34	0.09	0.28
	30-50 years	Person	61	69	60	76	58	74	69	85
		% of total employee	2.45	2.77	2.23	2.82	1.97	2.51	2.17	2.68
	>50 years	Person	21	4	21	6	20	6	26	8
		% of total employee	0.85	0.16	0.85	0.24	0.82	0.26	1.04	0.32

		% of total employee	0.84	0.16	0.78	0.22	0.68	0.20	0.82	0.25
	Part-time doctor	Person	316	245	320	230	275	207	295	220
		% of total employee	12.67	9.82	11.88	8.54	9.33	7.03	9.30	6.93
	<30 years	Person	57	48	53	34	26	15	28	8
		% of total employee	2.29	1.92	1.97	1.26	0.88	0.51	0.88	0.25
	30-50 years	Person	199	178	211	172	198	167	211	183
		% of total employee	7.98	7.14	7.83	6.38	6.72	5.67	6.65	5.77
	>50 years	Person	60	19	56	24	51	25	56	29
		% of total employee	2.41	0.76	2.08	0.89	1.73	0.85	1.76	0.91

Full-time employee by work category

	Clinical Staff (excluding doctors) (e.g. nurses, pharmacists, physical therapists, radiologic technologists and medical scientists)	Person	115	1,356	126	1490	142	1,650	156	1,808
		% of total employee	4.61	54.37	4.68	55.31	4.82	56.00	4.92	56.98
	<30 years	Person	59	767	72	848	82	954	92	1037
		% of total employee	2.37	30.75	2.67	31.48	2.78	32.38	2.90	32.68
	30-50 years	Person	45	550	43	588	49	634	54	691
		% of total employee	1.80	22.05	1.60	21.83	1.66	21.52	1.70	21.78
	>50 years	Person	11	39	11	54	11	62	10	80
		% of total employee	0.44	1.56	0.41	2.00	0.37	2.10	0.32	2.52
	Support staff	Person	291	732	299	779	319	835	327	882
		% of total employee	11.67	29.35	11.10	21.92	10.83	28.34	10.31	27.80
	<30 years	Person	75	294	77	309	90	338	80	346
		% of total employee	3.01	11.79	2.86	11.47	3.05	11.47	2.52	10.90
	30-50 years	Person	176	361	178	387	186	409	198	437
		% of total employee	7.06	14.47	6.61	14.37	6.31	13.88	6.24	13.77
	>50 years	Person	40	77	44	83	43	88	49	99
		% of total employee	1.60	3.09	1.63	3.08	1.46	2.99	1.54	3.12

Part-time employee by work category

	Clinical Staff (excluding doctors) (e.g. nurses, pharmacists, physical therapists, radiologic technologists and medical scientists)	Person	3	13	3	14	3	11	3	15
		% of total employee	0.12	0.52	0.11	0.52	0.10	0.37	0.09	0.47
	<30 years	Person	0	2	0	2	1	1	1	2
		% of total employee	0	0.08	0	0.07	0.03	0.03	0.03	0.06
	30-50 years	Person	3	9	3	9	2	7	1	9

		% of total employee	0.12	0.36	0.11	0.33	0.07	0.24	0.03	0.28
>50 years	Person		0	2	0	3	0	3	1	4
	% of total employee		0	0.08	0	0.11	0	0.10	0.03	0.13
Support staff	Person		10	5	8	7	8	6	10	9
	% of total employee		0.40	0.20	0.30	0.26	0.27	0.20	0.32	0.28
<30 years	Person		0	1	0	3	0	0	0	0
	% of total employee		0	0.04	0	0.11	0	0	0	0
30-50 years	Person		2	2	1	0	2	1	2	0
	% of total employee		0.08	0.08	0.04	0	0.07	0.03	0.06	0
>50 years	Person		8	2	7	4	6	5	8	9
	% of total employee		0.32	0.08	0.26	0.15	0.20	0.17	0.25	0.28

Gender Diversity

	Number of employee in management positions in revenue-generating functions	Person	7	72	8	79	7	83	6	82
		% of total employee	0.28	2.89	0.30	2.93	0.24	2.82	0.19	2.58
	Number of employee in STEM-related functions	Person	1	0	1	0	3	0	6	1
		% of total employee	0.04	0	0.04	0	0.10	0	0.19	0.03

Hiring

401-1(a)	New Employee									
	New employee hired	person	55	356	95	639	127	770	89	680
	New Employee by level									
	Top management	Person	0	0	0	1	0	0	1	2
		% of total employee	0	0	0	0.04	0	0	0.03	0.06
	Middle management	Person	0	1	5	1	1	1	2	2
		% of total employee	0	0.04	0.19	0.04	0.03	0.03	0.06	0.06
	Management	Person	1	2	1	3	1	2	0	2
		% of total employee	0.04	0.08	0.04	0.11	0.03	0.07	0.00	0.06
	Employee	Person	54	353	89	634	125	767	85	675
		% of total employee	2.17	14.15	3.30	23.53	4.24	26.04	2.68	21.27
	New Employee by age group									
	<30 years	Person	32	274	67	520	94	658	65	586
		% of total employee	1.28	10.99	2.49	19.30	3.19	22.34	2.05	18.47
	30-50 years	Person	22	81	26	118	29	109	20	92
		% of total employee	0.88	3.25	0.97	4.38	0.98	3.70	0.63	2.90
	>50 years	Person	1	1	2	1	4	3	4	2
		% of total employee	0.04	0.04	0.07	0.04	0.14	0.10	0.13	0.06
	Hiring Cost									
	Total hiring cost	Baht	60,129.85	389,204.12	64,627.55	4,347,05.31	62,768.48	380,564.8	108,343.26	827,791.2
	Average hiring cost	Baht/FTE	1,093.27	1,093.27	680.29	680.29	494.24	494.24	1,217.34	1,217.34

Turnover

Employee Turnover

401-1(b)	Employee Turnover	Person	61	380	79	470	87	534	64	478
		% of total employee	2.45	15.24	2.93	17.45	2.95	18.13	2.02	15.06
	Employee turnover by level									
	Top management	Person	0	0	2	2	3	0	0	0
		% of total employee	0	0	0.07	0.07	0.10	0	0	0
	Middle management	Person	3	6	4	1	1	2	2	0
		% of total employee	0.12	0.24	0.15	0.04	0.03	0.07	0.06	0
	Management	Person	2	5	0	6	2	6	0	3
		% of total employee	0.08	0.20	0.00	0.22	0.07	0.20	0	0.09
	Employee	Person	56	369	73	461	81	526	62	475
		% of total employee	2.25	14.80	2.71	17.11	2.75	17.85	1.95	14.97
	Employee turnover by age group									
	<30 years	Person	27	239	35	336	49	400	43	371
		% of total employee	1.08	9.58	1.30	12.47	1.66	13.58	1.36	11.69
	30-50 years	Person	33	134	40	122	28	117	18	101
		% of total employee	1.32	5.37	1.48	4.53	0.95	3.97	0.57	3.18
	>50 years	Person	1	7	4	12	10	17	3	6
		% of total employee	0.04	0.28	0.15	0.45	0.34	0.58	0.09	0.19

Voluntary Turnover

Voluntary turnover by level

	Voluntary Employee Turnover	Person	46	326	57	384	60	438	50	394
		% of total employee	1.84	13.07	2.12	14.25	2.04	14.87	1.58	12.42
	Voluntary turnover by level									
	Top management	Person	0	0	2	0	2	0	0	0
		% of total employee	0	0	0.07	0	0.07	0	0	0
	Middle management	Person	3	5	2	1	0	0	2	0
		% of total employee	0.12	0.20	0.07	0.04	0	0	0.06	0
	Management	Person	2	4	0	4	2	3	0	3
		% of total employee	0.08	0.16	0	0.15	0.07	0.10	0	0.09
	Employee	Person	41	317	53	379	56	435	48	391
% of total employee		1.64	12.71	1.97	14.07	1.90	14.77	1.51	12.32	

	Voluntary turnover by age group									
	<30 years	Person	20	201	29	275	41	329	35	305
		% of total employee	0.80	8.06	1.08	10.21	1.39	11.17	1.10	9.61
	30-50 years	Person	25	119	27	107	15	107	15	87
		% of total employee	1.00	4.77	1.00	3.97	0.51	3.63	0.47	2.74
	>50 years	Person	1	6	1	2	4	2	0	2
		% of total employee	0.04	0.24	0.04	0.07	0.14	0.07	0	0.06

Parental Leave

401-3	Parental leave	Person	0	58	0	56	0	67	0	57
		% of total employee	0	2.33	0	2.08	0	2.27	0	1.80

Collective Bargaining Agreement

407-1	Total employee covered by an independent trade union or collective bargaining agreement	Person	406	2,088	425	2,269	461	2,485	483	2,690
		% of total employee	16.28	83.72	15.78	84.22	15.65	84.35	15.22	84.78

Training and Development

Training hours

404-1	Total number of training hours	Hours	12,381.05	63,673.95	14,000.39	74,745.61	18,289.46	98,588.54	22,159.39	123,413.61
	Average training hours per FTE	Hours/FTE	4.96	25.53	5.20	27.75	6.21	33.47	6.98	38.89
	Training hours by level									
	Top management	Person	457.50	183.00	527.04	197.64	436.37	238.02	550.56	321.16
		Hours/FTE	0.18	0.07	0.20	0.07	0.15	0.08	0.17	0.10
	Middle management	Person	518.50	1,586.00	559.98	1,745.82	793.40	2,142.18	963.48	2,706.92
		Hours/FTE	0.21	0.64	0.21	0.65	0.27	0.73	0.30	0.85
	Management	Person	396.50	2,836.50	559.98	3,557.52	674.39	4,284.36	963.48	4,955.04
		Hours/FTE	0.16	1.14	0.21	1.32	0.23	1.45	0.30	1.56
	Employee	Person	11,010.50	59,078.50	12,352.50	69,239.88	16,383.71	91,915.39	19,682.52	115,434.08
		Hours/FTE	4.41	23.69	4.59	25.70	5.56	31.20	6.20	36.38

Training hours by age group

	<30 years	Person	4,087.00	32,360.50	4,908.06	38,111.58	6,823.24	51,253.64	7,891.36	63,452.04
		Hours/FTE	1.64	12.98	1.82	14.15	2.32	17.40	2.49	20.00
	30-50 years	Person	6,679.50	27,480.50	7,115.04	31,787.10	9,282.78	41,098.12	11,561.76	51,752.64
		Hours/FTE	2.68	11.02	2.64	11.80	3.15	13.95	3.64	16.31
	>50 years	Person	1,616.50	3,843.00	1,976.40	4,842.18	2,181.85	6,228.19	2,706.92	8,212.52
		Hours/FTE	0.65	1.54	0.73	1.80	0.74	2.11	0.85	2.59

Training Investment

404-1	Total amount spent in training and development	Baht	2,256,443.49	11,604,566.51	2,738,220.89	14,618,878.11	3,012,911.98	16,240,968.02	2,649,813.27	14,757,759.23
	Average amount spent on training and development	Baht/FTE	904.75	4,652.99	1,016.41	5,426.46	1,022.71	5,512.89	835.11	4,651.04

Training cost by level

	Top management	Baht	83,366.10	33,346.44	103,085.92	38,657.22	71,891.60	39,213.60	631,842.60	368,574.85
		Baht/FTE	33.43	13.37	38.27	14.35	24.40	13.31	199.13	116.16
	Middle management	Baht	94,481.58	289,002.48	109,528.79	341,472.11	130,712.00	352,922.40	1,105,724.55	3,106,559.45
		Baht/FTE	37.88	115.88	40.66	126.75	44.37	119.80	348.48	979.06
	Management	Baht	72,250.62	516,869.82	109,528.79	695,829.96	111,105.20	705,844.80	110,5724.55	5,686,583.40
		Baht/FTE	28.97	207.25	40.66	258.29	37.71	239.59	348.48	1792.18
	Employee	Baht	200,6344.14	10,765,342.38	2,416,076.25	13,542,912.74	2,699,202.80	15,142,985.20	786,996.21	4,615,576.84
		Baht/FTE	804.47	4316.50	896.84	5027.06	916.23	5140.19	248.03	1454.64

Training cost by age group

	<30 years	Baht	744,737.16	5,896,762.14	959,987.63	7,454,400.59	1,124,123.20	84,43,995.20	943,619.52	7,587,359.28
		Baht/FTE	298.61	2364.38	356.34	2767.04	381.58	2866.26	297.39	2391.23
	30-50 years	Baht	1217,145.06	5,007,523.74	1,391,659.92	6,217,369.55	1,529,330.40	6,770,881.60	1,382,512.32	6,188,388.48
		Baht/FTE	488.03	2007.83	516.58	2307.86	519.12	2298.33	435.71	1950.33
	>50 years	Baht	294,560.22	700,275.24	386,572.20	947,101.89	359,458.00	1,026,089.20	323,683.44	982,022.64
		Baht/FTE	118.11	280.78	143.49	351.56	122.02	348.30	102.01	309.49

Individual Performance Appraisal

404-3	Employee coverage under performance appraisal by Management by Objectives (MOB)	Person	383	2,008	393	2,178	431	2,360	478	2,579
		% of total employee	15.36	80.51	14.59	80.85	14.63	80.11	15.06	81.28

Individual Performance Appraisal (MOB) by level

	Top management	Person	12	7	11	8	12	6	14	8
		% of total employee	0.48	0.28	0.41	0.30	0.41	0.20	0.44	0.25
	Middle management	Person	20	52	17	54	17	54	16	58
		% of total employee	0.80	2.09	0.63	2.00	0.58	1.83	0.50	1.83
	Management	Person	12	100	14	111	17	112	21	107
		% of total employee	0.48	4.01	0.52	4.12	0.58	3.80	0.66%	3.37
	Employee	Person	339	1,849	351	2,005	385	2,188	427	2,406
		% of total employee	13.59	74.14	13.03	74.42	13.07	74.27	13.46	75.83

Individual Performance Appraisal (MOB) by age group

	<30 years	Person	123	1,003	131	1,103	155	1,207	177	1,306
		% of total employee	4.93	40.22	4.86	40.94	5.26	40.97	5.58	41.16
	30-50 years	Person	220	915	220	960	226	1,020	249	1,123
		% of total employee	8.82	36.69	8.17	35.63	7.67	34.62	7.85	35.39
	>50 years	Person	40	90	42	115	50	133	52	150
		% of total employee	1.60	3.61	1.56	4.27	1.70	4.51	1.64	4.73

Employee Engagement

	Employee engagement survey	% of actively engaged employees	99.00	99.00	99.00	99.00	86.00	86.50	86.00	86.50
		Person	236.00	1,231.00	236.00	1,231.00	196.00	1,217.00	196.00	1,217.00

	Target of employee engagement survey	% of actively engaged employees	80	80	80	80	80	80	80	80
	Employee engagement result by level									
	Top management	% of actively engaged employees	-	-	-	-	89.40	89.10	89.40	89.10
		Person	-	-	-	-	1.00	3.00	1.00	3.00
	Middle management	% of actively engaged employees	99.00	99.00	99.00	99.00	86.60	86.50	86.60	86.50
		Person	5.00	30.00	5.00	30.00	5.00	28.00	5.00	28.00
	Management	% of actively engaged employees	99.00	99.00	99.00	99.00	86.10	86.50	86.10	86.50
		Person	12.00	65.00	12.00	65.00	11.00	63.00	11.00	63.00
	Employee	% of actively engaged employees	99.00	99.00	99.00	99.00	81.90	83.86	81.90	83.86
		Person	218.00	1,137.00	218.00	1,137.00	202.00	1,100.00	202.00	1,100.00
	Employee engagement result by age group									
	<30 years	% of actively engaged employees	99.00	99.00	99.00	99.00	84.70	85.90	84.70	85.90
		Person	123.00	640.00	123.00	640.00	113.00	613.00	113.00	613.00
	30-50 years	% of actively engaged employees	99.00	99.00	99.00	99.00	86.00	86.40	86.00	86.40
		Person	97.00	505.00	97.00	505.00	91.00	492.00	91.00	492.00
	>50 years	% of actively engaged employees	99.00	99.00	99.00	99.00	87.25	87.25	87.25	87.25
		Person	16.00	86.00	16.00	86.00	14.00	90.00	14.00	90.00
	Ration of remuneration of women to men									
405-2	Executive/Top Management - Average monthly base salary only	Baht	-	-	-	-	-	-	-	-
	Executive/Top Management - Average monthly base salary + other case incentives	Baht	-	-	-	-	-	-	-	-

Management - Average monthly base salary only	Baht	47,679	47,888	49,379	48,048	53,488	49,107	63,959	51,359
Management - Average monthly base salary + other case incentives	Baht	48,339	48,905	49,943	49,013	55,103	49,930	65,973	52,239
Non-management - Average monthly base salary only	Baht	16,107	17,021	16,312	17,013	17,339	18,369	17,933	18,853
Non-management - Average monthly base salary + other case incentives	Baht	16,577	17,590	16,834	17,594	17,899	19,129	18,528	19,759

Human Rights

Human Rights Assessment

Total Human Rights assessed in last three years

412-1	Own operations						
	Total number of own operations	company	3	3	3	3	
	Number of Own operations assessed	company	2	2	2	2	
	Percentage of Own operations assessed	% of total company	67	67	67	67	
	Contractor and tier 1 suppliers						
	Total number of Contractor and tier 1 suppliers	company	963	863	914	960	
	Number of Contractor and tier 1 suppliers assessed	company	327	316	331	316	
	Percentage of Contractor and tier 1 suppliers assessed	% of total contractor company	34	37	36	33	
	Joint ventures						
	Total number of Joint ventures	company	-	-	-	-	
	Number of Joint ventures assessed	company	-	-	-	-	
	Percentage of Joint ventures assessed	% of total joint venture company	-	-	-	-	

Total assessed in last three years with risks have been identified

	Own operations						
	Number of Own operations assessed with risk identified	company assessed with risk identified	-	-	-	-	
	Percentage of Own operations assessed with risk identified	% of company assessed	-	-	-	-	
	Contractor and tier 1 suppliers						
	Number of Contractor and tier 1 suppliers assessed with risk identified	company assessed with risk identified	-	-	-	-	
	Percentage of Contractor and tier 1 suppliers assessed with risk identified	% of contractor company assessed	-	-	-	-	
	Joint ventures						
	Number of Joint ventures assessed with risk identified	company assessed with risk identified	-	-	-	-	

	Percentage of Joint ventures assessed with risk identified	% of joint venture company assessed	-	-	-	-
Total assessed in last three years with risks have been identified and risk mitigation or remediation process had been implemented in the last 12 months						
	Own operations					
	Number of Own operations	company assessed with risk identified and mitigation or remediation implemented	-	-	-	-
	Percentage of Joint ventures	% of company assessed with risk identified	-	-	-	-

Corporate Social Responsibility						
201-1	Total contribution	Million Baht	1.00	1.00	1.64	1.00
	Charitable donation	Million Baht	0	0	0	0
	Percentage of Charitable donation	% of Total contribution	0	0	0	0
	Community investment	Million Baht	1.00	1.00	1.64	1.00
	Percentage of Community investment	% of Total contribution	100	100	100	100
	Commercial initiatives	Million Baht	0.00	0.00	0.00	0.00
	Percentage of Commercial initiatives	% of Total contribution	0	0	0	0
Local community						
413-1	Total operation	Site	3	3	3	3
	Number of operations with implemented local community engagement, impact assessments, and/or development programs	Site	3	3	3	3
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	% of total site	100	100	100	100

Occupational Health & Safety										
GRI	Indicator	Unit	2021		2022		2023		2024	
Number of fatalities as a result of work-related injury										
403-9	Employee	person	0	0	0	0	0	0	0	0
	Rate per 1,000,000 hours worked	person per 1,000,000 hrs. worked	0	0	0	0	0	0	0	0
	Contractor	person	0	0	0	0	0	0	0	0

	Rate per 1,000,000 hours worked	person per 1,000,000 hrs. worked	0	0	0	0	0	0	0	0
Number of medical treatment work-related injuries										
	Employees	person	0	0	0	0	0	0	0	0
	Contractors	person	0	0	0	0	0	0	0	0
Number of recordable work-related injuries										
	Employee	person	0	0	0	0	0	0	0	0
	Rate per 1,000,000 hours worked	person per 1,000,000 hrs. worked	0	0	0	0	0	0	0	0
	Contractor	person	0	0	0	0	0	0	0	0
	Rate per 1,000,000 hours worked	person per 1,000,000 hrs. worked	0	0	0	0	0	0	0	0
Lost-Time Injury										
	Employee	person	0	0	0	0	0	0	0	0
	Rate per 1,000,000 hours worked	person per 1,000,000 hrs. worked	0	0	0	0	0	0	0	0
	Contractor	person	0	0	0	0	0	0	0	0
	Rate per 1,000,000 hours worked	person per 1,000,000 hrs. worked	0	0	0	0	0	0	0	0
Number of recordable work-related ill health										
	Employees	person	0	0	0	0	0	0	0	0
	Contractors	person	0	0	0	0	0	0	0	0

