

# Sustainability Performance Data 2024

## • Environmental Performance

		Performances			
GRI Standard	Indicators	Units	2022	2023	2024
GRI 302-1	Total energy consumed	GJ	426,383	446,863	492,599
	Total non-renewable energy consumption	GJ	410,571	425,866	472,400
	Natural gas	GJ	273,409	266,138	297,602
	Electricity purchased	GJ	137,162	159,728	174,798
	Total renewable energy consumption				
	Self-generated energy	GJ	15,811	20,997	20,199
GRI 302-3	Total energy intensity	GJ/1000L	1.4018	1.2288	1.2808
GRI 303-3	Total water withdrawal	M <sup>3</sup>	1,567,679	1,802,772	1,801,049
	- Surface water	M <sup>3</sup>	0	0	0
	- Ground water	M <sup>3</sup>	0	0	0
	- Sea water	M <sup>3</sup>	0	0	0
	- Produced water	M <sup>3</sup>	0	0	0
	- Third-Party water	M <sup>3</sup>	1,567,679	1,802,772	1,801,049
	Total water recycled & water reused	M <sup>3</sup>	260,703	382,016	394,436
	- RO Return	M <sup>3</sup>	159,910	235,158	243,628
	- RO Reject	M <sup>3</sup>	31,104	104,317	106,695
	- Condensate Return	M <sup>3</sup>	69,689	42,541	22,894
	- RO Recycle	M <sup>3</sup>	-	-	21,219
	Water consumption intensity	M <sup>3</sup> /1000L	5.1540	4.9573	4.6829

		Performances			
GRI Standard	Indicators	Units	2022	2023	2024
GRI 303-4	Total water discharge	M <sup>3</sup>	720,133	697,663	676,693
	Water quality before discharge				
	Biochemical Oxygen Demand (BOD)	Mg/L	44	66	48
	Chemical Oxygen Demand (COD)	Mg/L	144	194	116
	Value of oil and grease from treated water (Grease and Oil)	Mg/L	2	2	2
	Total Suspended Solids (TSS)	Mg/L	30	14	23
	Total Dissolved Solids (TDS)	Mg/L	668	512	664
GRI 303-5	Total water consumption	M <sup>3</sup>	847,546	1,105,109	1,124,356
	Water intensity	M <sup>3</sup> /1000L	2.7864	3.0388	2.9235
	Total Greenhouse Gas Emissions (GHGs)	tCo <sub>2</sub> eq	132,261	144,768	149,392
GRI 305-1	Total direct GHG emission (scope 1)	tCo <sub>2</sub> eq	19,729	22,348	20,963
GRI 305-2	Total indirect GHG emission (scope 2)	tCo <sub>2</sub> eq	19,047	22,180	24,273
GRI 305-3	Other relevant indirect GHG emission (scope 3)	tCo <sub>2</sub> eq	93,485	100,240	104,156
	- Purchased goods	tCo <sub>2</sub> eq	93,485	100,240	104,156
	- Capital goods <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Fuel and energy related activities <sup>(1)</sup> (excluded from scope 1 & 2)	tCo <sub>2</sub> eq	-	-	-
	- Upstream transportation and distribution <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Waste generated in operations <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Business travel <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Employee commuting <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Upstream leased assets <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Investments <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Downstream transportation and distribution <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-

		Performances			
GRI Standard	Indicators	Units	2022	2023	2024
	- Processing of sold products <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Use of sold products <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- End of life treatment of sold products <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Downstream leased assets <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
	- Franchise <sup>(1)</sup>	tCo <sub>2</sub> eq	-	-	-
<b>GRI 305-4</b>	<b>GHG emissions intensity</b>				
	GHG emissions (scope 1 & 2)	tCo <sub>2</sub> eq	38,776	44,528	45,236
	GHG emissions intensity (scope 1 & 2)	tCo <sub>2</sub> eq /1000L	0.1275	0.1224	0.1176
<b>GRI 305-7</b>	<b>NOx, SO2, and other significant air emissions</b>				
	Nitrogen oxide (NOx)	PPM.	N/A	13.25	32.5
	Sulfur dioxide (SO2)	PPM.	< 1.00	< 1.00	< 1.00
	Total Suspended Particulates (TSP)	Mg/M <sup>3</sup>	N/A	5.28	5.33
<b>GRI 306-3</b>	<b>Total wastes generated</b>	<b>Ton.</b>	<b>2,508.76</b>	<b>2,225.47</b>	<b>2,359.38</b>
	Total hazardous waste generated	Ton.	0	13.74	27.34
	Total non-hazardous waste generated	Ton.	2,508.76	2,211.73	2,332.04

Note: N/A means data is not available or data cannot be collected

(1) The organization's greenhouse gas emissions are significantly below the disclosure threshold according to the CFO calculation criteria of the Thailand Greenhouse Gas Management Organization (TGO).

• Employee Performance

Employee Performance			Performances					
			2022		2023		2024	
GRI Standard	Indicators	Units	Male	Female	Male	Female	Male	Female
GRI 2-7	Total number of employees	person	362		379		401	
	Total employees	person	250	112	261	118	279	122
	- Head Office	person	43	42	42	45	41	47
	- Factory	persons	207	70	219	73	238	75
GRI 401-1	New employee hires and employee turnover							
	New employee hires	person	55		55	17	42	9
	- Head Office	person	17		5	5	4	3
	- Factory	person	38		50	12	38	6
	New employee hiring rate	%	15.19		19.00		12.72	
	New employee by Age Group (Head Office)							
	> 50 years	person	N/A	N/A	N/A	N/A	0	0
	30 - 50 years	person	N/A	N/A	N/A	N/A	3	1
	< 30 years	person	N/A	N/A	N/A	N/A	1	2
	New employee by Age Group (Factory)							
	> 50 years	person	N/A	N/A	N/A	N/A	0	0
	30 - 50 years	person	N/A	N/A	N/A	N/A	9	2
	< 30 years	person	N/A	N/A	N/A	N/A	29	4
	New employee by Area (Head Office)							
	Northern	person	N/A	N/A	N/A	N/A	0	1
	Central	person	N/A	N/A	N/A	N/A	4	1
	Northeastern	person	N/A	N/A	N/A	N/A	0	1
	Eastern	person	N/A	N/A	N/A	N/A	0	0

			Performances					
			2022		2023		2024	
GRI Standard	Indicators	Units	Male	Female	Male	Female	Male	Female
	Western	person	N/A	N/A	N/A	N/A	0	0
	Southern	person	N/A	N/A	N/A	N/A	0	0
	New employee by Area (Factory)							
	Northern	person	N/A	N/A	N/A	N/A	3	0
	Central	person	N/A	N/A	N/A	N/A	33	4
	Northeastern	person	N/A	N/A	N/A	N/A	1	0
	Eastern	person	N/A	N/A	N/A	N/A	0	1
	Western	person	N/A	N/A	N/A	N/A	1	0
	Southern	person	N/A	N/A	N/A	N/A	0	1
	Total voluntary employee turnover	person	85		43	15	26	12
	- Head Office	person	12		7	6	3	5
	- Factory	person	73		36	9	23	7
	Voluntary employee turnover rate	%	1.95		1.29		0.84	
	Turnover by Age Group (Head Office)							
	> 50 years	person	N/A	N/A	N/A	N/A	0	1
	30 - 50 years	person	N/A	N/A	N/A	N/A	3	2
	< 30 years	person	N/A	N/A	N/A	N/A	0	2
	Turnover by Age Group (Factory)							
	> 50 years	person	N/A	N/A	N/A	N/A	1	0
	30 - 50 years	person	N/A	N/A	N/A	N/A	7	3
	< 30 years	person	N/A	N/A	N/A	N/A	15	4

			Performances					
			2022		2023		2024	
GRI Standard	Indicators	Units	Male	Female	Male	Female	Male	Female
	Turnover by Area (Head Office)							
	Northern	person	N/A	N/A	N/A	N/A	0	1
	Central	person	N/A	N/A	N/A	N/A	3	3
	Northeastern	person	N/A	N/A	N/A	N/A	0	1
	Eastern	person	N/A	N/A	N/A	N/A	0	0
	Western	person	N/A	N/A	N/A	N/A	0	0
	Southern	person	N/A	N/A	N/A	N/A	0	0
	Turnover by Area (Factory)							
	Northern	person	N/A	N/A	N/A	N/A	0	1
	Central	person	N/A	N/A	N/A	N/A	0	4
	Northeastern	person	N/A	N/A	N/A	N/A	20	0
	Eastern	person	N/A	N/A	N/A	N/A	3	1
	Western	person	N/A	N/A	N/A	N/A	0	0
	Southern	person	N/A	N/A	N/A	N/A	0	1
GRI 401-3	Parental Leave							
	- Employees taking parental leave	person	-	3	-	2	-	6
	- Employees returning to work after parental leave	person	-	3	-	2	-	6
	- Employee returning to work retention rate	%	100		100		100	
GRI 404-1	Training and Development							
	Average hours of training per year per employee	hour/person/year	8		8		12	
	- Head Office	hour/person/year	8		8		5	7
	- Factory	hour/person/year	8		8		19	15
	Average hours of training by Level (Head Office)							
	Senior Executive	hour/person/year	N/A	N/A	N/A	N/A	4	6

			Performances					
			2022		2023		2024	
GRI Standard	Indicators	Units	Male	Female	Male	Female	Male	Female
	Management	hour/person/year	N/A	N/A	N/A	N/A	3	5
	Employee	hour/person/year	N/A	N/A	N/A	N/A	8	11
	Average hours of training by Level (Factory)							
	Senior Executive	hour/person/year	N/A	N/A	N/A	N/A	12	15
	Management	hour/person/year	N/A	N/A	N/A	N/A	23	17
	Employee	hour/person/year	N/A	N/A	N/A	N/A	22	14
GRI 405-1	Total employees classifying by diversity							
	Total Employees by Level							
	Senior Executive	person	6	1	5	1	7	3
	Management	person	9	8	35	30	15	20
	Employee	person	235	103	221	87	257	99
	Total Employees by Age Group							
	> 50 years	person	15	5	15	7	13	1
	30 – 50 years	person	122	60	134	69	149	83
	< 30 years	person	113	47	112	42	117	38
	Total Employees by Religion							
	Buddhist	person	N/A	N/A	255	116	268	121
	Christ	person	N/A	N/A	0	1	3	0
	Islam	person	N/A	N/A	6	1	8	1
	Other	person	N/A	N/A	0	0	0	0
	Not disclosed	person	N/A	N/A	0	0	0	0
GRI 405-2	Compensation							
	Employees' compensation	Million Baht per year	152.09	71.67	174.42	84.94	186.64	100.44
	Proportion of employee compensation (Female: Male)	times	1.05		1.08		1.23	

Note: N/A means data is not available or data cannot be collected

# • Occupational Health and Safety

		Performances			
GRI Standard	Indicators	Units	2022	2023	2024
GRI 403-9 (a)	High-consequence work-related injuries (excluding fatalities)				
	- Employee	person	2	2	1
	- Contractor	person	N/A	0	0
	High-consequence work-related injuries (excluding fatalities)	Case / 1 million man-hours	N/A	N/A	0.98
	- Employee	person	N/A	N/A	0
GRI 403-9 (b)	- Contractor				
	- Employee	person	1	1	0
	- Contractor	person	N/A	0	0
	- Employee Rate	Case / 1 million man-hours	N/A	N/A	0
	- Contractor Rate	Case / 1 million man-hours	N/A	N/A	0
GRI 403-9 (c)	Fatalities				
	- Employee	person	0	0	0
	- Contractor	person	N/A	0	0
GRI 403-9 (d)	Number of Hours Worked <sup>(1)</sup>				
	- Employee	man-hours	4,320	4,320	1,000,000
	- Contractor	man-hours	4,320	4,320	1,000,000
GRI 403-10	Number of Fatalities as a Result of Work-Related Ill Health				
	- Employee	person	N/A	N/A	0
	- Contractor	person	N/A	N/A	0
	Number of Cases of Recordable Work-Related Ill Health				
	- Employee	person	N/A	N/A	0
	- Contractor	person	N/A	N/A	0

Note: N/A means data is not available or data cannot be collected

(1) In 2024, the Company has adjusted the method of calculating the number of working hours in accordance with the reporting standards of the Global Report Initiative Standards (GRI) by equating to 1,000,000 working hours.