

PERFORMANCE DATA

Economic Performance

Standard Requirements		Unit	2022	2023	2024	2025
Revenue						
GRI 201-1	Total Revenue From Operations	Thousand Baht	4,087,242	4,118,870	3,966,090	3,741,475
	Production of printing and distributions of books	Thousand Baht	2,129,288	2,385,387	2,434,435	2,301,848
	Organization exhibitions, production and advertising through printing and online media	Thousand Baht	670,620	710,061	681,400	664,162
	Production and providing advertising through television media	Thousand Baht	1,287,334	1,023,422	850,255	775,465
Procurement Practices						
SET ESG	Supplier Management					
	Tier 1 suppliers (direct suppliers)	Supplier	-	-	3,369	3,012
	Critical Tier 1 suppliers	Supplier	-	-	1,549	1,277
GRI 204-1	Local Procurement (Thailand)					
	Number of suppliers in Thailand	Supplier	-	-	3,342	3,000
	Procurement value in Thailand	Thousand Baht	-	-	1,020,608	802,624
	Procurement value outside Thailand	Thousand Baht	-	-	44,947	35,894
	Total procurement value	Thousand Baht	-	-	1,065,555	838,518
	Local procurement ratio	%	-	-	95.78%	95.72%
SET ESG	Critical Suppliers Committed to the Supplier Code of Conduct					
	Percentage of critical Tier 1 suppliers acknowledging compliance with the Supplier Code of Conduct during the reporting year	%	100%	100%	100%	100%

Environmental Performance

Standard Requirements		Unit	2022	2023	2024	2025
Materials						
GRI 301-1	Total Materials Used	Kg	-	-	-	4,155,260
	Non-renewable materials used	Kg	-	-	-	55,383
	- Consumable materials	Kg	-	-	-	35,525
	- Chemicals used in the production process	Kg	-	-	-	19,858
	Renewable Materials Used	Ton	-	-	-	4,119.73
	- Paper	Ton	-	-	-	4,119.73
	Recycled Input Materials Used	Ton	-	-	-	1,163.38
	- Recycled paper	Ton	-	-	-	1,163.38
Energy						
GRI 302-1	Total Energy Consumption Within Organization	MJ	33,255,129.60	39,099,235.62	38,160,735.46	44,426,644.07
	Total Energy consumption within organization from non-renewable fuel	MJ	-	3,770,588.82	3,531,741.46	7,618,868.87
	Total Non-renewable Fuel Consumption	MJ	-	3,034,947.74	2,918,449.76	6,074,619.69
	- LPG	kg	-	702.00	336.00	4.08
		MJ	-	34,018.44	16,282.33	192.98
	- Diesel	Litre	-	62,841	63,381.88	166,788.21
		MJ	-	2,288,669.22	2,308,368.07	6,074,426.71
	Total Non-renewable Fuel mixed with Renewable Fuel Consumption	MJ	-	735,641.08	613,291.71	1,544,249.18
	- Diesel B7	Litre	-	-	-	4,375.61
		MJ	-	-	-	155,547.25
	- Gasohol 91	Litre	-	-	-	0
		MJ	-	-	-	0
	- Gasohol 95	Litre	-	23,381.00	19,492.35	2,995.03
		MJ	-	712,260.08	593,799.36	91,238.20
	- Gasohol E20	Litre	-	-	-	44,061.73
		MJ	-	-	-	1,297,463.73

Standard Requirements		Unit	2022	2023	2024	2025	
GRI 302-1	Total Renewable Energy and Renewable Energy Consumption	MJ	33,255,129.60	35,328,646.80	34,628,994.00	36,807,775.20	
	Total renewable Energy	MJ	33,255,129.60	33,930,450.00	31,182,415.20	33,074,643.60	
	- Non-renewable energy purchased	MWh	9,237.54	9,425.13	8,661.78	9,187.40	
	- Non-renewable energy purchased	MJ	33,255,129.60	33,930,450.00	31,182,415.20	33,074,643.60	
	- Non-renewable energy sold	MWh	0	0	0	0	
	- Non-renewable energy sold	MJ	0	0	0	0	
	Total Renewable Energy	MJ	-	1,398,196.80	3,446,578.80	3,733,131.60	
	Alternative energy generated for consumption	MJ	-	1,398,196.80	3,446,578.80	3,733,131.60	
	- Solar Cell	MWh	-	388.39	957.38	1,036.99	
	- Solar Cell	MJ	-	1,398,196.80	3,446,578.80	3,733,131.60	
	Renewable energy purchased	MWh	-	0	0	0	
	Renewable energy purchased	MJ	-	0	0	0	
	Renewable energy sold	MWh	-	0	0	0	
	Renewable energy sold	MJ	-	0	0	0	
	Total Energy Cost	Baht	3,992,474	45,403,149	37,356,865	32,993,732.50	
	Water and Effluents						
	GRI 303-3	Total Water Withdrawal by Source (With + Without Water Stress)	m³	47,221	65,500	63,267	52,279
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	47,221	65,500	63,267	52,279	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Surface water		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Ground water		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Seawater		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Produced water		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Third-party water		m³	47,221	65,500	63,267	52,279	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	47,221	65,500	63,267	52,279	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Total Water Withdrawal by Source (Without Water Stress)		m³	47,221	65,500	63,267	52,279	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	47,221	65,500	63,267	52,279	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Surface water		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Ground water		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Seawater		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Produced water		m³	0	0	0	0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Other water (>1,000 mg/L Total Dissolved Solids)		m ³	0	0	0	0	
Third-party water	m³	47,221	65,500	63,267	52,279		
Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	47,221	65,500	63,267	52,279		
Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0		
Total Water Withdrawal by Source (With Water Stress)	m³	0	0	0	0		
Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0		
Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0		

	Standard Requirements	Unit	2022	2023	2024	2025
GRI 303-3	Surface water	m ³	0	0	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Ground water	m ³	0	0	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Seawater	m ³	0	0	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Produced water	m ³	0	0	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Third-party water	m ³	0	0	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0	0	0
GRI 303-4	Total Water Discharge (With + Without Water Stress)	m³	100	100	100	2,182.30
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Surface water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	100	100	100	2,182.30
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Ground water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Sea water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Third-party / municipality water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Total Water Discharge (Without Water Stress)	m³	100	100	100	2,182.30
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Surface water	m³	100	100	100	2,182.30
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	100	100	100	2,182.30
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Ground water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Sea water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Third-party for other organization water discharge	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Total Water Discharge (With Water Stress)	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0
	Surface water	m³	0	0	0	0
	Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0
Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
Ground water discharge	m³	0	0	0	0	
Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
Sea water discharge	m³	0	0	0	0	
Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
Third-party for other organization water discharge	m³	0	0	0	0	
Freshwater (≤ 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
Other water (> 1000 mg/L total dissolved solids)	m ³	0	0	0	0	
COD in treated wastewater discharged	Ton	-	-	-	45.92	

Standard Requirements		Unit	2022	2023	2024	2025	
GRI 303-4	BOD in treated wastewater discharged	Ton	-	-	-	6.58	
	TSS in treated wastewater discharged	Ton	-	-	-	20.50	
	Total volume of recycled/reused water	m ³	-	-	-	192.21	
	Percentage of recycled/reused water	%	-	-	-	0.37	
	Total water-related expenses	Baht	756,686	1,049,161	1,008,926	858,331.66	
GRI 303-5	Total Water Consumption (With + Without Water Stress)	m ³	47,221	65,500	63,267	52,273	
Solid Waste							
GRI 306-4	Total Weight of Waste Generated	Ton	1,776.34	1,509.49	1,373.42	1,458.14	
	- Total non-hazardous waste	Ton	1,480.09	1,485.44	1,342.90	1,425.64	
	- Total hazardous waste	Ton	296.25	24.05	30.52	32.50	
	Non-hazardous Waste - Waste Diverted from Disposal (off-site management)	Ton	0	0.57	6	1,213.24	
	- Reuse	Ton	0	0	0	0	
	- Recycling: Downcycling	Ton	0	0	0	35.38	
	- Recycling: Upcycling	Ton	0	0.57	5.76	0.87	
	- Composting	Ton	0	0	0	0.49	
	- Anaerobic Digestion	Ton	0	0	0	0	
	- Other recovery	Ton	0	0	0	0	
- Segregated for sale	Ton	0	0	0	1,176.50		
GRI 306-5	Non-hazardous Waste - Waste Directed to Disposal (off-site management)	Ton	1,480.09	1,484.87	1,337.15	212.40	
	- landfill	Ton	1,480.09	1,484.87	1,337.15	212.40	
	- Incineration with energy recovery	Ton	0	0	0	0	
	- Incineration without energy recovery	Ton	0	0	0	0	
	- Treated through various methods (e.g. chemical stabilization)	Ton	0	0	0	0	
	- Other	Ton	0	0	0	0	
GRI 306-4	Hazardous Waste - Waste Diverted from Disposal	Ton	0.83	1	1.13	0	
	- Reuse	Ton	0.83	1	0	0	
	- Recycling: Downcycling	Ton	0	0	0	0	
	- Recycling: Upcycling	Ton	0	0	0	0	
	- Composting	Ton	0	0	0	0	
	- Anaerobic Digestion	Ton	0	0	0	0	
	- Other recovery	Ton	0	0	0	0	
	- Segregated for sale	Ton	0	0	0	0	
GRI 306-5	Hazardous Waste - Waste Directed to Disposal	Ton	295.42	23.25	29.39	32.50	
	- Landfill	Ton	0.61	1.60	1.97	1.38	
	- Incineration with energy recovery	Ton	25.28	13.92	19.23	28.56	
	- Incineration without energy recovery	Ton	266.24	0	0	0	
	- Treated through various methods (e.g., chemical stabilization)	Ton	3.29	7.53	8.19	2.56	
	- Other	Ton	0	0	0	0	
	Spills						
	Fuel spills						
	- Number of fuel spills	Cases	-	-	-	0	
	- Amount of fuel spills	Litre	-	-	-	0	
Oil spills							
- Number of oil spills	Cases	-	-	-	1		
- Amount of oil spills	Litre	-	-	-	10		
Chemical spills							
- Number of chemical spills	Cases	-	-	-	0		
- Amount of chemical spills	Litre	-	-	-	0		
Hazardous Waste spills							
- Number of hazardous waste spills	Cases	-	-	-	0		
- Amount of hazardous waste spills	Litre	-	-	-	0		
- Amount of hazardous waste spills	Kg	-	-	-	0		
Other spills							
- Number of other spills	Cases	-	-	-	0		
- Other spills	Litre	-	-	-	0		

Standard Requirements		Unit	2022	2023	2024	2025
GRI 2-27	Environmental Compliance					
	- Number of written complaints received from regulatory authorities that did not result in fines or penalties	Cases	0	0	0	0
	- Number of monetary sanctions	Cases	0	0	0	0
	- Fines for non-compliance case	Baht	0	0	0	0
	- Number of non-monetary sanctions	Cases	0	0	0	0
	- Case brought through dispute resolution mechanisms	Cases	0	0	0	0
Emissions						
GRI 305-1	Direct (Scope 1) GHG emissions*	tCO ₂ e	-	403.67	255.02	834.93
GRI 305-2	Energy indirect (Scope 2) GHG emissions*	tCO ₂ e	4,607.24	4,698.30	4,330.02	4,364.04
GRI 305-3	Other indirect (Scope 3) GHG emissions**	tCO ₂ e	-	-	-	10,513.09
	- Cat. 1 Purchased goods and services	tCO ₂ e	-	-	-	8,744.83
	- Cat. 3 Fuel- and energy related activities	tCO ₂ e	-	-	-	470.74
	- Cat. 4 Upstream transportation and distribution	tCO ₂ e	-	-	-	86.02
	- Cat. 5 Waste generated in operations	tCO ₂ e	-	-	-	95.18
	- Cat. 6 Business travel	tCO ₂ e	-	-	-	6.44
	- Cat. 7 Employee commuting	tCO ₂ e	-	-	-	1,095.07
	- Cat. 9 Downstream transportation and distribution	tCO ₂ e	-	-	-	14.81
	Scope 1 and 2 GHG emissions	tCO ₂ e	-	-	-	5,198.97
	Scope 1, 2 and 3 GHG emissions	tCO ₂ e	-	-	-	15,712.06
GRI 305-5	Reduction of GHG emissions	tCO ₂ e	0.09	212.78	531.59	460

Note:
* Covers Amarin Corporations Public Company Limited, AME Imaginative Company Limited, Amarin Book Center Company Limited, Amarin Television Company Limited, Amarin Omniverse Company Limited, and Dek-D Interactive Company Limited.
** Covers Amarin Corporations Public Company Limited, AME Imaginative Company Limited and Amarin Omniverse Company Limited.

Social Performance

Standard Requirements		Unit	2022	2023	2024	2025
Employees						
GRI 2-7	Total Number of Employees	Person	2,169	2,255	2,282	2,205
	- Male	Person	926	923	909	882
		%	42.69%	40.93%	39.83%	40%
	- Female	Person	1,243	1,332	1,373	1,323
		%	57.31%	59.07%	60.17%	60%
	Total Permanent Employees	Person	-	-	-	2,159
	- Male	Person	-	-	-	860
		%	-	-	-	40%
	- Female	Person	-	-	-	1,299
		%	-	-	-	60%
	Total Temporary Employees	Person	-	-	-	46
	- Male	Person	-	-	-	22
		%	-	-	-	47.83%
	- Female	Person	-	-	-	24
		%	-	-	-	52.17%
	Total Non-Employee Workers	Person	-	-	-	120
	- Male	Person	-	-	-	83
		%	-	-	-	69.17%
	- Female	Person	-	-	-	37
		%	-	-	-	30.83%
	Employee by Age Group					
	- Employees aged under 30 years	Person	-	613	609	437
	- Employees aged 30-50 years	Person	-	1,472	1,474	1,502
	- Employees aged over 50 years	Person	-	170	199	220
	Male Employees by Age Group					
	- Employees aged under 30 years	Person	-	212	210	142
	- Employees aged 30-50 years	Person	-	634	614	625
	- Employees aged over 50 years	Person	-	77	85	93

	Standard Requirements	Unit	2022	2023	2024	2025	
GRI 2-7	Female Employees by Age Group						
	- Employees aged under 30 years	Person	-	401	399	295	
	- Employees aged 30–50 years	Person	-	838	860	877	
	- Employees aged over 50 years	Person	-	93	114	127	
	Employees by Level						
	- Operational level employees	Person	-	-	1,710	1,844	
	- Management level employees	Person	-	-	521	277	
	- Executive level employees	Person	-	-	51	38	
	Male Employees by Level						
	- Operational level employees	Person	-	-	687	739	
	- Management level employees	Person	-	-	197	105	
	- Executive level employees	Person	-	-	25	16	
	Female Employees by Level						
	- Operational level employees	Person	-	-	1,023	1,105	
	- Management level employees	Person	-	-	324	172	
	- Executive level employees	Person	-	-	26	22	
	Employee by Geographic Location						
	Male employees working in Thailand	Person		-	-	339	860
	- Bangkok Metropolitan Region (Bangkok and Metropolitan Area: Pathum Thani, Nonthaburi, Nakhon Pathom, Samut Prakan, Samut Sakhon, and Samut Songkhram)	Person	-	-	162	841	
	- Northern Region (Chiang Rai, Nan, Phayao, Chiang Mai, Mae Hong Son, Phrae, Lampang, Lamphun, and Uttaradit)	Person	-	-	7	5	
	- Central Region (Phitsanulok, Sukhothai, Phetchabun, Phichit, Kamphaeng Phet, Nakhon Sawan, Lopburi, Chai Nat, Uthai Thani, Sing Buri, Ang Thong, Saraburi, Phra Nakhon Si Ayutthaya, Suphan Buri, and Nakhon Nayok)	Person	-	-	123	3	
	- Northeastern Region (Nong Khai, Nakhon Phanom, Sakon Nakhon, Udon Thani, Bueng Kan, Nong Bua Lamphu, Loei, Mukdahan, Kalasin, Khon Kaen, Amnat Charoen, Yasothon, Roi Et, Maha Sarakham, Chaiyaphum, Nakhon Ratchasima, Buriram, Surin, Si Sa Ket, and Ubon Ratchathani)	Person	-	-	40	5	
	- Southern Region (Chumphon, Ranong, Surat Thani, Nakhon Si Thammarat, Krabi, Phang Nga, Phuket, Phatthalung, Trang, Pattani, Songkhla, Satun, Narathiwat, and Yala)	Person	-	-	3	2	
- Eastern Region (Sa Kaeo, Prachin Buri, Chachoengsao, Chon Buri, Rayong, Chanthaburi, and Trat)	Person	-	-	4	3		
- Western Region (Tak, Kanchanaburi, Ratchaburi, Phetchaburi, and Prachuap Khiri Khan)	Person	-	-	-	1		
Female Employees Working in Thailand	Person		-	-	560	1,299	
- Bangkok Metropolitan Region (Bangkok and Metropolitan Area: Pathum Thani, Nonthaburi, Nakhon Pathom, Samut Prakan, Samut Sakhon, and Samut Songkhram)	Person	-	-	291	1,215		
- Northern Region (Chiang Rai, Nan, Phayao, Chiang Mai, Mae Hong Son, Phrae, Lampang, Lamphun, and Uttaradit)	Person	-	-	8	5		
- Central Region (Phitsanulok, Sukhothai, Phetchabun, Phichit, Kamphaeng Phet, Nakhon Sawan, Lopburi, Chai Nat, Uthai Thani, Sing Buri, Ang Thong, Saraburi, Phra Nakhon Si Ayutthaya, Suphan Buri, and Nakhon Nayok)	Person	-	-	192	11		
- Northeastern Region (Nong Khai, Nakhon Phanom, Sakon Nakhon, Udon Thani, Bueng Kan, Nong Bua Lamphu, Loei, Mukdahan, Kalasin, Khon Kaen, Amnat Charoen, Yasothon, Roi Et, Maha Sarakham, Chaiyaphum, Nakhon Ratchasima, Buriram, Surin, Si Sa Ket, and Ubon Ratchathani)	Person	-	-	50	42		

Standard Requirements		Unit	2022	2023	2024	2025	
GRI 2-7	- Southern Region (Chumphon, Ranong, Surat Thani, Nakhon Si Thammarat, Krabi, Phang Nga, Phuket, Phatthalung, Trang, Pattani, Songkhla, Satun, Narathiwat, and Yala)	Person	-	-	10	10	
	- Eastern Region (Sa Kaeo, Prachin Buri, Chachoengsao, Chon Buri, Rayong, Chanthaburi, and Trat)	Person	-	-	9	12	
	- Western Region (Tak, Kanchanaburi, Ratchaburi, Phetchaburi, and Prachuap Khiri Khan)	Person	-	-	0	4	
	Employees working overseas						
	Total working overseas	Person	0	0	0	0	
	- Male employees working overseas	Person	0	0	0	0	
	- Female employees working overseas	Person	0	0	0	0	
	Employment of Persons with Disabilities						
	Total employees with disabilities	Person	9	10	16	13	
	Employees with disabilities						
		Person	9	10	16	13	
		%	0.41%	0.44%	0.70%	0.60%	
	- Male	Person	-	-	11	9	
	- Female	Person	-	-	5	4	
	Workers with disabilities who are not employees						
	- Male	Person	-	-	-	0	
	- Female	Person	-	-	-	0	
Employment							
GRI 401-1	New Employee Hires and Employee Turnover						
	Total new hires						
		Person	-	-	-	327	
	- Male	Person	-	-	-	121	
		%	-	-	-	37%	
	- Female	Person	-	-	-	206	
		%	-	-	-	63%	
	New Hires by Age						
	- Employee age group over 50	Person	-	-	-	10	
		%	-	-	-	3.06%	
	- Employee age group 30-50	Person	-	-	-	137	
		%	-	-	-	41.90%	
	- Employee age group under 30	Person	-	-	-	180	
		%	-	-	-	55.05%	
	New hires by Geographic Location						
	- Bangkok Metropolitan Region (Bangkok and Metropolitan Area: Pathum Thani, Nonthaburi, Nakhon Pathom, Samut Prakan, Samut Sakhon, and Samut Songkhram)	Person	-	-	-	310	
	- Northern Region (Chiang Rai, Nan, Phayao, Chiang Mai, Mae Hong Son, Phrae, Lampang, Lamphun, and Uttaradit)	Person	-	-	-	5	
	- Central Region (Phitsanulok, Sukhothai, Phetchabun, Phichit, Kamphaeng Phet, Nakhon Sawan, Lopburi, Chai Nat, Uthai Thani, Sing Buri, Ang Thong, Saraburi, Phra Nakhon Si Ayutthaya, Suphan Buri, and Nakhon Nayok)	Person	-	-	-	0	
	- Northeastern Region (Nong Khai, Nakhon Phanom, Sakon Nakhon, Udon Thani, Bueng Kan, Nong Bua Lamphu, Loei, Mukdahan, Kalasin, Khon Kaen, Amnat Charoen, Yasothon, Roi Et, Maha Sarakham, Chaiyaphum, Nakhon Ratchasima, Buriram, Surin, Si Sa Ket, and Ubon Ratchathani)	Person	-	-	-	6	
	- Southern Region (Chumphon, Ranong, Surat Thani, Nakhon Si Thammarat, Krabi, Phang Nga, Phuket, Phatthalung, Trang, Pattani, Songkhla, Satun, Narathiwat, and Yala)	Person	-	-	-	3	
	- Eastern Region (Sa Kaeo, Prachin Buri, Chachoengsao, Chon Buri, Rayong, Chanthaburi, and Trat)	Person	-	-	-	3	

Standard Requirements		Unit	2022	2023	2024	2025
GRI 401-1	- Western Region (Tak, Kanchanaburi, Ratchaburi, Phetchaburi, and Prachuap Khiri Khan)	Person	-	-	-	0
Employee Turnover by Geographic Location						
	- Bangkok Metropolitan Region (Bangkok and Metropolitan Area: Pathum Thani, Nonthaburi, Nakhon Pathom, Samut Prakan, Samut Sakhon, and Samut Songkhram)	Person	-	-	-	359
	- Northern Region (Chiang Rai, Nan, Phayao, Chiang Mai, Mae Hong Son, Phrae, Lampang, Lamphun, and Uttaradit)	Person	-	-	-	6
	- Central Region (Phitsanulok, Sukhothai, Phetchabun, Phichit, Kamphaeng Phet, Nakhon Sawan, Lopburi, Chai Nat, Uthai Thani, Sing Buri, Ang Thong, Saraburi, Phra Nakhon Si Ayutthaya, Suphan Buri, and Nakhon Nayok)	Person	-	-	-	2
	- Northeastern Region (Nong Khai, Nakhon Phanom, Sakon Nakhon, Udon Thani, Bueng Kan, Nong Bua Lamphu, Loei, Mukdahan, Kalasin, Khon Kaen, Amnat Charoen, Yasothorn, Roi Et, Maha Sarakham, Chaiyaphum, Nakhon Ratchasima, Buriram, Surin, Si Sa Ket, and Ubon Ratchathani)	Person	-	-	-	11
	- Southern Region (Chumphon, Ranong, Surat Thani, Nakhon Si Thammarat, Krabi, Phang Nga, Phuket, Phatthalung, Trang, Pattani, Songkhla, Satun, Narathiwat, and Yala)	Person	-	-	-	4
	- Eastern Region (Sa Kaeo, Prachin Buri, Chachoengsao, Chon Buri, Rayong, Chanthaburi, and Trat)	Person	-	-	-	2
	- Western Region (Tak, Kanchanaburi, Ratchaburi, Phetchaburi, and Prachuap Khiri Khan)	Person	-	-	-	0
Voluntary Turnover						
	Total voluntary employee turnover	Person	496	594	516	384
		%	22.87%	26.34%	22.61%	17.79%
	- Male	Person	201	246	219	144
		%	21.71%	26.65%	24.09%	6.67%
	- Female	Person	295	348	297	240
		%	23.73%	26.13%	21.63%	11.12%
Employee Turnover by Age						
	- Employee age group over 50	Person	-	-	-	26
		%	-	-	-	6.77%
	- Employee age group 30-50	Person	-	-	-	196
		%	-	-	-	51.03%
	- Employee age group under 30	Person	-	-	-	162
		%	-	-	-	42.18%
	Employee engagement survey results	Yes / No	Yes	Yes	Yes	Yes
GRI 401-3	Parental leave					
	Employees entitled to parental leave	Person	-	-	-	2,159
	Employees who took parental leave	Person	-	-	-	6
	Employees returning to work	Person	-	-	-	5
	Employees retained after 12 months	Person	-	-	-	-
Diversity and Equal Opportunity						
GRI 405-2	Remuneration					
	Total employee remuneration	Baht	-	907,493,902	1,055,079,226	1,023,299,827.87
Remuneration by Gender						
	- Male	Baht	-	-	448,406,205	424,017,186.69
	- Female	Baht	-	-	606,673,021	599,282,641.18
	Average employee remuneration	Baht / Person	-	402,436.32	2,191,598	2,535,660.41
	Average remuneration of male employees	Baht / Person	-	-	2,294,570	2,510,560.47

Standard Requirements		Unit	2022	2023	2024	2025
GRI 401-1	Average remuneration of female employees	Baht / Person	-	-	2,108,808	2,478,665.73
	Ratio of basic salary and remuneration of women to men	%	-	-	1.35	1.41
Provident Fund (PVD)						
SET ESG	Provident Fund (PVD)					
	Employees eligible for PVD	Person	2,169	2,255	2,282	2,028
	Employees participating in PVD	Person	718	1,651	1,692	1,691
	PVD participation rate / total employees	%	33.10%	73.22%	74.15%	78.32%
	Participation rate of eligible employees in PVD	%	33.10%	73.22%	74.15%	83.38%
	Employer contribution to PVD as a percentage of total employee remuneration	%	-	3.08%	2.19%	2.04%
	Total Value of the Provident Fund					
	Company contributions to the provident fund	Baht	-	27,944,531	20,155,555.36	20,920,864.95
	Employee contributions to the provident fund	Baht	-	27,944,531	20,155,555.36	20,920,864.95
Training and Education						
GRI 404-1	Employee Development					
	Total training hours	Hour	-	-	-	14,496
	Average training hours per employee	Hour / Person / Year	59.15	6.06	9.17	5
	Training Hours by Gender					
	- Male	Hour / Person	-	-	-	5.51
	- Female	Hour / Person	-	-	-	4.79
	Training Hours by Level					
	- Operational level employees	Hour / Person	-	-	-	5
	- Management level employees	Hour / Person / Year	-	-	-	5
	- Executive level employees	Hour / Person / Year	-	-	-	6
	Training and development expenditure	Baht	3,084,377	3,545,334	1,858,333.38	1,508,911.05
GRI 404-3	Performance and Career Development Review					
	Employees receiving performance and career development reviews	Person	-	-	-	2,159
		%	-	-	-	100%
	Performance Review by Gender					
	- Male	Person	-	-	-	860
	- Female	Person	-	-	-	1,299
	Performance Review by Level					
	Operational level employees	Person	-	-	-	1,777
	Management level employees	Person	-	-	-	269
	Executive level employees	Person	-	-	-	37
Human Rights						
SET ESG	Human Rights Violations					
	Total number of significant incidents of social or human rights violations	Cases	0	0	0	0
	Labor disputes	Cases	0	0	0	0
	Consumer rights violation complaints	Cases	0	0	0	0
	Supplier rights violation complaints	Cases	0	0	0	0
	Community-related disputes	Cases	0	0	0	0
	Cybersecurity or customer data breach incidents	Cases	0	0	0	0
	Occupational health and safety incidents	Cases	0	0	0	0
Occupational Health and Safety						
GRI 403-9	Total working hours	Hour	4,251,240	4,419,800	4,278,680	5,457,922.45
	- Employee	Hour	4,251,240	4,419,800	4,278,680	5,012,686.45
	- Contractor	Hour	-	-	-	445,236
	Employee lost time injury cases	Cases	-	4	2	3
	Employees with lost time injuries (≥1 day)	Person	-	4	1	3
	Lost Time Injury Frequency Rate (LTIFR) – employees	Cases per 1,000,000 hours worked	-	0.91	0.47	0.60

Standard Requirements		Unit	2022	2023	2024	2025
GRI 403-9	Contractor lost time injury cases	Cases	-	-	-	0
	Contractors with lost time injuries (≥1 day)	Person	-	-	-	0
	Lost Time Injury Frequency Rate (LTIFR) – contractors	Cases per 1,000,000 hours worked	-	-	-	0
Public Policy						
GRI 415-1	Political Contributions					
	Monetary or in-kind political contributions	Baht	0	0	0	0
Local Communities						
SET ESG	Community / Social Responsibility					
GRI 413-1	Total value of contributions	Baht	-	-	-	1,203,250
	Charitable donations	Baht	-	-	-	1,203,250
	Community development investment	Baht	-	-	-	0
	Commercial investments with social benefits	Baht	-	-	-	0
	Number of community projects	Projects	-	-	-	10
	Resources Allocated for Community Support					
	Community program management expenses	Baht	-	-	-	720,000
	Employee volunteer hours	Hour	-	-	-	18,000
	Number of participating employees	Person	-	-	-	150
	Monetary donations	Baht	-	-	-	1,125,000
In-kind donations (products or services)	Baht	-	-	-	78,250	