

ESG Performance Data Table

Economic Performance

GRI		Unit	2023	2024	2025	2025 Target
Economic Performance						
201-1	Total assets	Million Baht	14,070.7	15,300.1	18,393.2	
	Total liabilities	Million Baht	10,481.0	10,541.7	8,693.6	
	Total equity	Million Baht	3,589.8	4,758.3	9,699.5	
	Total revenues	Million Baht	12,832.2	16,214.4	20,198.7	
	Total expenses	Million Baht	10,715.9	13,547.4	16,341.1	
	Total operating costs	Million Baht	8,566.4	10,632.4	12,644.3	
	Net profit	Million Baht	1,381.1	1,780.3	2,631.4	
	EBITDA	Million Baht	3,854.2	4,795.8	6,382.6	
	Total employee-related expenses (salaries and benefits)	Million Baht	1,621.6	2,233.0	2,815.8	
	Taxes paid to the government (income tax expenses)	Million Baht	421.1	511.9	761.1	
	Payments to providers of capital (finance costs)	Million Baht	123.6	134.6	99.0	
	Payments to providers of capital (dividends)	Million Baht	2,540.2	649.4	1,246.7	
Customer Relationship Management						
	Total number of customer complaints received	Cases	1,451	1,925	2,165	
	Total number of customer complaints resolved	Cases	1,451	1,925	2,165	
	Customer satisfaction score	Percent	N/A	97.1%*	97.5%	

*The Company began collecting data in June 2024.

Environmental Performance

GRI		Unit	2023	2024	2025	2025 Target
GHG Emissions						
102-4	Total GHG emissions (scope 1 and scope 2)	Metric tons of CO ₂ equivalent (tCO ₂ e)	4,325.00	5,038.00	7,213.00	
305-1 (a)	Gross direct (Scope 1) GHG emissions	Metric tons of CO ₂ equivalent (tCO ₂ e)	3,658.00	4,094.00	5,808.00	
305-2 (a)	Gross location-based energy indirect (Scope 2) GHG emissions	Metric tons of CO ₂ equivalent (tCO ₂ e)	667.00	944.00	1,405.00	
305-2 (b)	Gross market-based energy indirect (Scope 2) GHG emissions	Metric tons of CO ₂ equivalent (tCO ₂ e)	0	0	0	
305-1 (c)	Total biogenic CO ₂ emissions	Metric tons of CO ₂ equivalent (tCO ₂ e)	260	282	312	
305-4 (a)	GHG emissions intensity (Scope 1 and Scope 2)	Metric tons of CO ₂ equivalent (tCO ₂ e) / Million Baht of revenue	0.34	0.31	0.36	
305-3 (a)	Gross other indirect (Scope 3) GHG emissions	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
305-3 (d)	Other indirect (Scope 3) GHG emissions					
	Purchased goods and services	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Upstream transportation and distribution	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Downstream transportation and distribution	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Use of sold products	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	

GRI		Unit	2023	2024	2025	2025 Target
	Waste generated in operations	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Business travel	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	End-of-life treatment of sold products	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Employee commuting	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Franchises or leased assets	Metric tons of CO ₂ equivalent (tCO ₂ e)	N/A	N/A	N/A	
	Internal carbon price	Baht / Metric tons of CO ₂ equivalent	N/A	N/A	N/A	
Energy						
302-1 (e)	Total energy consumption within organization	Gigajoule	267,593.28	345,945.25	428,272.44	
		MWh	73,335.45	95,056.93	117,463.74	
302-1 (a)	Total non-renewable energy consumption	Gigajoule	267,305.19	344,756.92	420,142.37	
		MWh	73,255.43	94,726.84	115,205.38	
302-1 (c)	Total electricity consumption	Gigajoule	210,495.46	286,876.11	340,203.18	
		MWh	58,470.96	79,687.81	94,500.88	
302-1 (b)	Total renewable energy consumption	Gigajoule	288.09	1,188.32	8,130.07	
		MWh	80.03	330.09	2,258.35	
302-3 (a)	Energy consumption intensity	Total energy consumption/ Million Baht of revenue	20.85	21.34	21.20	
Waste						

GRI		Unit	2023	2024	2025	2025 Target
306-3 (a)	Total weight of waste	Metric tons	3,689.49	4,644.63	3,855.11	
	hazardous waste	Metric tons	29.49	41.63	43.11	
	non-hazardous waste	Metric tons	N/A	N/A	N/A	
	recyclable waste	Metric tons	3,660.00	4,603.00	3,812.00	
	food waste	Metric tons	N/A	N/A	N/A	
	infectious waste	Metric tons	N/A	N/A	N/A	
306-4 (a)	Total weight of waste diverted from disposal	Metric tons	3,660.00	4,603.00	3,812.00	
	recyclable waste	Metric tons	3,660.00	4,603.00	3,812.00	
	reused materials	Metric tons	N/A	N/A	N/A	
306-5 (a)	Total weight of waste directed to disposal	Metric tons	29.49	41.63	43.11	
	incineration (with energy recovery)	Metric tons	N/A	N/A	N/A	
	incineration (without energy recovery)	Metric tons	29.49	41.63	43.11	
	landfilling	Metric tons	N/A	N/A	N/A	
	other disposal operations	Metric tons	N/A	N/A	N/A	
	Waste intensity	Metric tons/ Million Baht of revenue	N/A	N/A	N/A	
Water						
303-5 (a)	Total water consumption from all areas	m ³	N/A	N/A	32,204.00	
303-5 (b)	Total water consumption from all areas with water stress	m ³	N/A	N/A	31,956.00	
303-3 (a)	Total water withdrawal from all areas	m ³	N/A	N/A	32,204.00	
	surface water	m ³	N/A	N/A	0	
	ground water	m ³	N/A	N/A	0	

GRI			Unit	2023	2024	2025	2025 Target
	sea water	m ³		N/A	N/A	0	
	produced water	m ³		N/A	N/A	0	
	third-party water	m ³		N/A	N/A	32,204.00	
303-3 (b)	Total water withdrawal from all areas with water stress	m ³		N/A	N/A	31,956.00	
	surface water	m ³		N/A	N/A	0	
	ground water	m ³		N/A	N/A	0	
	sea water	m ³		N/A	N/A	0	
	produced water	m ³		N/A	N/A	0	
	third-party water	m ³		N/A	N/A	31,956.00	
303-4 (a)	Total water discharge to all areas	m ³		N/A	N/A	N/A	
	surface water	m ³		N/A	N/A	N/A	
	ground water	m ³		N/A	N/A	N/A	
	sea water	m ³		N/A	N/A	N/A	
	produced water	m ³		N/A	N/A	N/A	
	third-party water	m ³		N/A	N/A	N/A	

Social Performance

GRI		Unit	2023	2024	2025	2025 Target
Employment						
2-7 (a)	Total number of employees	Persons	8,813	10,574	12,511	
	Breakdown by gender					
	Male	Persons	4,349	5,341	6,077	
		Percent of total employees	49%	51%	49%	
	Female	Persons	4,464	5,233	6,434	
		Percent of total employees	51%	49%	51%	
	Breakdown by region					
	Bangkok and metropolitan area	Persons	4,349	5,341	5,767	
		Percent of total employees	49%	51%	46%	
	Other provinces	Persons	4,464	5,233	6,744	
		Percent of total employees	51%	49%	54%	
2-7 (b)	Breakdown by employee type					
	Permanent staff	Persons	8,812	10,572	12,509	
	Temporary staff	Persons	1	2	2	
2-7 (b)	Breakdown by employment contract					
	Full-time employees	Persons	8,813	10,574	12,511	
		Percent of total employees	100%	100%	100%	
	part-time employees	Persons	0	0	0	

GRI		Unit	2023	2024	2025	2025 Target
		Percent of total employees	0	0	0	
401-1 (a)	Total number of new employee recruited (new hires)	Persons	9,312	8,767	9,020	
	Breakdown by gender					
	Male	Persons	4,438	4,090	3,915	
	Female	Persons	4,874	4,677	5,105	
	Breakdown by age group					
	Under 30 years old	Persons	7,133	6,572	6,593	
	30-50 years old	Persons	2,170	2,186	2,426	
	Over 50 years old	Persons	9	9	1	
	Breakdown by region					
	Bangkok and metropolitan area	Persons	5,128	4,518	4,036	
	Other provinces	Persons	4,184	4,249	4,984	
	Breakdown by employment contract					
	Full-time employees	Persons	0	0	0	
	part-time employees	Persons	0	0	0	
401-1 (b)	Total number of employee voluntary turnover	Persons	5,979	6,060	6,214	
	Breakdown by gender					
	Male	Persons	2,685	2,741	2,839	
	Female	Persons	3,294	3,319	3,375	
	Breakdown by age group					
	Under 30 years old	Persons	3,924	4,224	4,432	
	30-50 years old	Persons	2,051	1,831	1,774	

GRI		Unit	2023	2024	2025	2025 Target
	Over 50 years old	Persons	4	5	8	
	Breakdown by region					
	Bangkok and metropolitan area	Persons	3,390	3,297	3,013	
	Other provinces	Persons	2,589	2,763	3,201	
	Breakdown by employment contract					
	Full-time employees	Persons	0	0	0	
	part-time employees	Persons	0	0	0	
405-1 (b)	Total number of employees with disabilities	Persons	90	103	111	
401-3 (a)	Total number of employees that were entitled to parental leave	Persons	4,464	5,233	12,511	
	Breakdown by gender					
	Male	Persons	N/A	N/A	6,077	
	Female	Persons	4,464	5,233	6,434	
Training and development						
	Total training budget per annum	Million Baht	N/A	9,050,000.00	12,776,045.00	
	Total training hours	Hours	120,738.10	252,718.60	272,433.00	
404-1 (a)	Average hours of training for employees	Hours	13.7	23.9	21.8	
404-3 (a)	Percentage of total employees who received a regular performance and career development review	Percent	N/A	N/A	100%	
Labor practice and human rights						
405-1 (a)	Total board members	Persons	7	7	7	
	Breakdown by gender					
	Male	Percent	4	4	4	

GRI		Unit	2023	2024	2025	2025 Target
		Percent of total members	57%	57%	57%	
	Female	Percent	3	3	3	
		Percent of total members	43%	43%	43%	
	Breakdown by age group					
	Under 30 years old	Percent				
		Percent of total members				
	30-50 years old	Percent	4	4	4	
		Percent of total members	57%	57%	57%	
	Over 50 years old	Percent	3	3	3	
		Percent of total members	43%	43%	43%	
405-1 (a)	Total management members		9	12	12	
	Breakdown by gender					
	Male	Percent	4	5	5	
		Percent of total members	44%	42%	42%	
	Female	Percent	5	7	7	
		Percent of total members	56%	58%	58%	
	Breakdown by age group					
	Under 30 years old	Percent	0	0	0	
		Percent of total members	0	0	0	
	30-50 years old	Percent	8	11	11	
		Percent of total members	89%	92%	92%	
	Over 50 years old	Percent	1	1	1	

GRI		Unit	2023	2024	2025	2025 Target
		Percent of total members	11.11%	8.33%	8.33%	
405-2 (a)	Ratio of basic salary of women to men					
	Breakdown by job level					
	Management	Percent	0.99:1	0.87:1	0.84:1	
	Operational / Support staff	Percent	N/A	N/A	N/A	
406-1 (a)	Total number of incidents of discrimination	Cases	0	0	0	
408-1 (a)	Total number of operations identified as having significant risk for child labor	Cases	N/A	N/A	N/A	
	Total number of operations identified as having significant risk for forced labor	Cases	N/A	N/A	N/A	
	Total number of confirmed incidents of child labor in operations	Cases	0	0	0	
	Total number of confirmed incidents of forced labor in operations	Cases	0	0	0	
	Percentage of employees trained on the human rights policy	Percent of total employees	N/A	N/A	100%	
Employee Engagement						
	Total number of employees who participated in engagement surveys	Persons	N/A	4,258	4,218	
	Percentage of total employees covered	Percent	N/A	49%	34%	
	Employee engagement score	Percent	N/A	75%	80%	
	Breakdown by gender					
	Male	Percent	N/A	N/A	N/A	
	Female	Percent	N/A	N/A	N/A	
Occupational Health, Safety and Well-Being						

GRI		Unit	2023	2024	2025	2025 Target
403-8 (a)	Percentage of all employees and non-employee workers under the organization's control covered by the occupational health, safety, and well-being system	Percent	N/A	100%	100%	
403-9 (a)	Total number of fatalities as a result of work-related injury	Cases	N/A	0	0	0
	Fatality rate as a result of work-related injury	Percent	N/A	0	0	0
	Total number of high-consequence work-related injuries (excluding fatalities)	Cases	N/A	33	29	
	Rate of high-consequence injuries	Percent	N/A	1.39	1	≤ 1.24
	Percentage of employees participating in the annual health check-up program	Percent of full-time employees	N/A	92%	77%	
Community and Social Care						
	Volunteer hours by employees	Hours	N/A	N/A	533	
	Average annual volunteer hours per employee	Hours	N/A	N/A	3.83	
413-1 (a)	Local community development programs based on local communities' needs	Programs	11	12	18	
	Total number of regions reached by the MR. D.I.Y. Cares program	Provinces	9	14	76	
	Percentage of regions reached by the MR. D.I.Y. Cares program	Percent	12%	19%	99%	

Governance Performance

GRI	Unit	2023	2024	2025	2025 Target
Anti-corruption and Bribery					
Total number of employees trained and acknowledged on the anti-corruption policy	Persons	8,813	10,574	12,511	
	Percent of total employees	100%	100%	100%	
Percentage of suppliers/business partners trained and acknowledged on the anti-corruption policy	Percent of total suppliers/business partners	N/A	N/A	100%	100%
Total amount of political contributions	Million Baht	0	0	0	
Ethics and Compliance					
Total number of employees trained and acknowledged on the Code of Conduct	Persons	8,813	10,574	12,511	
	Percent of total employees	100%	100%	100%	
Breakdown by job level					
Management	Percent	100%	100%	100%	
Operational / Support staff	Percent	100%	100%	100%	
Total number of confirmed incidents of non-compliance with the Code of Conduct	Cases	0	0	21	
Percentage of suppliers/business partners trained and acknowledged on the Supplier Code of Conduct	Percent	N/A	N/A	80%	
Data Privacy and Information Security					
Total number of complaints received concerning the handling of customer data privacy	Number	0	0	0	0
Total number of detected IT security incidents	Number	0	0	0	0

GRI	Unit	2023	2024	2025	2025 Target
Percentage of systems and processes compliant with relevant data privacy and IT security standards	Percent	100	100	100	100
Percentage of employees who have completed mandatory training on data privacy and IT security	Percent	N/A	100	100	100
Total number of information security drill exercises conducted	Number	1	1	1	1
Total number of verified complaints involving breaches of customer data privacy	Number	0	0	0	0
Supply Chain Management					
Total number of critical Tier 1 suppliers subject to ESG audits	Number	N/A	N/A	1	
	Percent of total critical Tier 1 suppliers	N/A	N/A	10%	
Total number of findings identified during ESG audits of critical Tier 1 suppliers	Number	0	0	0	
Percentage of ESG audit findings resolved on time for critical Tier 1 suppliers	Percent	0	0	0	
Total number of critical non-Tier 1 suppliers subject to ESG audits	Number	0	0	0	
	Percent of total critical non-Tier 1 suppliers				
Total number of findings identified during ESG audits of critical non-Tier 1 suppliers	Number	0	0	0	
Percentage of ESG audit findings resolved on time for critical non-Tier 1 suppliers	Percent	0	0	0	
Percentage of suppliers who received environmental and social training	Percent of total suppliers	0	0	0	