

## Environmental Dimension

GRI		Unit	2022	2023	2024	2025
<b>GRI 302 Energy</b>						
GRI 302-1	Energy consumption within organization	MWh	22,832.18	27,316.67	28,581.02	31,911.30
	Natural gas	MWh	9,115.94	10,528.91	11,514.59	12,649.28
	Purchased electricity	MWh	12,342.01	15,141.00	14,637.00	16,848.00
	Renewable electricity	MWh	1,374.23	1,646.76	2,429.44	2,414.02
<b>GRI 305 Emissions</b>						
GRI 305-1	Scope 1 GHG emissions	tCO <sub>2</sub> e	1,842.85	1,808.57	2,071.39	2,387.11
GRI 305-2	Scope 2 GHG emissions (location-based)	tCO <sub>2</sub> e	5,504.54	6,752.89	6,469.55	7,008.77
GRI 305-3	Scope 3 GHG emissions	tCO <sub>2</sub> e	358.28	439.53	421.09	456.18
GRI 305-6	Emissions of ozone-depleting substances	t CFC-11e	0.01	0.01	0.01	0.01
<b>GRI 303 Water &amp; Effluents</b>						
GRI 303-3	Total water withdrawal	ML	68.11	86.35	92.82	96.86
	Third-party water	ML	68.11	86.35	92.82	96.86
<b>GRI 306 Waste</b>						
<b>GRI 306-3 Waste Generated</b>						
	Total waste generated	Ton	910.5	816.6	930.9	1,051.6
	Hazardous waste	Ton	73.3	59.9	66.9	76.7
	Non-hazardous waste	Ton	837.18	756.60	863.90	974.92
<b>GRI 306-4 Waste Diverted from Disposal</b>						
	Total waste diverted from disposal	Ton	47.2	39.8	44.2	51.8
	Other recovery (included energy)	Ton	47.2	39.8	44.2	51.8
<b>GRI 306-5 Waste Directed to Disposal</b>						
	Total waste directed to disposal	Ton	863.3	776.8	886.6	999.8

GRI		Unit	2022	2023	2024	2025
	Hazardous – incineration with energy recovery	Ton	26.1	20.2	22.7	24.9
	Non-hazardous – incineration with energy recovery	Ton	837.2	756.6	863.9	974.9
	Environmental contamination / spills	Cases	0	0	0	0
	Environmental violations & fines	THB	0	0	0	0

## Social Dimension

GRI		Unit	2022	2023	2024	2025
<b>GRI 2-7 Employees</b>						
	Total Employees	Persons	6,021	5,767	5,513	5,313
<b>By Gender</b>						
	Male	Persons	2,644	2,533	2,395	2,240
	Female	Persons	3,377	3,234	3,118	3,073
<b>By Management Level</b>						
<b>C-Suite / Executive Committee</b>						
	Male	Persons	4	4	4	4
	Female	Persons	1	1	1	1
<b>Senior Management</b>						
	Male	Persons	55	59	56	58
	Female	Persons	13	15	13	14
<b>Middle Management</b>						
	Male	Persons	169	154	152	167
	Female	Persons	161	174	193	220
<b>Frontline / Non-management</b>						

GRI		Unit	2022	2023	2024	2025
	Male	Persons	2,416	2,316	2,183	2,011
	Female	Persons	3,202	3,044	2,911	2,838
<b>By Age Group</b>						
	Under 30 years	Persons	2,010	1,712	1,513	1,287
	30–50 years	Persons	3,719	3,689	3,590	3,598
	Over 50 years	Persons	292	366	410	428
<b>GRI 401 Employment</b>						
GRI 401-1	Total New Employees	Persons	973	841	1,161	1,093
<b>By Gender</b>						
	Male	Persons	436	441	534	497
	Female	Persons	537	430	627	596
<b>By Age Group</b>						
	Under 30 years	Persons	514	473	655	558
	30–50 years	Persons	447	363	487	516
	Over 50 years	Persons	12	5	19	19
GRI 401-1	Total Employee Turnover	Persons	1,012	1,305	1,391	1,221
<b>By Gender</b>						
	Male	Persons	412	625	633	634
	Female	Persons	600	680	758	587
<b>By Age Group</b>						
	Under 30 years	Persons	452	605	549	492
	30–50 years	Persons	526	663	789	683
	Over 50 years	Persons	34	37	53	46
<b>GRI 403 Occupational Health &amp; Safety</b>						

GRI		Unit	2022	2023	2024	2025
GRI 403-4	Worker participation and consultation on occupational health and safety	Persons	1,423	2,304	1,734	2,086
GRI 403-5	Occupational Health and Safety Training	Hours	4,259	3,851	3,885	4,563
GRI 403-8	Workers covered by Occupational Health and Safety management system	%	100	100	100	100
	Employees covered	% of Total Employees	100	100	100	100
	Contractors/non-employees covered	%	100	100	100	100
<b>GRI 403-9</b>	<b>Work-related injuries</b>					
	<b>Employees</b>					
	Fatalities from work-related injury	Cases	0	0	0	0
	High-consequence injuries (excluded fatalities)	Cases	0	0	0	0
	Recordable injuries	Cases	7	4	5	4
	Lost-time injuries (LTI)	Cases	7	4	5	4
	Lost time days	Days	40	9	55	68
	Total hours worked	Hours	2,166,887	2,287,554	2,258,160	2,390,689
	Lost Time Injury Rate (LTIR)	Cases per 1,000,000 working hours	0.59	0.35	0.44	0.33
	Total Recordable Incident Rate (TRIR)	Cases per 1,000,000 working hours	0.59	1.75	2.21	0.42
	<b>Contractors</b>					
	Fatalities from work-related injury	Cases	0	0	0	0
	High-consequence injuries (excluded fatalities)	Cases	0	0	0	0
	Recordable injuries	Cases	0	0	0	0
	Lost-time injuries (LTI)	Cases	0	0	0	0
	Total hours worked	Hours	165,224	195,883	89,972	71,787

GRI		Unit	2022	2023	2024	2025
	Lost Time Injury Rate (LTIR)	Cases per 1,000,000 working hours	0	0	0	0
	Total Recordable Incident Rate (TRIR)	Cases per 1,000,000 working hours	0	0	0	0
GRI 403-10	Work-related ill health	Cases	0	0	0	0
<b>Employees</b>						
	Fatalities from work-related ill health	Cases	0	0	0	0
	Recordable work-related ill health cases	Cases	0	0	0	0
<b>Contractors</b>						
	Fatalities from work-related ill health	Cases	0	0	0	0
	Recordable work-related ill health cases	Cases	0	0	0	0
<b>GRI 404 Training and Education</b>						
GRI 404-1	Total training hours per year	Hours	49,892	70,000	83,494	74,549
<b>GRI 405 Diversity and Equal Opportunity</b>						
GRI 405-1	Employees with disabilities	Persons	0	0	0	0

## Governance and Economic Dimension

GRI		Unit	2022	2023	2024	2025
<b>GRI 201-1</b>	<b>Direct economic value generated &amp; distributed</b>					
	Revenue / Economic value generated	THB million	14136	15686	15681	15344
	Operating costs	THB million	4686	5298	5129	5387
	Employee wages & benefits paid	THB million	2259	2476	2303	2404
	Payments to capital providers (dividends, interest)	THB million	924	1404	1439	1395
	Taxes paid to government	THB million	363	389	423	362

GRI		Unit	2022	2023	2024	2025
	Community investment	THB million	7	0.5	-	-
	Economic value retained	THB million	7542	8316	8841	9416
<b>GRI 2-9 Governance structure and composition</b>						
	Total board members	Persons	10	10	11	11
	Executive directors	Persons	2	2	2	2
	Non-executive directors	Persons	4	4	3	3
	Independent non-executive directors	Persons	4	4	5	5
<b>By Gender</b>						
	Male directors	Persons	9	9	9	9
	Female directors	Persons	1	1	2	2
<b>By Age Group</b>						
	Under 30 years	Persons	0	0	0	0
	30–50 years	Persons	1	1	1	1
	Over 50 years	Persons	9	9	10	10
<b>By Nationality</b>						
	Thai	Persons	7	7	8	8
	Other	Persons	3	3	3	3
	Average board tenure	Years	8	9	10	11
	Independent directors	% per total board members	40	40	45.5	45.5
	Female directors	% per total board members	10	10	18.18	18.18
	Board meeting attendance rate	%	96	95.8	88.27	97.45
	Board meetings held in year	Meeting	5	7	7	7